

CONSTRUCTION OF COMPUTER SCIENCE BUILDING FOR UNIVERSITY OF JAFFNA

Project Name : Design Construction & Commissioning of Building and other related

structures for the Department of Computer Science, University of Jaffna at

Thirunelvely

Project Code : SKJC - 04

Location : Thirunelveli, Jaffna

Client Name : Vice Chancellor, University of Jaffna

Design Structural Engineer : Code Consultant

Design Architect : Mr. R. S. Wijegunawardana

Type of Contract: Design and Build

Design & Build Contractor : Sanken Construction (Pvt) Ltd

Date of Commencement : 17th of April 2019 **Date of Completion** : 16th of April 2021

Time for Completion : 02 Years

Value : LKR 206,942,802.00

Floor Area & No. of Floors : 2993 m³, Four Floors (Including Basement)

Project Progress

MEP : 5%
Structure : 75%
Façade : 1%
Overall : 30%

Project Management Team

Executive Director / DGM (Projects) : Mr. Mervyn Fernando **Area Manager** : Mr. M. B. Jaufer

Site Manager : Mr. Nandana Ekanayake









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CONSTRUCTION OF PROPOSED HOLIDAY BUNGALOW - JAFFNA

Project Name : Construction of Proposed Holiday Bungalow - Jaffna

Project Code : SKJB - 05

Location : Rasavinthoddam, Jaffna

Client Name : Bank of Ceylon

Structural Engineer: Department of BuildingsDesign Structural Engineer: Department of BuildingsDesign Architect: Department of Buildings

Date of Commencement: 15th of May 2019Date of Completion: 14th of May 2020Project Duration: 365 Calendar Days

Contract Sum / Value : LKR 102,920,893.02 (Excluding VAT) **Floor Area & No. of Floors** : 892.32 m² and Two Storey Building

Type of Contract : Conventional Building

Project Progress

 MEP
 : 20%

 Structure
 : 80%

 Overall
 : 40%

Project Management Team

Executive Director / DGM (Projects) : Mr. Mervyn Fernando

Area Manager: Mr. M. B. JauferSite Manager: Mr. K. Rajkuma









PRE-CLINICAL BUILDING FOR FACULTY OF MEDICINE & ALLIED SCIENCE AT SALIYAPURA RAJARATA UNIVERSITY OF SRI LANKA

Project Name : Design, Construction Completion & Commissioning of Proposed Pre-Clinical

Building for Faculty of Medicine & Allied Science at Saliyapura Rajarata

University of Sri Lanka

Site Code : SKJP - 05

Location: Saliyapura Rajarata University of Sri LankaClient Name: Vice Chancellor, Rajarata University of Sri Lanka

Design Structural Engineer: Code Consultant (Pvt) Ltd **Design Architect**: Mr. R. S. Wijegunawardana

Date of Commencement : 21st of October 2019 **Date of Completion** : 21st of October 2022

Project Duration : 03 Years

Contract Sum / Value : LKR 767,527,800.00 Floor Area & No. of Floors : 112,320 sq.ft and Six Type of Contract : Design & Build

Project Progress

Overall : 5% Structure : 0%

Sanken Work Scope : Construction of Ground + 5 Storey building including finishing and all

necessary services with laboratory and auditorium facilities

Project Management Team

Executive Director: Mr. Mervyn FernandoArea Manager: Mr. M. B. JauferProject Manager: Mr. S. G. JayasingheSite Manager: Mr. V. Ramesh Kumar









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SANKEN CONSTRUCTION INVESTS US\$ 9.28MN TO BUILD 112 ROOM HOTEL IN COLOMBO



The Board of Investment of Sri Lanka signed an agreement with Sanken Construction (Pvt) Ltd to construct and operate a 112 room hotel with an investment value of US\$ 9.28 million, which will create 60 new employment opportunities.

The agreement was signed by Mangala Yapa, Chairman of the Board of Investment of Sri Lanka and Rohana Wannigama, Executive Director of Sanken Construction (Pvt) Ltd.

Rohana Wannigama stated with reference to his project, "We will be building a 112 room business hotel in the one star category but which will be of a much higher standard. This will be a 10 storey building and we are seeking an international hotel operator to work with on this project."

