Analysis of Performance Appraisal Systems on Employee Job Productivity in Public Universities

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 ABSTRACT:

Universities appraisal system is meant to enhance the performance of employees by integrating an individual's goal with those of the organization. Despite the Universities Management having an appraisal system, performance in public universities in the country remains relatively poor. The purpose of the study was to analyze performance appraisal systems on employee job productivity in public universities. The main objective of the study was to determine the effect of self-assessment on the performance of employees in Public Universities. The research study was carried out in four universities namely Masinde Muliro University of Science and Technology, Maseno, Moi and Jaramogi Oginga Odinga University of Science and Technology. Data collection instruments used was mainly questionnaire. Both content and construct reliability was carried out through engagement of experts in preparing the questionnaire. Piloting was done in Laikipia University College, though the results were not used in the study. To ensure that the instrument is reliable, a Cronbach's Alpha of Coefficient of 0.876, was attained, which is far way above the recommended 0.7 in social sciences. The study employed descriptive survey research design. The target population consisted of 11,296 employees and 4 Registrars in charge of Administration. Purposive sampling was used to select the four universities and four registrars. Data analysis was done using the statistical Package for Social Science (Version 20). Both descriptive and inferential statistics were used in data analysis. The results were presented in form of tables, charts and cross tabulations. From the findings, self-assessment was an important section in performance appraisal as it contributed to improvement in employee job productivity. The findings will contribute to the pool of knowledge in the field of Human Resource Management and will form the basis of reference by interested parties in future. The management of public universities will use the findings of this study to guide them in   performance management. Furthermore, the findings will be a source of reference for academicians who intend to carry out studies in relation to the subject of performance appraisal systems.

Keywords: Appraisal systems, Employee job productivity, Self assessment