PERFORMANCE APPRAISAL

IN MOI UNIVERSITY, KENYA.

Dissertation submitted to the University of Manchester in partial fulfilment of the requirement of the degree of MSc. in Human Resource Management.

BY

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August 1996.
ABSTRACT

CHAPTER ONE.
INTRODUCTION
OF PERFORMANCE APPRAISAL

This study attempts to examine principles of an effective performance appraisal and how it can be beneficial to staff and an organisation. Problems associated with performance appraisal are also raised.

The study also examines the current performance appraisal scheme in Moi University with a view to making improvements on it to be more effective.

A new open scheme which is participative is proposed for the University as a result of a literature review on various aspects of performance appraisal. It is hoped that this would enable the University to optimise the productivity of its human resources for the benefit of staff and the organisation.

Problems in the design and implementation of the new appraisal scheme for Moi University are addressed and some possible solutions are given.

As a result of increasing interest in HRM, many organisations have realised the importance of the need to train appraisers and appraisees in order to increase the effectiveness of the appraisal scheme is emphasised.

It is hoped that if the proposed appraisal scheme were properly implemented, it would benefit the appraisers, appraisees and the University.