

68%

FACTORS AFFECTING IMPLEMENTATION OF PERFORMANCE APPRAISAL
IN THE CENTRAL BANK OF KENYA

BY

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ABSTRACT

Performance appraisal (PA) is an important human resource practice and tool which provides information to many critical human resource decisions such as training and development needs compensations and benefits layoffs, staffing, pay raises, drug testing, and discipline. It is also required to determine employees' training needs. Cite high performing organizations practice have performance appraisal as one of the top 10 vehicles for creating competitive advantage. The researcher therefore seeks to establish the factors affecting performance appraisal at the bank to the best knowledge of the researcher no previous research has focused on the factors affecting performance appraisal. The research took the form of a descriptive sample survey and applied Sampling Design of stratified Sampling. The data was collected using questionnaires and analyzed using Microsoft excel. One of the main findings was the implementation of performance appraisal is strongly affected on a scope of 26% of the evaluation criteria. However, 12% of the of evaluation criteria does not affect the implementation of performance appraisal. Another finding was that the competency of the evaluators strongly affect the implimentation of appraisal schemes 36% high scope, however, 16% of the appraisal schemes are not affected by the competency of the evaluators. Additionally, competency of evaluators affects implementation of appraisal schemes at 46% on a very high rate while 40% on an average scale and 14% on a low rate. The study recommends that the evaluators used in implementing the appraisal schemes should be qualified and have a justified truck record of being consistent and competent in the delivery of their work.