

**ASSESSMENT OF HUMAN RESOURCE
DEVELOPMENT PROCESS IN SRI LANKAN TEA
PLANTATIONS REFERING MANAGEMENT STAFF**

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ABSTRACT

Sri Lanka is a country with an Agricultural economy. The main Plantation crop grown in Sri Lanka is Tea. Sri Lanka holds its position as the World's second largest exporter of Tea accounting for over 300 million Kilograms of annual production. Sri Lankan Tea holds its exquisite position as the World's finest quality Black Tea producer.

An organization is nothing without human resources. Therefore, HRM in tea plantation is very essential for survival and success of tea industry. If it is to understand how a tea company should manage its human resources, it is needed to put the problem in HRM perspective. This can best be accomplished by beginning with a review of how the labor force has changed from the past generation. This research was focused on studying the factors effecting for the human resource development of management staff in tea estates. The research was based on a questionnaire survey. Data were collected using a formal questionnaire which was focused on identifying the factors effect on human resource development of management staff in tea estates. The sample size was 51 tea estate superintendents and assistant superintends. According to the results derived following factors have exhibit positive relationship with the human resource development in management staff in tea estates; career training and development, task identity, performance appraisal process, recruitment and selection. While factor feedback has shown negative relationship to the human resource development of management staff in tea estates.

Key Words – Human Resources, Human Resource Development, Superintendents, Assistant Superintendents