

The factors that affect employee performance at the Ministry of Education, Science and Technology a case study of Bondo District, Nyanza Province

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Abstract:

High employees performance depend on number of factors but once no value is placed on the factor, then affect employees performance. Each organization will always strive to the right number and kinds of people at the right place, right time who are capable of effectively and efficiently completing the work required so as the organization can achieve its overall objectives. Further the employees to be trained from time to time. For competent employees will not remain competent forever. The training will empower the employees with up to date skills and knowledge. The high performance depends on both ability and motivation and retain the employees who are performing at high levels within an organization. The employees are also expected to be getting good salaries and enumerations so as to raise serious ethical, moral and social economic questions but employee's performance in the Ministry of Education is poor. It is therefore; the study was out to investigate the factors affecting employee performance at the Ministry of Education; Science and Technology in Bondo District. The objectives of the study were to identify the indicators of performance, to find out various factors that affect employee's performance, to establish the relationship between the factors that affect employees and employee's performance and to make recommendations always to improve the employee performance. In the literature review for the study, factors affecting employee performance were highlighted from the review, conceptual frame was developed. The study focused on the provision of service to the teacher, the students, and the general public, general attitudes of those providing the service and the hindrance in the provision of quality services. The research sampled the population randomly and purposive from different sections to provide information. The researcher used descriptive survey method. The targeted population included all sections in the District Education Office and was selected to represent the entire population. Therefore the researcher, as earlier indicated used both purposive sampling and stratified random sampling techniques in arriving at a number of staff to use as the study. The validity and reliability of the instrument to be used was tested during the pilot study. The researcher collected data using mainly closed ended questionnaire. Further the researcher analyzed the data using descriptive statistics and applied Statistical Package for Social Sciences (SPSS) and interpreted the findings and made the recommendation. The researcher was expected to come up with the research findings, recommendations and suggestions for further research. The report would be very useful to the policy makers, the individual employees, researchers, development partners in education among others and be a guide to met ways of making employees performance to their best of ability. In the literature review for this study, importance of performance management of the study, leadership style and performance, impact of participation and teamwork on employee performance, solutions on employee problem, effects of pay and promotion on performance, human resource planning and job satisfaction were highlighted. From the review, conceptual framework was developed. The study came out with the research findings, made recommendations and suggestions for further research. However, a conceptual study for this report by educational officials policy makers, individual employee, development parties in Education among others is significant as it may be a base and guide to a means and ways of making employee perform to their best of ability.