

## **ABSTRACT**

The inception of Performance Management was only during the late 80's when the traditional performance appraisal was seen to become very subjective and needed some improvement. Performance Management was seen to be very coordinated and orderly approach towards people either individual or in-group. The evolution in managing performance created many models that is currently available for all. Many agree that performance is closely linked to motivation as such poor performance management can have an effect on employee motivation. The Army being a very organized institution has always taken cognizance of the contributing factors to motivation.

This study will give an overview of the Army current performance management approach and attempts to provide linkages between the inherent system and also motivation especially involving the mid level leaders. The research conducted via self-administered questionnaires on 232 respondents representing 8.5 percent of the actual strength of mid level leaders is hoped to provide their perceptions on the subject matter. It will assist to identify the effectiveness of the system currently in implementation stage. The results shows that the majority of the mid level leaders are comfortable with current system but wants an improved and more effective system that will be enhancing the performance of the organization as a whole.