

## ***ABSTRACT***

This research paper addresses an empirical issue: the poor performance appraisal and the officer's turnover rate in Sri Lanka navy (SLN). A systematic process of enquiry and scholarly investigation shows how performance appraisal system linked to the level of job satisfaction and the turnover rate among officers of the SLN, which has lead the talented career officers to retire prematurely. The existing criteria illustrates that, When promoting officers to the prestigious higher ranks individual service record is considered predominantly than the seniority as superior based performance evaluation has become an annual routine event which is named as "Confidential reports". Whereas the main objective of the performance appraisal is to determine the officer's potential, learning the training needs, and the appropriate procedures for the career planning. In addition, appraisal system may be used to determine whether the officer deserve to receive the reward or incentive for their performance. Having studied various motivational theories, this research argues that the overall performance appraisal and the reward system should be linked to improve job satisfaction and it is imperative to develop a sound 360 degree performance appraisal system for SLN in this regard.

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<sup>1</sup> NAV 206 form being used to evaluate officers of SLN