

**AN ASSESMENT OF ORGANIZATIONAL POLITICS ON EMPLOYEE PERFORMANCE:  
A CASE OF MAKUENI COUNTY.**

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## ABSTRACT

Despite organizational politics being an offence in public sector, they have become a common life experience in the ministry of interior and coordination of National Government in Makueni County. This is qualified by recently memo from the County Commissioner warning the employee of the interior and coordination of national government to refrain from politics in workplace. For the performance appraisal conducted in the end of the year 2013 it showed that the performance dropped by 22% as compared to the other years. Rating the key effects of this drop, organizational politics scored 73% hence becomes a concern which needs investigation. The study was guided by three objectives (job satisfaction and commitment, employee engagement, and reward and promotion. The study was a descriptive research design. The target population was Administration, Clerical staff and Support Staff in Makueni County. Questionnaires were the main data collection instruments. The study employed both quantitative and qualitative analysis techniques. A regression model was used to analyze the objectives the collected data was processed using SPSS and presented using frequency tables, bar charts, and pie charts. The study found out that Job Satisfaction and Commitment had a positive effects on employees performance because p-value = 0.001.