FACTORS AFFECTING JOB EVALUATION IN PUBLIC CORPORATIONS: A CASE STUDY OF KENYA BUREAU OF STANDARDS

BY

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A RESEARCH PROJECT SUBMITTED FOR THE PARTIAL FULFILLMENT OF THE DIPLOMA IN BUSINESS MANAGEMENT OF UNIVERSITY OF NAIROBI

AUGUST, 2014
DECLARATION

I declare that this research project is my original work and has not been submitted for any diploma qualification of this or any other University.

Signed. ....................... Date ......................

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L123/14589/2011

This research project has been submitted for examination with my approval as the University supervisor.

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ABSTRACT

Frederick W. Taylor, through his interest in improving the efficiency of work, made studying the job one of his principles of scientific management. The general objective of the study was to investigate factors affecting job evaluation in public corporations in Kenya. The specific objectives were to examine how changes in technology affect job evaluation, to determine the effect of management styles on job evaluation, to establish whether the size of organization affects job evaluation, and to establish whether employee training affect job evaluation in public corporations with a focus on Kenya bureau of standards. This research was conducted through a descriptive case study. The target population of this study was the senior, middle, lower level and non managerial employees working at Kenya Bureau of Standards. The study sample was drawn from the population of 139 staffs where 43 respondents were selected. This study utilized a self-administered questionnaire to collect primary quantitative data which was analyzed by descriptive analysis. From the findings, KEBs embraces change in technology to keep itself abreast of the technological changes, and that this influences its’ job evaluation scheme. Participative or democratic, transformational management styles are popularly being used in KEBs and that managerial styles focus on managers as coaches. Kenya Bureau of Standards offers regular training opportunities to their employees and the way labor is divided within Kenya Bureau of Standards influences how evaluation will be implemented.

The study concludes that Kenya Bureau of Standards embraces change in technology to keep itself abreast of the technological changes, and that it embraces Participative or democratic, transformational management styles to focus on managers as coaches. The study also concludes that Kenya Bureau of Standards offers regular training opportunities to their employees and the way labor is divided within Kenya Bureau of Standards influences how evaluation will be implemented. The study recommends that Kenya Bureau of Standards should conduct job evaluations regularly in order to ensure quality job evaluation standards.