

TO INVESTIGATE EFFECTS OF DISCIPLINE MANAGEMENT ON EMPLOYEE  
PERFORMANCE IN AN ORGANIZATION: THE CASE OF COUNTY EDUCATION OFFICE  
HUMAN RESOURCE DEPARTMENT, TURKANA COUNTY

BY

APALIA EKAKORON ANTHONY  
REG NO: MBA/L/0134

A RESEARCH PROPOSAL SUBMITTED TO MOUNT KENYA UNIVERSITY IN PARTIAL  
FULFILLMENT OF THE REQUIREMENTS FOR THE AWARD OF THE DEGREE OF  
MASTER OF BUSINESS ADMINISTRATION IN STRATEGIC MANAGMENT

NOVEMBER, 2014

## ABSTRACT

The purpose of the study was to investigate the effects of disciplinary management on employee performance in County Education Office of Turkana County. Specifically the study aimed; to determine the effects of code of discipline on performance, to determine the effects of disciplinary procedures on performance, to determine the effects of discipline systems on performance and to assess the effects of disciplinary actions on performance. The study was conducted using a case study design. The target population for this study was employees from the county education office in Lodwar which composed a total population of 171 employees. The study sample comprised 1 (one) District Education Officer, 4 (four) departmental managers and 166 (one hundred and sixteen) employees in the education office reflecting the ratio in the county office accessible sample staff size. The study employed purposive, stratified and simple random sampling techniques. Primary data was collected with the help of a questionnaire. Quantitative and qualitative data analytical techniques were used. Quantitative data from questionnaires were coded and summarized using descriptive statistics, measures of variability, frequency distributions and percentages. They thereafter analyzed using Statistical Package for Social Sciences (SPSS) version 20. Data was tested for significance using regression. Test for significance was done using the Pearson product-moment of correlation coefficient. The study found out that, respondents agreed that there was increase on employees' knowledge; respondents agreed that disciplinary management led to promotion of employees. The study also found out that, majority of the respondents rated employee performance, remuneration first, work environment and management commitment as first factors that affect employee performance also majority rated motivation, tools, equipment and other resources second. The study also concludes that the effective disciplinary policy County Education Office Human Resource Department in Turkana County are effective in that the organization has helped in controlling employee's behavior by ensuring there is teamwork and cohesion in the organization. The study also recommends that although disciplinary policy is important in bringing sanity to the organization, the government should seek to address the pertinent issues like complex disciplinary regime that has impeded employee performance in the country. Human resource management could utilize the recommended guidelines for more effective application of discipline in organizations.