Wannigama added, "The hotel which we are building is aimed at the business traveller and will be functional, providing the guest with a comfortable and decent hotel room. Another important consideration is the convenience of the location as our hotel will be at Union Place, which is becoming a busy and happening street of Colombo, possibly in the future like Orchard Street in Singapore."

Wannigama also said that the rationale behind building a hotel of that class was that most business guests spend their time attending to meetings and other activities and only return at night. Therefore they tend to look at convenience and advantageous pricing when opting for hotel accommodation when travelling overseas.

Photo -

Rohana Wannigama, Executive Director of Sanken Construction (Pvt) Ltd., formally receiving the Certificate of Registration from Mangala Yapa, Chairman BOI.

AUDITORIUM FOR GALLE DISTRICT SECRETARIAT

Project Name: Design, Construction and Remedying Defects of Auditorium for Galle

District Secretariat, Southern Province

Project Code : SKGA - 02

Location : Nugaduwa, Galle

Employer : Ministry of Internal & Home Affairs and Provincial Councils and

Local Government, Independence Square, Colombo 07

Engineer : University of Moratuwa

Type of Contract: Design and Build

Design & Build Contractor : Sanken Construction (Pvt) Ltd

Date of Commencement : 31st of January 2019 **Date of Completion** : 20th of January 2021

Time for Completion : 02 Years

Value : LKR 2,656,877, 677.96 (Without VAT)

Source of Fund : Government of Sri Lanka

Stories : 2 Basement Floors + Ground Floor + 4 Floors + Roof

Design Architect : ARCHT - X

Structural Designer : CODE Consultants (Pvt) Ltd

MEP Consultant : MESAS International (Pvt) Ltd

Progress

Piling Work : 50% (Auditorium Building)

Project Management Team

Assistant General Manager (Projects) : Mr. Ajith Jathunarachchi Project Manager : Mr. Dimuth Delpachitra

Site Manager : Mr. R. K. S. Prabath Ranaweera



AUDITORIUM FOR GALLE DISTRICT SECRETARIAT















PRE-CLINICAL DEPARTMENT FACULTY OF MEDICINE

Project Name : Proposed 17 Storied Building (Including 02 No. Basements) for Pre-Clinical

Department Faculty of Medicine, University of Colombo

Project Code : SKFM

Location : No: 25, Kynsey Road, Colombo 08
Client : Vice Chancellor University of Colombo

Date of Commencement : 05th of June 2017

Date of Completion : 09th of July 2020 as EOT 02 Approved **Value** : LKR 4,707,563,953.46 (Excluding Vat)

Stories : 17 Stories

Work Scope : Balance Work of Proposed L7 Storied Building (Including 02 No. Basements)

for Pre-Clinical Department

Project Progress

Overall : 49.2 % Structure Work : 100% Brick Work : 93% Plastering (Internal) : 70% Plastering (External) : 4% Floor Rendering (Tile Bedding) : 13% Painting Work : 21.1% MEP Works : 41.74%

Financial Progress : 33.46% (Up to end of November 2019)

Project Management Team

Executive Director / DGM (Projects): Mr. Mervyn FernandoProject Manager: Mr. W. L. UpaliSite Manager (Construction): Mr. Anil JayathilakaSite Manager (Engineering): Mr. Dinesh Silva







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UNION PLACE APARTMENT PROJECT

Project Name : Union Place Apartment Project

Project Code : SKUA

Location: No. 447, Union Place, Colombo 02Client: Union Place Apartments (Pvt) LtdType of Contract: Lump sum fixed price contractDesign and Build Contractor: Sanken Construction (Pvt) Ltd

Date of Commencement: 17th April 2017Date of Completion: 02nd April 2020Time for Completion: 1081 DaysValue: LKR 6.34 Billion

Stories : 50 Stories

Progress

Total project progress : 57 % Super Structure Progress : 100 % Total Architectural : 37 % MEP Progress : 44 %

Project Management Team

Deputy General Manager (Projects) : Mr. Jagath Silva

Assistant General Manager (Projects) : Mr. Sanjeewa Karunarathne
Project Manager : Mr. Uditha Indeewara
Planning Manager - SKUA : Mr. Jagath Lowe
Construction Manager (Structure) - SKUA : Mr. H. J. Bandara

Construction Manager (Finishing) - SKUA : Mr. Eranga Padmachandra

Construction Manager (Finishing) - SKUA: Mr. Priyantha Epa



UNION PLACE APARTMENT PROJECT

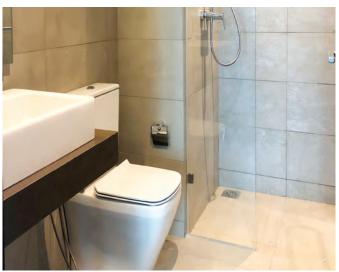












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COMPLETED PROJECTS

URBAN REGENERATION PROJECT

Project : Urban Regeneration Project (City of Colombo - Phase - 11)

Construction of 1076 nos Housing Units.

