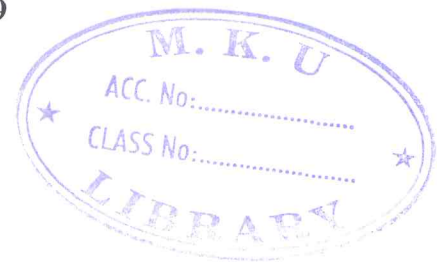


**EFFECTIVENESS OF EMPLOYEE PERFORMANCE APPRAISAL IN PUBLIC
SECTOR: A CASE OF LANDS DIRECTORATE**

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ABSTRACT

The purpose of this study was to establish the challenges facing effectiveness of employee performance appraisal in the public sector, a case of lands directorate. The study precisely sought to establish whether leadership style, training, finance and work environment were factors affecting effectiveness of employee performance appraisal in the public sector. The study is significant to the government, and future researchers. The researcher used descriptive research design in collecting the data. The design was preferred because it is concerned with answering questions such as how much, what, which and who thus answering phenomenon in its current state. A descriptive study was carefully designed to ensure complete description of the situation, making sure that there was a minimum bias in collecting of data and reduced errors in interpreting the data collected. Data collection techniques such as the use of structured questionnaire were used to collect data in order to give respondents opportunity to express their views. The target population was 150 employees. The researcher used stratified random sampling procedure to select a sample size of 75 employees. The data analysis was done using descriptive tools and presented using tables, pie charts and bar graphs. In the analysis 54% of respondents indicated that leadership style was a factor affecting effectiveness of employee performance appraisal in the public sector while 46% said that it did not affect effectiveness of employee performance appraisal, it was also noted that effectiveness of employee performance appraisal is greatly affected by training by 77% of the respondent while 23% defected, 69% of the respondent indicated finance was a factor affecting effectiveness of employee performance appraisal in the public sector but 31% disagreed saying that finance was not of any effect to effectiveness of employee performance appraisal, majority 69% said work environment was a factor affecting effectiveness of employee performance appraisal in the public sector while 31% defected. It was recommended that the organization should come up with various strategies so as to achieve effectiveness and efficiency. It is very important for the public sector to have good leadership styles which are more efficient and effective. For effective functioning to be realized it was recommended by the respondents that leadership style, training, finance, and work environment should be enhanced for a better flow of activities.