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Comparative Study on Employee Performance upon the implementation of Employee Performance Management System in the Provincial Ministry of Local Government: Northern and North Western Provinces in Sri Lanka



Thirugnanam Navaneethan
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Abstract

In the present knowledge economy with dynamic resolution of technological changes, the global has experienced in creating new thinks of every movement. In view of this many management discipline practices are being implemented according to the requirement of changes. Human resource is a vital resource to any organization. In order to manage these resources effectively, the organizations need to have a mechanism to evaluate their performance. In this range EPMS has become popular.

Most of the public sector organization in the country is continuing traditional method of Performance Appraisal (PA) system. Even if they have started some practices like public sector reforms, their effort on Employee Performance Management (EPM) practices is not sufficient .In this view, the researcher has selected the Ministry of Local Government and its Departments of Northern Province in order to assess the efficiency level of EPM system and compare this system with Local Government Ministry of North Western Province (Wayamba Province).

The efficiency level of EPM system highly depends on main three variables namely People, Structure and Process. There is around 2305 staff working in the two Ministries and its Departments and 357 staff were selected as sample. It is around 15.5% of total population. Stratified randomly sampling method was used to collect the data. Both primary and secondary data were used for the study and primary data was collected through Questionnaires.

Data was analyzed through descriptive statistical tools. Confirmatory data analyzing part consists of correlation, regression and cross analysis to illustrate the relationship, association and impact between independent variables and dependant variable. Summary statistical tools consisting of mean and standard deviation were used to compare the EPM system of two Provinces.

The research study revealed that the selected Ministry of North Western Province is adopting EPM practices in advance than the Ministry of Local Government of Northern Province. Even though both provinces need to adopt those EPM practice more as they are in average level of efficiency in implementing the EPM system. In this array both Provinces need to executing a credible EPM system by improving competences and commitment of people, structure and EPM process.

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