

**IMPACT OF PERFORMANCE APPRAISAL IN  
CORPORATE OBJECTIVES IN THE PUBLIC HEALTH  
INSTITUTIONS:  
(A CASE STUDY OF MOI TEACHING AND REFERRAL HOSPITAL.)**

**BY:  
ISAAC KIPKOGEI MAGUT  
BBM (DISTANCE) 111P00376**

**THE PROJECT RESEARCH SUBMITTED IN PARTIAL FULFILMENT  
OF THE REQUIREMENT FOR THE AWARD OF DEGREE IN BUSINESS  
MANAGEMENT.**

**MARCH 2014**

## **ABSTRACT**

The study intended to find out the effects of performance appraisal on corporate objectives in the public health institutions. The objectives of the study included: to find out the extent in which corporate and functional objectives are understood by the employees, to establish if employees had clearly set performance targets to achieve and to get to know how performance targets were set. The research project strives to establish the changes caused by performance appraisal on corporate objectives and to make analysis of the results of performance appraisal in the organisation. This study adopted a case study approach. The case study of the performance appraisal was conducted at Moi Teaching and Referral Hospital to establish the practice, purposes and uses of performance appraisal system adopted to establish the effects caused by the appraisal system in place.

The study revealed that the majority of the employees were aware of the existence of corporate objectives. The study also shows that the departments had specific goals allocated to them. The board of management, hospital management and the heads of department set functional targets. The heads of departments which most of the employees saw to relate with the corporate objectives set individual performance targets. The research suggests further investigations on the performance standards and more training of the employees on how to achieve targets set for them.