A Design of a Performance Appraisal System for Apparel Manufacturing Industry in Sri Lanka

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Performance evaluation process can reduce the turnover, keeping employee satisfaction level high and keeping them motivated. It can deliver opportunities for appreciation, optimistic reinforcement, and performance improvement of the employees. Performance Management is the process in which managers ensure employees’ action outputs given to the organization’s goal. The long-term possibility and competitiveness of any organization depends on its ability to evaluate the performance of the employees and examine their contribution in achieving the goals assigned them by managers. Through the process of providing feedback, managers and employees may identify performance and establish ways to resolve those problems. Mainly, faults and failures in performance evaluation processes lead to processes of employee performance evaluation. Employee job satisfaction and decisions to stay with the company are associated with employee meaningful feedback about performance mainly from their direct supervisors. One of the aims of the study is to reduce employee turnover by proposed performance evaluation process and objective is to increase employee satisfaction level, keep them motivated by evaluation process and reduce employee turnover. Considering the most significant employee performance and prediction, using K-Means clustering can be more vital. The authority to predict the employees’ performance may use hybrid procedure based on Data Clustering method. Data Clustering method can apply to evaluate the employees’ performance and decision-making process. Managers use evaluations as a motivational tool to communicate performance expectations to employees and provide them with feedback. Mentioned process requires deliberating what activities are longing, observing whether they occur, and providing feedback to meet expectations of managers and employees.

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