

MBO PROCESS AS A PERFORMANCE APPRAISAL
TOOL IN THE PRIVATE SECTOR ORGANISATIONS
IN SRI LANKA

A DISSERTATION SUBMITTED IN PART FULFILMENT
OF THE REQUIREMENTS OF THE
MASTER OF BUSINESS ADMINISTRATION DEGREE
OF THE
UNIVERSITY OF COLOMBO

UCLIB



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ABSTRACT

Performance Appraisal of the MBO process is a very vital area for a success of any organisation of the Private Sector in Sri Lanka.

Four well managed Private Sector Companies which understand the Human Resources Development very well were selected for the study since outcome of this study can be helpful for the development and implementation of the effective performance appraisal for other organisations in the Private Sector and the Public Sector.

The evidence suggests that selected organisations do not properly implement performance appraisal and furthermore, though they do so much on the development of Human Resources, employees personal objectives are not taken into consideration by them in appraising the performance of the employees.