

**RELATIONSHIP BETWEEN APPRAISAL SYSTEMS AND
PERFORMANCE OF TECHNICAL TRAINING INSTITUTES
IN MERU COUNTY**

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**A Thesis Submitted to the School of Business and Economics in
Partial Fulfilment for the Requirement of the Degree of Masters
in Business Administration of Kenya Methodist University**

APRIL, 2017

ABSTRACT

Performance appraisal is a branch of management science referred to as Management Control Systems and is an appraisal agreement to execute a service according to agreed-upon terms, within an established time period, and with a stipulated use of resources and performance standards. Performance of TVET institutions is affected by four uncoordinated admissions of students to TVET programmes such as low enrolment due to high cost of technical training and lack of awareness. Performance appraisal has over the years become a very crucial part of Human Resource Management in organizations and its benefits all over the world cannot be over-emphasized. The main objective the study focused on was to find out the relationship between performance appraisal systems and performance of Technical Training Institutes in Meru County. This study was carried out in the four technical training institutes in Meru County. All the management employees of the technical training institutes were used as the respondents. Descriptive survey was used to collect information with regard to this study and this enabled answering of questions concerning the current status of the research problem. This design helped the researcher to collect data by asking questions using questionnaires. In choosing the members who participated in the study, the researcher focused on the management employees of four technical training institutes in Meru County. Census was used whereby all the elements were included in the study hence a sample size of 74 respondents. Data was collected using questionnaire. Data was analyzed using descriptive statistic such frequency and percentages. The SPSS tool version 22 was used by the researcher to analyze data. Multiple linear regression and pearson correlation was also used. It was found that performance appraisal in these technical training institutes has not improved the overall performance of the technical institutes. It is concluded that the performance in technical training institutes is still a challenge and in most cases and as a result it affects the demand of technical training institute's graduates. From the findings, the researcher recommends that the technical institutes' management should conduct seminar and training to the members of staff in order to enhance employees' commitment and improve their organization performance, the technical institute management should ensure that the target setting process is fair and inclusive of employees' views in order to ensure that employees own those targets and strive to achieve them for the benefit of organization performance, the management teams of the technical institutes should pledge their support to the staff and students in order to create a teamwork which will be able to achieve the desired performance for organization improvement and that the technical institute management and board should come up with rewards systems which will be able to motivate staff to work at least hard with dedication which will in turn result to increased performance.