

Executive Summary

Human Resource is the most important resource out of all the resources for a development of a country, as all other resources make things possible while Human Resource makes things happen. The need of a skilled manpower has been the challenge in every country's aspiration. Vocational Training Authority of Sri Lanka [VTA] is one of the key organizations addressing the skilled manpower development by means of the Vocational Training Programs in the country.

In this course of action, VTA has been conducting various training courses in several disciplines for the skills development of the youths through island wide network within 25 districts providing training for more than 35000 youths annually through 217 centers.

In the process of the youth's skills development in the country, over 1200 VTA instructors as trainers play a vital role and they are the backbone in the training process while their role helps in creating a successful product of competent trainees. Thereby identification of such trainers through a proper Performance Evaluation System [PES] and motivate them by a means of rewarding & appreciating is utmost significant. At the same time it could be able to identify the trainers who need further Training & Developments.

In this context, VTA had been doing the evaluation of instructors annually using a conventional method that needed to be changed, focusing contemporary Human Potential Development existing in modern era. It is unfortunate that not only the VTA but also most of the government organization yet not well focused on this salient factor of Employee Performance Evaluation with high attentiveness. It affects the overall performance of the individual that leads to employee de-motivation and to the organizational Productivity.

This has been highlighted & discussed in all the books written on HR Management by all the authors and Frederick Herzberg is one of the well-known authors among them, who introduced Employee Motivation in one of his famous book "One More Time, How Do You Motivate Employees? (1968)" and was the most requested article from the Harvard Business Review.

PES is a precious tool lies in the hands of Human Resource Management to continuously evaluate and audit the performance of its employees in order to help organizations to achieve competitive advantage.

It is emphasize hear that, any organization should revisit and redesign its appraisal system aligning to its vision and mission towards the attainment of its organizational goals enabling to make competitive environment. It also helps the principles of the good governance to be prevailed in an organization.

This project is a systematic, scientific and unbiased computer based Performance Evaluation System on Digital Platform which is relatively fast and accurate for an important training segment of VTA among the various segments. That provides authentic impact to Youth's skills development in the country. Subsequently reward and motivate trainers by grading and ranking the courses, Hence it builds competitive environment among instructors to increase the productivity at Vocational Training Authority of Sri Lanka with the ultimate impact to increase the GDP contribution for the development of Sri Lankan economy.