

**AN EMPIRICAL STUDY OF HUMAN RESOURCES
MANAGEMENT PRACTICES ON EMPLOYEES
PERFORMANCE OF BOI MANUFACTURING COMPANIES IN
SRI LANKA**

by

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ABSTRACT

On the challenges of faced by manufacturing industry in Sri Lanka. Human Resource Management is yet to be considered as a significant relationship. There are several human resource problems such as high labour turnover and absenteeism, which have made barriers to minimize the effort of the achieving organizational objectives of the BOI manufacturing industry in Sri Lanka. All the categories of human resources have a significant role to play in maintaining the highest labour productivity in this sector. However, there are very few research study. In Sri Lanka. Therefore, this study empirically investigated HRM practices and employees job performance with relate to the executive employees in the BOI manufacturing industry.

This study comprehensively evaluated the human resources management practices and employees performance of the BOI manufacturing sector of Sri Lanka. This is achieved by developing and testing the model based on human resource practices including recruitment, selection, training, performance appraisal and compensation as independent variables on the employee's performance as a dependent variable. This study also helps us to understand the significance of human resource practices on the employees' performance. Questionnaires along with cover letter were sent to the 35 different BOI manufacturing firms and used for the study purpose. Research findings prove significant relationship of HRM practices and employees performance.

The result of the study showed that the recruitment selection, training ,performance appraisal practices in relation to the employees' performance are significantly and positively correlated whereas the employees job performance., training, compensation practices have significant relationship with the performance of BOI manufacturing industry 100 executive employees. Results have been discussed in context of manufacturing sector and recommendations have been made for executive employees in manufacturing BOI industry in Sri Lanka.

Keywords: Employees performance, recruitment, selection, training performance appraisal, compensation, human resource management practices, Sri Lankan BOI manufacturing firms.