

# **The impact of appraisal on teachers' performance in Kenya : a case study of girls' Secondary School teachers' in Nairobi Province**

**Author: Gatemi, Marion Wanderwa**

## **Abstract:**

The purpose of this study was to investigate the impact of appraisal on secondary school teachers' performance in Kenya. In Kenya secondary schools are divided into two categories. One category is the public one which is owned by the government and the government employs teachers in these schools. The other category is the private one that includes secondary schools that are privately owned. This study confirmed itself to the government owned girls secondary schools in Nairobi province, otherwise there are many other divisions of secondary schools such as boarding and day; girls' and boys among others. Data was be collected by use of a questionnaire with both open and closed ended questions. The questionnaire covered questions on several issues including motivation, promotion, organization, discipline and pay increases. A total number of 59 teachers tilled in the questionnaire out of the 150 teachers in the four selected girls secondary schools, namely Moi Nairobi girls; State House girls; Buruburu girls and Nile Road girls. Performance appraisal of teachers is an important eercise that should be carried out continuously. This should lead to a motivated teaching force with a very high morale.