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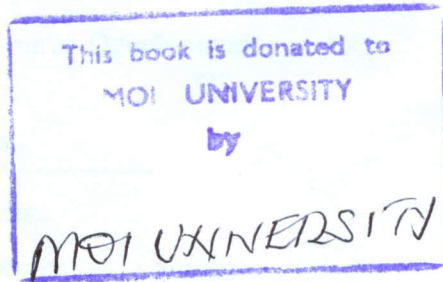
**ORGANIZATIONAL COUNSELING PROGRAM AND EMPLOYEES'
PERFORMANCE IN DISTRICT HOSPITALS IN BARINGO COUNTY**

BY



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ABSTRACT

This study was undertaken to enhance an understanding of the influence of counseling on employees' performance. The specific objectives of this study were to; determine the relationship between employee awareness of counseling and performance, to establish level of implementation of employee counseling programs and its association with performance, to assess employees' perception on counseling and its relationship with performance and to determine the challenges faced in the implementation of counseling services in Eldama Ravine and Kabarnet District Hospitals. The study was based on Disciplinary theory by Krunboltz and Thoresen (1966), the theory is based on learning or re-learning experience in helping individuals change their discipline whether adaptive or maladaptive in order to solve the problems they manifest. The study was a survey of Eldama Ravine and Kabarnet District Hospitals; The targeted population for the study was 541 employees. The sample size was determined using the formula by Nassiuma (2000) to obtain a sample size of 159 respondents.. The sample selection was based on stratified sampling and data were collected using questionnaires and focused group discussions. Data was analyzed using descriptive and inferential statistics. The hypotheses of the study were tested by chi- square (χ^2) tests and spearman correlation. The results show that most of the employees were not aware of counseling services in their organizations. However, a positive relationship between counseling and performance was revealed by the study. The implementers of counseling also faced challenges. This study concludes that the organizations need to educate their employees on the existence of counseling service, need to counsel using face to face approach and to employ full time counselors. The study recommends further studies on: Impact of workplace counseling on employees work attitude, effects of counseling on employees' team building and relationship between counseling and employees social-economic status.