

Impact of Perceived Usefulness and Perceived Ease of Use on Intention to Use the E-Performance Appraisal System among Managerial-Level Employees: with Special Reference to the Finance Sector in Colombo District

Sachith, H. G. I.¹ and Jayarathna, S. M. D. Y.²

This research aims to analyze the impact of perceived usefulness and perceived ease of use on the intention to use the e-performance appraisal system. Furthermore, this study intends to contribute to fill the knowledge gap by looking into the relationship between perceived usefulness, perceived ease of use and intention to use the e-performance appraisal system. Despite studies on perceived usefulness, perceived ease of use, and intention to use the e-performance appraisal system in western literature, this was an undervalued phenomenon in the Sri Lankan context, especially in the finance sector and in managerial-level positions. This research was conducted using the survey strategy and quantitative research method. Managerial level employees of a selected company in the finance sector in Colombo district were chosen as the population of the study and 189 responses were received. Data collection was done through a self-administered questionnaire using a Google form. The study revealed that there is an impact between perceived ease of use, perceived usefulness, and behavioural intention to use e- performance appraisal system, thus perceived ease of use, and perceived usefulness influence the behavioural intention to use e-performance appraisal system positively.

Keywords: *Behavioural Intention, Electronic Performance Appraisal system, Human Resource Information System, Perceived Ease of Use, Perceived Usefulness, Technology Acceptance Model*

¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [isurusachith46@gmail.com]

² Senior Lecturer, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [dinethiyasodara@kln.ac.lk]