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Performance Appraisal and Employee Performance in the Ministry of Works and Transport

The study looked at performance appraisal and employee performance in the Ministry of Works and Transport. It aimed at establishing the relationship between performance appraisal and performance of employees. The study reviewed the nature of appraisal, the purpose of appraisal, influence of the process and impact of the challenges in appraisal in relation to job performance. The study used both quantitative and qualitative research methods using a cross-sectional design. Empirical data were collected from the ministry employees selected by simple random sampling. Data were analysed using descriptive statistics with most of the frequency tables and figures drawn with the help of the Statistical Package for the Social Sciences (SPSS) version 11.0 programme. It was analysed along the research questions that guided the study. The key findings of the study show that; the nature of performance appraisal has an effect on employee job performance. The purpose of performance appraisal affects employee performance. The process of performance appraisal influences employee performance and the challenges in performance appraisal affect employee performance. It was concluded that, the nature of performance appraisal has an effect on employee job performance, performance appraisal affects employee performance, the process of performance appraisal influences employee performance and the challenges in performance appraisal affect employee performance. The study, therefore, recommends that there should be improved appraisal by making it regular, measure a variety of attributes, be carried out by different categories of people and employees should be involved in setting performance objectives. The purpose of appraisal should be made clear to the employees such that they know the consequences of their performance. The process of appraisal should be well outlined such that the appraisers know how they are supposed to evaluate and appraisals need to be handled with care such that disharmony is not created in the organisation as this is likely to lead to poor performance.

Key words: Appraisal, Transport, Employee