

11/010/PM/TP

**TRADE PROJECT**  
**TO INVESTIGATE THE EFFECTS OF EMPLOYEE**  
**APPRAISAL ON AN ORGANIZATION**  
**PERFORMANCE**

**A CASE STUDY IN THE MINISTRY OF NORTHERN ARID AND**  
**SEMI- ARIDS LANDS MINISTRY OF YOUTH AFFAIRS AND**  
**SPORTS**

**NAME : LUCY JAMHURI ORBORA**  
**INSTITUTION : KENYA POLYTECHNIC UNIVERSITY**  
**COLLEGE**  
**DEPARTMENT : BUSINESS ADMINISTRATION AND**  
**LEGAL STUDIES**

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## TABLE OF CONTENTS

Declaration .....	i
Dedication .....	ii
Acknowledgement.....	iii
Abstract .....	iv

## 3.0 Summary of findings, conclusions and recommendations..... 24

### CHAPTER ONE

1.0 Introduction.....	1
1.1 Background of the study .....	1
1.2 Statements of the problem .....	2
1.3 Objectives of the study .....	2
1.4 Research questions .....	3
1.5 Hypothesis of the study .....	3
1.6 Assumptions of the study .....	3
1.7 Significances of the study .....	3
1.8 Limitation of the study .....	4
1.9 Definitions of central terms .....	4

### CHAPTER TWO

2.0 Literature review.....	5
2.1 Introduction .....	5
2.2 Review of previous related literature .....	5
2.3 Reasons for performance appraisal .....	6-8
2.4 Components of the performance appraisal in an organization .....	9-11

### CHAPTER THREE

3.0 Research methodology.....	12
3.1 Introduction .....	12
3.2 The researcher study the location.....	13
3.3 The researcher used sampling size .....	13
3.4 Researcher used data analyzation and presentation .....	13



## CHAPTER FOUR

4.0	Data presentation, analyzes and interpretation .....	14
4.1	Introduction .....	15-23

## CHAPTER FIVE

5.0	Summary of findings conclusions and recommendation .....	24
5.1	Introduction .....	24
5.2	Conclusion .....	24
5.3	Recommendations .....	25

Supervisor

This report work was carried out and submitted for examination with my approval as the  
university supervisor.

Name

Signature

Department of Business administration and legal studies Kenya polytechnic university  
college

## Abstract

This article attempts to expand on the effect of employee performance appraisal. The researcher reviewed the previous and the current related literature review to have an insight of what other researchers have concerning employee performance appraisal. A research was then carried out at two ministries; ministry of Northern Arid and semi-arid lands and Ministry of Youth Affairs and sports. The models used for the research were interviews and questionnaires, then the findings were analyzed and presented using tables, graphs and pie charts.

The findings showed that most of the employees were fairly appraised in relation to the findings, conclusion and recommendations are made. Although there is a debate on what appraisal employee, findings support that there is no outstanding method to appraise people, since one method can appraise an employee and another can appraise another employee.

### 1.1 Background To The Study

Over the years, management have searched for ways to measure the contribution of employees in the organizations. Employee worked without evaluation of their ability to perform the job. It is with this regard that management had to find away of determining the capability and suitability of employees in their job.

The employees' performance exercise has been identified as a good measure of the employees' contribution in the organization. According to Armstrong (2001) in his Human Resource Management Practical performance appraisal is a strategic approach to delivering sustained success to organization by