

Abstracts

This study focused on “The Effect of Employee Performance Management at Workplace: Case of the CAG’s Office and Tumbi Designated Regional Referral Hospital.” The main objective was to investigate the effect of employee performance management at workplaces in the areas under this study. The study had the following specific objectives: To examine the level to which employees and supervisors are satisfied with employee performance implementation; to assess the extent to which performance measurement, review and rating processes influence on employee performance; and to assess the extent to which employee training and development influence employee performance. The study employed case study research design which was used through both quantitative and qualitative research approaches. The study was guided by the theoretical framework which based on the premise that measures such as promotion or demotion, training and development as well as recognition need to be informed by performance management practices like performance planning, measurement, review, rating as well as reward practices. The targeted research population of this study was eighty (80) respondents whereby both random and non-random sampling techniques were used. Sources of Data were both primary and secondary sources. Data was collected through methods such as questionnaires, interview, Focus Group Discussion and documentary review. Statistical Package for Social Sciences (SPSS) software was used for data analysis. The study used tables, figures and percentages in presenting research findings. Results from this study revealed that, in every institution, there are formal systems of performance management and evaluation with varying degrees of implementation from one institution to another; employees without managerial positions were dissatisfied with objectivity of performance management processes and their influence on employee performance. The study recommended that employee performance management at workplaces could have influence on employee performance if there could be participatory performance planning and every stage of evaluation being communicated to employees; mechanisms being bias free and enforcement of rewards and sanctions being clearly identified

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