FACTORS THAT AFFECT EMPLOYEE PROMOTION IN ORGANISATIONS
(A Case Study of Meru Municipal Council in Meru County)

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DECLARATION

This research work is my original work and has not been presented to any other college or university before

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This research has been submitted with my approval as University supervisor.

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ABSTRACT
The research was carried out at the Meru Municipal Council, which was chosen because it is a large organization and it is vulnerable to pressure from government to allow employee to participate in fair promotion. Some factors like employee competence, experience, managerial attitude, job design, and discrimination, this may affect organization when promoting employees.

Descriptive research design was used in this study since the researcher intended to look at factors that contribute to the employee promotions thoroughly to define it, clarify it, and obtain pertinent information that could be of use to ensure employee promotion activities are carried in more professional manner. In this study, the population target is employees of Meru Municipal Council. The population of this study consists of all employees in Meru Municipal Council; there are 200 employees in total. The researcher used fifty-six respondents’ 56 on whom to conduct the study. The researcher used stratified random method of sampling the population as the respondent of the study. The researcher used questionnaire that was hand-delivered to all respondents. The researcher submitted the instrument to two experts for opinions with regard to content validity. The researcher used test retest method. The researcher submitted the instrument to a supervisor for expert advice. It was qualitative and much of quantitative data.

From the findings, the study concluded by affirming that employee’s promotion is much affected by the evaluated factors. The research conducted in Meru municipal council study to find out the factors affect on employee promotion in the organization. All hypotheses proved and claimed about significant association and relationship between the factors and employee promotion. From the study discrimination, competence, and experience affect the employee greatly. Managerial attitude and competence it does not have much effect on employee promotion.