

Impact of Effectiveness of Performance Evaluation on Individual Work Performance of Non-Executive Level Employees in Selected Construction Company in Sri Lanka.

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This research explores the impact of effectiveness of performance evaluation of non-executive level employees in selected construction company in Sri Lanka. Utilizing a quantitative approach, the study investigates the relationship between perceived fairness, accuracy and relations with peers and supervisors within the influence on employee performance. And this study investigates the impact of effectiveness of performance evaluation on individual work performance. The analysis draws upon data collected through standardized surveys with non-executive level employees in a construction company. Independent variables, namely, fairness of performance evaluation, accuracy of performance evaluation, relations with peers and supervisors were identified with the aid of literature. Then the dependent variable, 'individual work performance' was mapped with independent variables to design the conceptual framework. The design of the conceptual framework for this research was built based on previous literature related to this study area. This research is deductive (theory-testing) research. This research was conducted using a survey research strategy and quantitative research method. Data required on the variables were directly gathered from non-executive level employees by sharing a questionnaire in the form of a 'Google form'. The sample size was 114. Then the collected data was screened and cleaned using the SPSS tool before analyzing. Further, SPSS version 23.0 was used to analyze the data by incorporating regression analysis to test the hypotheses defined at the conceptual framework designing stage. Finally, conclusions were drawn. It was evident that there are significant relationships between fairness of performance evaluation, accuracy of performance evaluation, relations with peers and supervisors and there is an impact effectiveness of performance evaluation and individual work performance.

Keywords: *Effectiveness of Performance Evaluation, Individual Work Performance, Fairness, Accuracy, Relationship with Peers and Supervisor*

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