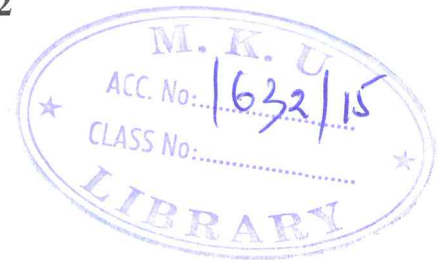


**AN INVESTIGATION INTO THE EFFECTS OF  
ORGANISATIONAL COMMITMENT ON EMPLOYEE OUTPUT**

**(A Case study of the Botanical Extracts EPZ Limited)**

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## ABSTRACT

The purpose of this study was to find out how organizational commitment affects employee output at Botanical Extracts EPZ limited. The study targeted 62 employees at its factory premises at Athi River EPZ. The researcher took a sample size of 45 that's 10 from top management, 15 Middle level management and 20 junior officers.

The study examined issues that affect employee commitment hence their output as ranging employee turnover, recruitment and selection, training and performance management and how they are related to career planning in an organization.

The study was descriptive in design and using stratified random sampling in arriving at the sample size for the study. The target population was divided into 3 strata namely; the top management Middle level management and junior staff. In each stratum random sampling technique has been used to pick from each stratum.

Data was collected using questionnaires, observations and analyzed both qualitatively and quantitatively and frequency tables and figures have been used to present and analyze data. Findings include lack of proper motivational tools and techniques, biased recruitment and selection process, bad training policies subject to abuse and manipulation and the subjective performance management process.

The researcher therefore recommends that Botanical Extracts EPZ limited should have in place a very transparent recruitment and selection process, have objective performance management plan and ensure the top management have full support for the training and development of the employees and put in place proper measure for overall satisfaction of the workers hence low labour turnover and high morale.