

**PSYCHOSOCIAL RECONSTRUCTION APPROACH ON EMPLOYEES'  
PERFORMANCE IN PUBLIC ORGANIZATIONS:  
A CASE STUDY OF KENYA PIPELINE COMPANY, WESTERN REGION,  
KENYA**

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## ABSTRACT

Organizations worldwide apply various approaches to improve on employees' performance. Most of these approaches however have tended to focus on remuneration, training and motivation at the expense of psychosocially oriented needs, yet psychosocial approach plays an instrumental role in employees' performance. In the absence of limited studies on the effect of psychosocial reconstruction on employees' performance, it has become difficult to ascertain the actual effect of employees' performance in an organization. The purpose of this study was therefore to examine the actual effect of psychosocial reconstruction on employees' performance. Using Kenya Pipeline Company as a case study, the study objectives were to: establish the components of psychosocial reconstruction, assess the effects on employees' performance, examine challenges encountered in the implementation and explore appropriate ways of enhancing the approach in the organization. The study was based on Brenson's psychosocial theory. The target population was 500 employees from the Kenya Pipeline Company, western region comprising of Nakuru, Kisumu, and Eldoret. Using proportional sampling technique, a sample size of 246 was derived. Data was collected using questionnaires and analyzed using both descriptive and inferential statistics. Arising from the study, it emerged out that the levels of psychosocial reconstruction components varied from one employee to the other based on employees' marital status, gender, age, education and work experience. The same findings applied to the levels of information management. The study also established a significant effect of psychosocial reconstruction approach on employees' performance. The Study identified challenges; however, they can be contained by the organization. With the above views of the findings, the study therefore recommends the implementation of employee counseling program in the work place to address the varied social and psychological problems encountered by the Kenyan workforce.