

**AN EVALUATION OF POLICE REFORMS ON PERFORMANCE OF NATIONAL  
POLICE SERVICE:  
A CASE OF KENYA POLICE SERVICE VIGILANCE**

**PETER MWANZIA**

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## **ABSTRACT**

The study was carried out to evaluate the effects of police reforms on performance of national police service with a key focus on the Kenya police service at Vigilance Nairobi. General objective of the research was primarily to carry out an evaluation of police reforms on performance with a key focus on the national police service. The specific objectives of the study were; to investigate the influence of the National Police Service Commission on performance of police officers at Vigilance Nairobi, to investigate the effects of vetting system on performance of police officers at Vigilance Nairobi, to determine the effects of promotion opportunities on performance of police officers at Vigilance Nairobi and to find out the effects of appraisal system on the performance of Kenya Police Service at Vigilance Nairobi. The researcher used both open and closed ended questionnaire to collect data. The research study was carried out in the Kenya police headquarters from which has a population of 1050 police officers. A sample size of 105 police officers was drawn which was constituted of 10% of the target population. Stratified sampling and simple random sampling techniques was used to get the sample size. The study employed both quantitative and qualitative designs in analyzed data in this study. The Statistical Package for Social Sciences (SPSS version 21) program was used to generate the inferential statistics. The data was then being presented using Pie charts, tables and graphs. The study was then summarized the findings and recommendations as per the objective. The study found out that the influence of National Police Service Commission on Police performance reveals that 34.3 % disagree and 20.0% and 19% agreed strongly disagree that the separation of roles between police board and NPSC resulted to Efficiency, 34.3 % disagree and 25.7% strongly disagree that police Promotion is better when handled by NPSC, 39.0% disagree and 19.0% strongly disagree that the Vetting System has affected police service performance, 36.2% disagree and 27.6% disagree that the appraised system has an effect on the police service performance and 30.5 % disagree and 20.0% strongly disagree that the Promotional Opportunities affected Performance of the police service. The study recommends that that police reform process, deploying county commanders, improving the delivery of services and procurement of more vehicles and improving training for police recruits will assist in counter managing the risks in police Service. The study concludes that there exists relationship between performance and police reforms in Kenya; leverage was found to positively influence the reforms in Kenya.