

ABSTRACT

Performance appraisal can be viewed as the process of assessing and recording staff performance for the purpose of making judgments about staff that lead to decisions. Performance appraisals should also be viewed as a system of highly interactive processes which involve personnel at all levels in differing degrees in determining job expectations, writing job descriptions, selecting relevant appraisal criteria, developing assessment tools and procedures, and collecting interpreting, and reporting results.

The early employee appraisals system was called 'merit rating'. In the early fifties, attention shifted to the performance appraisal of technical, professional and managerial personal. Since then, the philosophy of performance appraisal has under gone tremendous changes. Different experts have used different terms to describe this philosophy or concept. The common terms used include merit rating, behavioral assessment, employee evaluation, personnel review, staff assessment, and progress report and performance appraisal. Notwithstanding, the term 'performance evaluation/appraisal' is most widely used.

The performance evaluation system in the Sri Lanka Navy serves many organizational goals and objectives. Besides encouraging high levels of performance, the evaluation system is useful in identifying employees with potential, rewarding performance equitably, and determining officers' need for development. These are all the activities that are supporting the organization's strategic orientation. Although these activities are clearly instrumental in achieving organizational plans and long term growth, typical appraisal system in the SLN have been focused on short term goals. Therefore the purpose of this research paper, considering all the facts indicated above, is to evaluate the effectiveness of the present Performance Evaluation criteria of the Sri Lanka Navy in order to analyze and find out suitability, shortcoming and make proposals to enhance, upgrade the system to meet the present and future demands. In this effort I have been able to identify specific areas that needed to be improved and innovate to meet today's contemporary requirement and recommend certain measures that could adopt to improve the present system.