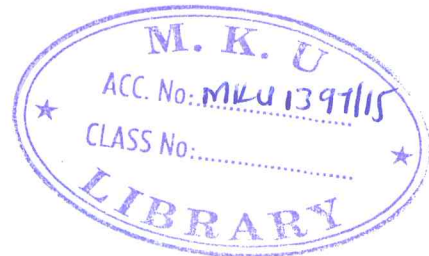


**FACTORS AFFECTING EMPLOYEE PERFORMANCE IN KENYA PUBLIC
INSTITUTIONS: A CASE OF KENYA BURUEAU OF STANDARDS
HEADQUARTERS**



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**A RESEARCH PROJECT SUBMITTED IN PARTIAL FULFILLMENT OF THE
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ABSTRACT

The purpose of this study was to analyze the factors affecting employee performance in public institutions with focus to Kenya Bureau of Standards (KEBS). The reason that emanated from the concerns rose on the performance of the public servants and the employees in the public sector. The study sought to analyze the factors affecting the performance of employee in the public sector. The study focused on the Kenya Bureau of Standards. The specific objectives were; to establish the effect of workplace relations, financial rewards, job content and personal problems on employee performance in public institutions. The beneficiaries of the study will be the Future Researchers, Kenya Bureau of Standards and Policy Makers.

The researcher used the descriptive research design. The target population was 216 employees of Kenya Bureau of Standards. The sampling design used was stratified random sampling method and simple random sampling to get a sample size of 65 respondents which is 30% of the target population. The research data collection instruments were the questionnaire. The study used the quantitative and qualitative data analysis methods that were analyzed using Microsoft excel 2010 and SPSS 21. The findings from conclusions and recommendations were drawn from the analyzed data. According to 83% respondents, the study came to conclusion that workplace relations constitute one of the key factors affecting the employee performance in public institutions. Another 79% lead to conclusion that a personal problem influences the employee performance. According to 81% respondents financial rewards are a major factor influencing the employee performance in public institutions. And finally according to 75% job content affects the employee performance. This study calls for the organization to focus on other activities such a team building that enables the employee to interact with each other and form working groups that are results oriented. The study recommends that the there should be a form of counseling session that allows the employees to share their predicaments and receive comfort and advice from their counterparts. The study strongly endorsement that specifications such as the qualifications or skills needed by the person in the job, or a salary range should never be ignored. The study recommends that the employee should be remunerated fairly.