

**AN ANALYSIS OF THE IMPACT OF JOB ROTATION ON EMPLOYEE MORALE: A
CASE OF KENYA PIPELINE COMPANY- KPC**

BY

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ABSTRACT

The general objective of the study was to analyze the effects of job rotation on staff morale at Kenya pipeline company. The study specific objectives were to find out the methods of rotation, identify the factors affecting job rotation and determine the impact of job rotation on staff morale. A descriptive research design was used for this study. The population of interest for this study comprised 200 employees in Kenya pipeline company Nairobi, Head office. Stratified random sampling was adopted as it ensures that all significant groups of respondents were represented. In this study, the sample size was 30% of the target population from each department. Primary data was collected and used in the research. The primary data was obtained using questionnaires. Data analysis was started immediately after data collection and ended at the point of interpretation of the process results. The researcher analyzed the data using descriptive statistics, use of percentages, measuring central tendency (the mean) as appropriate in analyzing data derived from the study. In summary, it was found out from the study that; Shift rotation and remedial rotation are the most common techniques of rotation used at KPC. Based on the findings of the study, it can be concluded that staff morale, flexibility, responsibility and teamwork affect job rotation. It can also be concluded that Job rotation affects staff morale to a very high extent. Based on the above findings, the study makes the following recommendations: KPC should seek to train employees on the benefits of job rotation and Job rotation should be done frequently as this disrupts teamwork.