

**FACTORS AFFECTING EMPLOYEES EFFICIENCY IN PRIVATE SECTOR IN
KENYA: A CASE OF SCAN GROUP LIMITED.**

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ABSTRACT

The general objective of the study was to investigate factors affecting employee efficiency in the private sector. The specific, objective of the study tried to find out how, employee competence, employee commitment, employee motivation and employee training will affect employee efficiency. The study is beneficial to the owners of the organization as it focused more light on areas that required more attention than before. The research design adopted was descriptive research method assess factors contributing to employee efficiency in Scan Group. The major purpose of descriptive research design was to describe the state of affairs as they exist. The sampling design used was stratified random sampling technique which enabled the research to adhere to presentation from various respondents that compromise the population. The target population for the study was 208 employees; sample size was 50% of the target population. The study summary indicated that the four factors affect employee efficiency in the private sector in Kenya. In this regard it was found that the response in favor of competence was 93%, response in favor of loyalty was 78%, response in favor of motivation was 95% while the response in favor of training was 86%. From the study it was true that the four factors affect employee efficiency. It was recommended that the organization should ensure that the competence of the employees is high to enhance their efficiency. The organization should keep their staff loyal to be effective. The organization should have effective motivation techniques to ensure employee efficiency is maximized. Effective and thorough training should be provided to the employees to sharpen their efficiency