

Abstract

Performance evaluation is a discrete, formal, organizationally sanctioned event usually occurring once or twice a year in the organizations. In an every organization evaluate employee performance to identify the employee abilities to perform and to get organizational decisions. Generally, SL Navy evaluates officers' performance once a year. Officers' performance appraisal is a decisive factor for promotion, training and appointments. But according to the Human resource management system data, the rate of officers leaving from navy in early ages has been arisen. Hence, it is doubtful that the officers are granting their full commitment to the Navy when they performing their duties. Further it is questionable whether the performance evaluation of officers is effective and gives positive influence to the satisfaction or commitment. Hence, the main objective of this study was to find the impact of performance appraisal to the logistics officers' job commitment in SL navy. The population of this study was logistics officers in navy. Primary data were collected using a questionnaire from 101 respondents from SL navy. The Key constructs for this study were Performance Appraisal as independent variable and Job Commitment as dependent variable. A Hypothesis is also formulated to test the relationship between the constructs. Data were analyzed using SPSS software and the interpretation made on using several statistical techniques. The findings of the study indicated that there is a moderate positive relationship of performance appraisal with the logistics officers' job commitment in SL navy. Hence performance appraisal is positively affected to the officers' commitment in SL navy. Further this study indicated that the time of PA is weakly positively correlated with the commitment as well as PA method, feedback and PA decisions are moderately positively correlated with the officers' commitment. The findings of this study would be useful in implement effective performance evaluation and its implications within SL Navy as well as all try forces in the country. It is also given the direction to the decision makers to take important policy decisions about employee performance appraisal.

Keywords: Performance Appraisal (PA), Job Commitment, Sri Lanka Navy (SLN)