

**THE EFFECTS OF PERFORMANCE APPRAISAL ON EMPLOYEES
PERFORMANCE IN ORGANIZATIONS: A CASE STUDY OF EQUITY BANK
KAWANGWARE BRANCH.**

BY

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ABSTRACT

The proposed study was aimed at assessing the effects of performance appraisal on employee performance. Specifically the study was to establish the effects of training, quality of work, employee promotion and, employee competency.

This study adopted descriptive research design. It involved observing and describing the behavior of a subject without manipulation. The population of the study consisted of all the employees of Equity Bank Limited, Kawangware branch. The study adopted stratified random sampling approach; the sample size was all Equity bank, Kawangware branch employees.

Data was collected by use of questionnaires from respondents. This data was collected in large quantity which was organized in such a way that further analysis and interpretation would be easy. Data was edited, coded and classified so as to present the results in a systematic and clear way. The researcher used descriptive statistics and integrated both the qualitative and quantitative techniques in the data analysis.

The findings of this study helped in establishing the effect of performance appraisals on employee performance. This is in relation to; whether performance appraisals can help to identify training needs of employees, if effective discharge of performance appraisal helps achieve quality of work, make decisions on employee promotions and, determine the rate of employee competency.