Project Code : SKUR

Location : No 21, Henamulla Lane, Mattakkuliya, Colombo 15 **Employer**

: Urban Development Authority, 6th & 7th Floor, Sethsiripaya,

Battaramulla

Consultant (Design) : State Engineering Corporation, No. 130, W. A. D. Ramanayake

Mawatha, Colombo 02

Consultant(Supervision) : Central Engineering Consultancy Bureau, No. 415, Bauddhaloka

Mawatha, Colombo 07

Type of Contract : Lump Sum - Design & Build

Date of Commencement : 28th of October 2014 : 31st of October 2019 **Date of Completion**

: 5 Years **Time of Completion**

: LKR 3,712,200,000.00 (+ Cost of Additional Feature + 269 Million as Value

interest payment)

Project Management Team

Deputy General Manager (Projects)

Project Manager

Deputy Project Manager

: Mr. A.M. Rathnayake

: Mr. Saman Silva

: Mr. Shantha Wijesekara



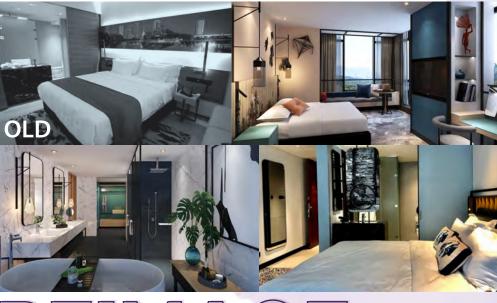
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Next Hotel represents the next level of hospitality, one that appreciate reimagined space, design and technology for the modern travelers. It is a timeless tradition of excellence, one that continues to redefine luxury with an incomparable commitment to the finest personal services and an unwavering devotion to the Platinum standards that have made CCC Next Hotel to a top luxury hotel brand globally combining breathtaking surroundings, signature amenities, and world-class dining experiences at CCC.

URBAN



Hotel design comply the comparison has execut material ar



REIMAGESPACE





NEXT HOTELS*



VPROGRESS

CITY CENTRE



has been changed by the hotel operator to r brand standard. Here it is illustrated the between old vs new Design Intent. Sanken ed half of old design where abortive nd time impact beard by client.

Colombo City Centre HOTEL



Next Hotel Colombo will feature the first Kafnu in Srilanka. Conceptualized as an urban village for the new generation of creators, Kafnu is a physical, intellectual and social launch pad for today's trailblazers. It is designed for members to Work, Learn, Play and Stay in an open and supportive environment for business travelers who work away from work elevates their individual and collective potential. Kafnu Colombo will join the Kafnu network which will include Hong Kong, Taipei, Bangalore, Sydney, Ho Chi Minh City and Mumbai.

First time in Sri Lanka KAFNU





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PROJECTS IN PROGRESS - MALDIVES

SUBSIDIARY COMPANIES

SANKEN OVERSEAS

Project Name : Proposed Staff Campus & Service Facilities - Island - 04 : Rah Falhu Huraa Island, North Male Atoll, Maldives Location

Project Value : USD 51,440,708.93

Completion Date : April 2020

Project Management Team

Project Manager Deputy Project Manager Manager (Planning)

Site Managers

: Mr. Rangana Jayathilake : Mr. Ravilal Managama : Mr. Daminda Dhananjaya

: Mr. Malith Manodya Mr. Sajith Dilshan

Mr. Gihan Wikramarathne







PROJECTS IN PROGRESS - KENYA

SUBSIDIARY COMPANIES

SANKEN OVERSEAS

Project Name : Mombasa Port Development Project - Phase - 02

Location : Mombasa Port, Kenya **Project Value** : USD 12,000,000.00 **Completion Date** : October 2021

