

**EFFECTS OF PERFORMANCE APPRAISAL SYSTEM ON
PERFORMANCE OF CLERICAL STAFF IN KENYA COURTS
(A CASE STUDY OF MERU LAW COURTS)**

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ABSTRACT

Performance appraisal may be defined as the process of arriving at a judgment about an individuals' past or present performance against the background of his/her work environment and about his/her future potential for an organization. As a management tool, performance appraisal helps public sector executives and policy makers to define responsibilities and expectations between the contracting parties to achieve common mutually agreed goals

This study aimed at determining the effects of performance appraisal system on performance of clerical staff in Kenya Courts. The study was carried out in Meru Law Courts of Kenya. The study sample will involve fifty clerical officers which will constitute 93% of the total population

The study sample of the study constituted fifty clerical officers in Meru law courts. The selection of the clerical officers was done using simple random sampling technique and purposive sampling technique.

The researcher used only two research instrument in this study. These are the interview schedules (questionnaires) and observation checklists. After construction of research instruments, they were piloted in two institutions not included in the study sample. Pilot study helps in testing the feasibility of the study

The data was first organized as per the areas covered in the research framework in frequency tables. After collection of data, it was analyzed using descriptive statistics analysis procedures.

Research findings were reported as percentages, frequency tables and bar graphs. Interpretation of the data was then done

Conclusion was made based on the findings of the study. Recommendations were made and areas for further study identified.