

The Impact of Motivation as a Mediator of the Relationship between 360-Degree Performance Appraisal System and Employee Job Performance within ABC Healthcare Company in Sri Lanka.

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The purpose of this research is to identify the mediating effect of job motivation on the relationship between 360-degree performance appraisal system and employee job performance. In addition to that, this study intends to contribute to filling the theoretical and empirical gap in the existing literature within Sri Lankan context. Although there is enough literature on performance evaluation and employee job performance. There is less research context in Sri Lanka to test the 360-degree performance appraisal system and employee job motivation and employee job performance. This study explored the relationship and examined the influence of 360-degree performance appraisal system, employee motivation and employee job performance among a healthcare sector organization in Sri Lanka. This research is deductive (theory-testing) research. This research was conducted using a survey research strategy and quantitative research method. The sample size was 150, data collection was done through a self-administered questionnaire and Convenience sampling technique. A Google form was created and distributed to collect data. The number of employees who responded was 105 among 150 employees. Statistical Package for Social Science (SPSS), version 23.0 was used as a tool for data analysis and both descriptive and inferential statistics, namely correlation and regression were used to analyze data. The results indicate that 360-degree performance appraisal system and Employee job performance have a positive relationship with mediating effect of employee motivation.

Keywords: 360-degree performance appraisal system, Employee motivation and Employee job performance

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