Project Management Team

Country manager : Mr. Nishantha Rathnayake **Project Manager** : Mr. Nilantha Padmasiri **Site Engineers** : Mr. Tharindu Harshana

: Mr. Karunanayake Ranasinghe

: Mr. Suneth Sanjeewana









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PROJECTS IN PROGRESS - MALDIVES

SUBSIDIARY COMPANIES

SANKEN OVERSEAS

Project Name : Proposed works for the Design, Construction and Completion of Island -

Island - 03

Location : Rah Falhu Huraa Island, North Male Atoll, Maldives

Project Value : USD 112,873,974.77

Completion Date : July 2020

Project Management Team

Manager (Projects): Mr. Subramaniam SenthanDeputy Project Manager: Mr. Dushan Kodithuwakku







Project Name : Reclamation Works for the Blue Beach Resort, Maldives

Location : Emboodhoo lagoon, Male

Project Value : USD 2,578,224.00 Completion Date : December 2020

Project Manager : Mr. Hirantha Jayasinghe





Project Name : Proposed Alila Resort Project **Location** : Kothaifaru, Raa, Maldives

Project Value: 48 Million USDCompletion Date: January 2021Project Coordinator: Mr. Visal Achintha





PROJECTS IN PROGRESS - MALDIVES

SUBSIDIARY COMPANIES

SANKEN OVERSEAS

Project Name : Kudakurathu Island Resort Construction Project – OZO Resort

Location : Kudakurathu Island, Raa Atoll, Maldives

Project Value : USD 39,568,073.45 Lump Sum

Completion Date : November 2020 **Project Manager** : Mr. Nilina Peiris









PROJECTS IN PROGRESS - SEYCHELLES

SUBSIDIARY COMPANIES

SANKEN OVERSEAS

Project Name : Nouvelle Vallee Hotel Resort and Spa Project

Location : Beau Vallon, Seychelles

Project Value : USD 4,047,229.00

Completion Date : June 2020

Project Manager : Mr. Saranga Gunathilake **Site Manager** : Mr. Abilash Rupasinghe





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PROJECTS IN PROGRESS - MYANMAR

SUBSIDIARY COMPANIES

SANKEN OVERSEAS

Project Name: Yangon Technological University ProjectLocation: Insein Township, Yangon, Myanmar

Project Value : USD 300,000.00 **Completion Date** : January 2020

Project Manager : Mr. N.C.J. Fernando





PROJECTS IN PROGRESS - MYANMAR

SUBSIDIARY COMPANIES

SANKEN OVERSEAS

Project Name : Temporary Facility of Bago Bridge project

Location: Thanlyin and Thakita TownshipProject Value: USD 850,000.00 (measure and pay)

Completion Date : March 2020

Project Manager : Mr. N. C. J. Fernando





PROJECTS IN PROGRESS - BANGLADESH

SUBSIDIARY COMPANIES

SANKEN OVERSEAS

Project Name : Supply, Installation and Operation of Batching Plant

Location : Matarbari, Cox's Bazar, Bangladesh

Project Value : USD 2,773,250.00 Completion Date : December 2023

Project Manager : Mr. E. A. I. L. Edirisinghe **Construction Manager** : Mr. U. R. A. S. Kumara





Project Name : RC Works, Matarbari Coal Power Plant Project

Location : Matarbari, Cox's Bazar, Bangladesh

Project Value : USD 12,607,340.62 Completion Date : January 2024

Project Manager : Mr. E. A. I. L. Edirisinghe **Construction Manager** : Mr. U. R. A. S. Kumara









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SUBSIDIARY COMPANIES

VONLAN

1. Medirigiriya Distribution Phase II, Supply & Laying DI/PVC Pipes and fittings, Construction of Pipe Bridge, Design & Construction of 9 Nos Staff Quarters (SKVM)

: NWS & DB Client **Project Value** : LKR 1227 Mn **Progress** : 98.5% Completed Project Manager (H/O) : Mr. Nalin Gilbert **Deputy Project Manager** : Mr. Nuwan Fernando

Commencement Date : March 2016 **Completion Date** : March 2020







2. Water Supply Extension to Elagamuwa from Greater Dambulla WSS (SKVE)

Client : Chief Secretary, North Central

Province

Project Value : LKR 307 Mn

: 75% Completed **Progress Project Manager (H/O)**: Mr. Nalin Gilbert Site Manager : Mr. K. Viraj

