

**AN INVESTIGATION INTO THE FACTORS AFFECTING PERFORMANCE
MANAGEMENT IN KENYA FOREST SERVICE**

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ABSTRACT

Despite the usefulness of performance management many employees viewed the exercise as being riddled with many limitations. Most saw it as focusing the attention on the boss and subordinates exclusively or on task results and fails to uncover crucial information as expected. Most employees saw it as not improving performance and thus not effective. The broad objective was to investigate the factors affecting the performance management in Kenya forest service. The target population of this study comprises of 150 employees in Kenya forest service categorized into senior officers, Foresters, Assistants, clerical officers, secretaries, support staffs, messengers' and drivers. The researcher used the questionnaire as a tool to get the information and questionnaires was submitted to the employees where the respondents were given enough time to answer. A sample of 30% was used therefore representing a sample size of 26 employees. The researcher used case study research design. The primary data is collected using questionnaires, interview and observation. Secondly data is collected through review of journals, newsletters and reports. Data was analyzed qualitatively and quantitatively. The beneficiaries of the research are executives' human resource managers, supervisors who were in a position to understand their contribution towards improving the performance in the Kenya forest service.