

**THE EFFECTIVENESS OF INDUCTION COURSES TO EMPLOYEES'
PERFORMANCE IN INSTITUTIONS OF HIGHER LEARNING IN KENYA
(A CASE STUDY OF MACHAKOS UNIVERSITY COLLEGE, MACHAKOS)**

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ABSTRACT

This research project was intended to establish the effectiveness of induction on employees in relation to their performance in institutions of higher learning with specific reference to Machakos University College (MUC), Machakos. The specific objectives of the study were to investigate the value of an effective induction programme at Machakos University College, to investigate the implementation of an effective induction programme on the performance of staff at MUC, to determine the perception of the current induction programme offered, to ascertain whether an effective induction programme led to high productivity from staff, and to design guidelines that could help senior managers to implement staff induction in Public Universities in Kenya. Descriptive research design was adapted in conducting research. The target population was 100 employees. The researcher used stratified random sampling procedure to select a sample size of 60 respondents representing 60% of the target population. Questionnaires used had both open and closed questions to collect data which was then analysed using statistical tools presented by pie charts and graphs.