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**DRAWBACKS TO PERFORMANCE APPRAISAL
ASSESSMENT AND EVALUATION IN PUBLIC SECTOR
(A Survey of Ministry of Agriculture, Meru County)**

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ABSTRACT

In today's world, with the changing environment, every individual and organization wants to improve as much as possible in employee performance in order to achieve organization growth and wealth. The study used Ministry of Agriculture in Meru County region to look on drawbacks like career development, government policies, job security, leadership and management that affect performance appraisal assessment and evaluation. The specific objectives were to determine whether; career development, government policies, job security and leadership and management influence performance appraisal assessment and evaluation. A pilot study was done prior two months to evaluate the validity and reliability of instrument. Theories explored included transformational dimensions, intellectual achievements, life span and others. The researches philosophical applied are both qualitative and quantitative through categorical structural approach. Target population was all the 255 employees in the Ministry of Agriculture, Meru County who included managers, technical staff, support staff, drivers and secretaries. The research design was descriptive cum correlational which tested the variables relationship to produce statistical results. Research study used census method and self administered questionnaire which were reliability through test retest method. The data analysis was presented through frequencies, percentages and tables and hypothesis tested by Charles Spearman's correlation technique at 99% level of confidence and percent level of significance. The findings showed that there were correlational relationships between performance appraisal assessment and evaluation and all the independent variables, career development, government policies, security and management. Recommendation: further studies research on other factors like organizational culture to be done.