Commencement Date : December 2017

Completion Date : April 2020



3. Orubandiwewa Rural Water Supply Scheme (SKVO3)



Client : Ministry of City Planning & Water Supply

Project Value : LKR 354 Mn : 35% Completed **Progress** Project Manager (H/O) : Mr. Lalith Adikari Site Manager : Mr. Saliya Rathnayake

Commencement Date : December 2018

Completion Date : May 2020



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SUBSIDIARY COMPANIES

VONLAN

4. Galpaya Water Supply Scheme (SKVG2)

Client : Ministry of City Planning and

Water Supply
: LKR 303.3 Mn
: 95% Completed
: Mr. Lalith Adikari

Construction Manager : Mr. K. Hassan Commencement Date : February 2018 Completion Date : January 2020

Project Value

Project Manager (H/O)

Progress





5. Renovation of Cargo Boat Development Building (VLCBB)

Client : Cargo Boat Development Company PLC

Project Value : Rs 450.059 Mn
Progress : 90% Completed
Project Manager (H/O) : Mr. Nalin D. Gilbert
Project Manager : Mr. Pathirana
Commencement Date : 02nd of April 2019
Completion Date : 05th of February 2020



6. Belummahara Water Supply Project (SKVB4)

Client : National Water Supply & Drainage Board

Project Value : LKR 689.1 Mn
Progress : 20% Completed
Project Manager (H/O) : Mr. A.A.L. Adikari
Project Manager : Mr. Nuwan Fernando

Commencement Date : February 2019 **Completion Date** : August 2020





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SUBSIDIARY COMPANIES

VONLAN

7. Akbarally Apartment Complex (VLAAB)

Client : Mrs. S.S. Akbarally
Project Value : LKR 280.9 Mn
Progress : 87% Completed
Project Manager (H/O) : Mr. Lalith Adikari
Deputy Project Manager : Mr. M.N.M. Nimaz
Commencement Date : January 2018
Completion Date : January 2020





8. Medirigiriya WSP III (Transmission - Pumping Main) (SKVM2)

Client : NWS & DB
Project Value : LKR 616.4 Mn
Progress : 74% Completed
Project Manager (H/O) : Mr. Nalin Gilbert
: Mr. Nuwan Fernando

Commencement Date : June 2017
Completion Date : June 2020





COMPLETED PROJECTS

SUBSIDIARY COMPANIES

VONLAN

1. Anuradhapura Hospital Building (VLAB)

Client : Gunawardhana Ayurvedha Holdings (Pvt) Ltd

Project Value : LKR 410 Mn
Progress : 100% Completed
Project Manager (H/O) : Mr. Nalin D. Gilbert

Project Manager : Mr. J.A.D.R.D. Jayasooriya

Commencement Date : November 2017 Completion Date : November 2019









ARTICLE

What get measured, get managed...

"What get measured; get managed" is a famous quote by Peter Drucker the legendary management guru from his book titled, "The Practice of Management". This simply means that regular monitoring and measuring of something gives information to make sure whether you actually achieved what you set to do. Peter Drucker further said that there are no good or bad institutions, but either well-managed or ill-managed ones. When we look into this from the angle of human resource management, the element of performance will come into the picture.

When it comes to Construction Project Management, keeping track of human resource performance is often difficult than in other industries. Davies (2002, p.189) has argued that it is people who deliver projects and not processes and systems. The link between Human Resource Management and Project Management is strategic. Both processes are essential for organization's competitiveness. Project Management can be measured by different project successes that represent benefits, innovations or improvements. It appears that the project success entails the success of the project team management. Therefore measuring employee performance (both work result and behavior) on a continuous basis is paramount important for the success of construction projects.

Therefore it is worth looking at the tool that organizations use to measure the performance of it's employees. Basically that is Performance Appraisal (PA), which is a formal activity, that an organization conducts to evaluate and measure performance of employees against the pre-defined criteria (Armstrong, 2003). As a first step, the supervisor should define the subordinate's job role, goals and clearly communicate the expected standards of performance. Afterwards, it is required to continuously monitor the performance and coach employees on how to improve their performances. Finally, the supervisor needs to conduct a sincere and direct performance review with subordinates (Longenecker & Fink, 2017).

