

Factors affecting the productivity of the unionisable employees of Kenya Power & Lighting Company Limited

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Abstract:

Kenya Power and Lighting Company Limited is a national parastatal that for long has enjoyed monopoly of transmission, distribution and retailing of electricity in the country. KPLC Ltd has a total manpower establishment of 5,349 out of which 3,600 are unionisable employees. The unionisable employees comprise the artisans, craftsmen, meter inspectors, clerks, mechanics and fleet drivers. Other than a few, who provide support services, the majority of the unionisable employees are involved in the core activities of the company that include design, construction connections, and maintenance of power lines. This research project primarily focused on the factors that affect the productivity of the unionisable employees of Kenya Power and Lighting Company Limited. The aim of the research project was to explore the effect of the identified factors of productivity on the activities, operations and general business of Kenya Power & Lighting Company Limited. Of significant value to the stakeholders was the need for an explanation of the relationship between productivity and operational costs and the corresponding effect the two have on cost of electricity. However, the overriding objective was to comprehensively review and analyze the identified factors with a view to making recommendations on possible strategic actions that can be implemented in order to achieve optimal employee productivity. The research project used a survey questionnaire instrument for collection of data. In designing the instrument, careful attention was exercised so as to ensure that the questionnaire items were easy to read, comprehend and respond to. The sample for the study was randomly selected from the total population of unionisable employees of Kenya Power & Lighting Company Limited within the Nairobi region taking into account representation from the various segments that include job category, level of education, work experience, age and gender. The findings of the research project are expected to benefit Kenya Power & Lighting Company's management, KETAWU, Kenya Association of Manufacturers, Kenya Association of Consumers, employees, and other stakeholders within the energy sector. XI The research project report is organized and presented in an easy to follow and understand format. The report is divided into chapters that are further subdivided into sub-sections to enhance clarity, readability and flow.