



**Uva Wellassa
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**IMPACT OF ORGANIZATIONAL CAREER
MANAGEMENT PRACTICES ON SELF JOB
PERFORMANCE**

(WITH REFERENCE TO FINANCE COMPANIES IN SRI LANKA)

*This dissertation is submitted as a partial fulfillment of the degree of Bachelor of
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*Key Words: Organizational Career Management Practices, Self job performance,
Role based performance scale.*

ABSTRACT

In the contemporary world, Human Resource Management is considering as an important field that leads an organization towards its success. People are being treated as a key resource among all other resources and which enables an organization to gain the sustainable competitive advantages. The research focused to find out the relationship between organizational career management practices and self job performance and identifying contribution of each career management dimensions to self job performance. The research was assessed by giving questionnaires to 120 executive level employees who work at head quarters of 15 finance companies selected by randomly. Five point Likert method was used to measure the data. A

model developed by Baruch Y., Peiperl M., (2000) was used for Organizational career management and Role Based Performance Scale developed by Welbourne T.M.et.al, (1997) was used for self job performance. Data analysis was done by descriptive statistics, multiple regression analysis and Pearson correlation coefficient. For the purpose of analyzing data, computer statistical package (SPSS) and Minitab software were used. There was a positive strong relationship between organizational career management practices and self job performance in finance companies in Sri Lanka. The most affected career management practice was multi-directional career management dimension (peer appraisal and upward appraisal.). Active planning career management practice (Performance appraisal, Career counseling by the direct supervisor and the HR department and Succession planning) was the secondly most affective career management practice to the self job performance. Further, formal (written personal career planning, dual career ladder, career books and/or pamphlets and common career paths), basic (Job postings, Formal education, Pre-retirement and Lateral moves) and active management (Assessment centers, Formal mentoring and Career workshops) were significant to the self job performance in finance companies in Sri Lanka. The study identified further that majority of executives (72%) were male employees.