Winstanley (as cited in Sillup and Klimberg, 2010) suggests four ethical principles that must be considered for effective PA systems such as Relevancy, Sensitivity, Reliability, Acceptability and Practicality. Relevance refers to a clear link between the organization's objectives and the tasks of the job. Sensitivity refers to the system capable of distinguishing between effective and ineffective performances. Reliability refers to the consistency of judgment, and Acceptability, refers to the support that comes from the people who use the system.

It is vital to identify performance appraisal as an integral part of a job rather than a difficult and separate task. All employees have a necessity to know how well they are performing in their job role. Apart from the annually written evaluation, the supervisor should also make a comment on the performance of an employee on continuous basis; daily, weekly or monthly. An effective performance appraisal system should provide a method to create continuous feedback on job performance between the supervisor and employee (Longenecker & Goff, 1990). The Supervisor needs to keep records of subordinates' performances and provide positive or negative feedback on regular basis.

One of the critical objectives of effective PA system is developing employees. Thus, employees need to have access to the performance records to identify the gaps and make relevant corrections to improve their career (Mount, 1984). When there is an effective ongoing feedback system, annual performance evaluation will not make surprises for both parties. The annual performance appraisal should not be considered as a substitute for day-to-day communication on performance. While annual PA discussions provide an opportunity for detailed discussions, the supervisor needs to assure ongoing discussions to achieve the expected results (Longenecker & Goff, 1990).

Supervisors need to keep consistency in rating without being bias. Supervisors should have coaching skills and the ability to interact with subordinates frequently and encourage improving performance. If it is done in an effective manner, the performance appraisal will pave the way for success of both employees and the organization.

References

Armstrong, M. (2003). A Handbook of Human Resource Management Practices (12th ed.). London: Kogan Page Business Book.

Goff, S., & Longenecker, C. (1990). Why performance appraisals still fail. Journal of Compensation and Benefits, November/December, 36 - 41.

Winstanley, N.B. (1996). Personal performance: the ethics of performance management Personnel Review, 25(6),66.

Nimali Wijerathna

BBA (Col), MBA (PIM - SJP) Deputy Manager - Human Resources

MISCELLANEOUS

NEW RECRUITMENTS

No.	EMP No.	Name	Designation	Site	Month
01	10159	Ms. R. Y. L. Rajapura	Assistant Accountant	FINAN	October
02	41490	Mr. P. M. M. N. Perera	Senior Draughtsman	SKGA - 02	
03	10162	Mr. K. M. B. C. Konara	Accountant - Group Finance	GRPF	
04	41496	Mr. S. Sujeekaran	Quantity Surveyor	SKJP - 05	November
05	10160	Mr. B. K. S. T. Rodrigo	Safety Officer	SKSB - 02	

EVENTS

BABY BONUS

Congratulations From Sanken

Mr. Mervyn Fernando - Executive Director / Deputy General Manager (Projects) of Sanken Construction (Pvt) Ltd offered a "Baby Bonus" cheque to Mr. G. H. P. T. Dharshana De Silva attached to SKCC - 03 [Colombo City Centre Project] as a Senior Engineer - Civil.







EVENTS YCF PREMIERSHIP - 2019

YCF PREMIERSHIP - 2019 Annual cricket tournament organized by YCF (Young Constructors Forum) was held at Nondescripts Cricket Club Grounds (NCC), Colombo 07 on 05th of October 2019. Males finals was Sanken team Vs Kent Engineers team and Sanken secured Runners-up in this YCF Premiership 2019 Tournament. Sanken female cricket team also participated in the tournament.

<u>Sanken Males Cricket Team</u>
S.A.D.L.V.Samarasinghe (C), R.S.Madushan, C.G.Hewage, M.D.R.Madushanka, T.M.P.B.T.Tennakoon, O.K.Amila Iresh, G.Chinthaka Dilshan, K.D.Akila Kumara, H.D.Supun Siriwardana, R.Prasad Liyanage.

Sanken Females Cricket Team

Nathali Gunasekara (C), Nudeera Ranaweera, Ishanka Dharshanie, Bhashini Laksara, Kaushalya Ekanayake, Nishani Ravista, Tharindi Dias, Lakshika Galagoda, Maneesha Rathnayake, Nalini Pathirana.

















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