FACTORS CONTRIBUTING TO EMPLOYEES’ NEGATIVE ATTITUDE ON PERFORMANCE MANAGEMENT PROGRAMME: AT THE KENYA RAILWAYS CORPORATION

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

JAN, 2014
DECLARATION

I declare that this is my original work that has not been submitted in any other college, institution or university for an academic award.

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Signature: [Signature]

Date: 30TH MAY, 2014

This project proposal has been submitted with my approval as the university supervisor.

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Performance management programmes are a key concern in all state corporations. They were introduced in 2006 so as to make employees work extra hard and stick to the goal and objective of the organization. Performance management programmes are used to determine the productivity of a particular organization by the state. Before the implementation of these programmes, the management team need to know and ask the staff and maybe train and develop them first so as to reduce the resistance to change that is to be expected. This study investigates factors contributing to employees’ negative attitude on Performance management programme in Kenya Railways. Its specific objectives will be to find out employees awareness of the Performance Management Programme, if they were trained and if the employees took part in its development of the Performance Management Programme. Stratified random sampling technique will be used and the respondents will be from the department of Human Resource Management which comprises of 30 employees. The sample size will be 15 workers which represents 50% of the total number of employees in the Department. The researcher will use questionnaires to collect data and analyze the information collected. The data will be analyzed using qualitative and quantitative techniques. The findings relationship will further be summarized and presented in tables, charts and diagrams.