

ASSESSMENT OF NATIONAL POLICE SERVICE POLICIES ON EMPLOYEE
PERFORMANCE Case of Administration Police Training College, (Kenya)

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ABSTRACT

Many organizations in Kenya are increasingly providing employee welfare services as a form of improving the productivity of employees at the workplace. However, the police service in Kenya has not been able to make substantial improvement in the terms and conditions of service, provision of welfare services and security to police officers and their families even with the ongoing police reforms. Despite this, the police service has to promote the welfare of the society by creating the conditions in which people can live and pursue their own affairs without interference. It is in this basis that this study sought to evaluate the role of National Police Service policies on performance of the Administration Police Service, particularly at Administration Police Training College. The study objectives were; to evaluate the effects of working conditions on Administration Police performance at APTC, to assess how leadership levels contribute to Administration Police performance at APTC, to determine the training levels and its effect on Administration Police in APTC, to determine whether communication levels influence Administration Police performance at APTC. The study adopted a descriptive survey design. Self-administered structured questionnaires and interview was used to collect data. Quantitative data was analyzed using cohort analysis; descriptive statistics in the form of percentages, frequency counts and means. Qualitative data from interviews was organized into themes and sub-themes as they emerged for content analysis. The study's target population was 450 employees comprising of gazette officers, members of inspectorate, other ranks and members of civilian staff. Out of these, a sample of 45 respondents was obtained through stratified random sampling. L.R.Gay (1984) suggests 10% for large population. The study contributed to awareness on how policies had an influence on Administration Police performance.