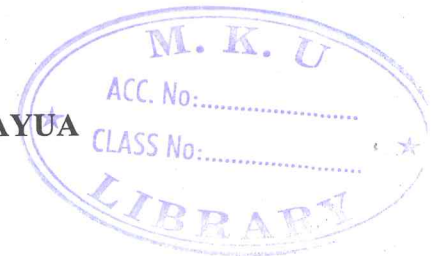


**FACTORS AFFECTING PERFORMANCE-BASED COMPENSATION  
PRACTISES AMONG EMPLOYEES IN KENYA: A CASE STUDY OF THE  
MINISTRY OF INTERIOR COORDINATION OF NATIONAL GOVERNMENT  
DEPARTMENT OF SOCIAL SERVICES**

**MWANZIA EVALYNE WAYUA**



**A RESEARCH PROJECT SUBMITTED IN PARTIAL FULFILLMENT OF THE  
REQUIREMENT FOR THE AWARD OF DEGREE IN BACHELOR OF  
COMMERCE HUMAN RESOURCE MANAGEMENT OPTION TO THE  
MOUNT KENYA UNIVERSITY.**

**MARCH 2015**

## ABSTRACT

The purpose of this study was to investigate the factors affecting performance-based compensation practices among employee. The study is a case study of probation services in Kenya. This study will be to benefit the organization's management, and the recommendations of the study may enable them to design performance-based compensation practices among employee policies to improve the smooth running of the organization's, thereby satisfying the public. The objectives include; to find out the effect of training on performance-based compensation practices among employees, to evaluate the effect of professionalism on performance based compensation practices among employees, determine the effect of bureaucracy on performance based practices among employees and to investigate the effects of organizational policy on performance based compensation practices among employees. The study used descriptive research design with individual survey of certain factors relating to problems under investigation. It targeted probation officers in the department of social services. Simple random sampling to obtain data from each stratum (departments) and data was collected using questionnaires and analyzed using descriptive statistics. The information was presented in form of table frequencies/percentages, and weighted averages. Training indeed out national superiority in manpower productivity can be attributed in small measure to the success of our educational and industrial training programmers as panacea. The study found out that the greater the degree to which a person exemplifies professionalism; the easier it will be for him to set apart with people around him. The study found that in bureaucracy definition of tasks and responsibilities within the structures of management gave rise to a permanent administration and standardization of work procedures not withstanding changes in the actual holders of office. All policies from the government directed to organizations' have an impact on the service delivered to their customers. The researcher recommended that policies should be put in place for effective performance based compensation practices, and budgets should be derived from plans that have been done and should allow comparison, evaluation and control of the plan in the organization setting and also to price wisely so that the management can know how its cost vary with different level of production for performance based compensation practices.