

ABSTRACT

The general objectives of the study were, to determine the effect of current performance appraisal system of middle grade officer's job satisfaction in the rank of Squadron Leader, Wing Commander and Group Captain in Sri Lanka Air Force. In order to achieve the main objective, researcher has to develop few specific factors with process, accuracy, information, employee attitude and the political factors. The impact of current performance appraisal system has resulted in a 'bottleneck' in the Sri Lanka Air Force. Despite the worldwide quest for job satisfaction, very few have found an acceptable definition of this concept. Job satisfaction concept is a timely important topic for persons who are experiencing the complexity of life. Many people in the world find it difficult to measure Job Satisfaction. Basically officers of Sri Lanka Air Force presume that there is a contradiction between the officer's assessment and job satisfaction of same. Therefore, conflict continues to occur in day to day life. The last nine years, largest number of officers seeking early retirement from the Sri Lanka Air Force that in 2009 to 2015-164 middle grade officers opted to exit before their set date of retirement and 2015 to 2018-248 middle grade officers opted to exit before their set date of early retirement. Nearly half the officers get superseded by 35 to 40 years of age in the Sri Lanka Air Force. The population of middle grade officer's 837 a sample size of 100 respondents was selected. Questionnaire was used as an instrument to collect primary data for this study and out of 110 questionnaires distributed 100 of the respondents were retrieving from the respondents. Therefore, this research is designed as effect on process, informational, accuracy, employee attitude and politics factors of performance appraisal system and effecting job satisfaction to measure the job satisfaction of middle grade officer's in Sri Lanka Air Force. Approach was made in both scientific and logical manner in order to determine its effect in the military environment superiors who was assessing his subordinates. When carrying out this research, it was found that the in Sri Lanka Air Force is not exceptional in the cases of job satisfaction but, its measurement had done deviating from the traditional approach. Among the main finding of the study was that from the six factors of effective performance appraisal system, which are ongoing process, accuracy, information, employee attitude and the political factors effect on officers' job satisfaction. The result shows that the relationship between officers' participation in the performance appraisal system and officers' job satisfaction was insignificant. Again, it was conclude that the level

of officers' job satisfaction regarding to the current performance appraisal system was low. The study recommends that the performance appraisal system is an important factor for officers' job satisfaction. Performance appraisal system helps to improve employee job performance and job satisfaction at work. There are a few elements of the current performance appraisal system that are limiting the effectiveness of the appraisal to enhance job satisfaction in middle grade officer's in Sri Lanka Air Force.

Key word: performance appraisal system, job satisfaction, middle grade officer, process, accuracy, information, employee attitude ,political , Squadron Leader, Wing Commander, Group Captain,Sri Lanka Air Force.