

**EFFECTS OF ORGANIZATION POLICIES ON EMPLOYEE  
PERFORMANCE. A CASE STUDY OF BAMBURI CEMENT  
COMPANY LTD**

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## **ABSTRACT**

A written policies and procedures should be at the heart of every organization. While it is not currently required by law that private companies to adhere to written policies and procedures, it is certainly in the best interest of all companies, regardless of their size, to have formal, documented policies and procedures and to periodically verify that they are operating effectively. When an organization has written policies that address potential sources of risk and require employees to know them, one creates awareness of the need for risk management. It is best to ensure that employees comply with company policies intended to minimize risk. The researcher therefore seeks to understand the effect of organization policies on performance. The purpose of the study is to identify the effects of organizational polies on employee performance. This research used descriptive research methods to collect data. This research design was preferred because it ensured that the respondents input are documented as practiced and at the same time it is found to be cheap and cost effective. The locale of the study was in Nairobi where the case study headquarter is located. The institution is strategically located for the researcher accessibility. The study concluded that, even when change is positive, it requires modifying entrenched behaviors and ideas. When changes happen in the workplace, these modifications affect a number of people, all of whom may react differently. Until new policies or practices become established, organizational performance may be affected, often negatively, as employees become accustomed to new ways of performing job tasks or different expectations for personal behavior.