FACTORS INFLUENCING WORK PERFORMANCE:

A CASE OF NJUCA FEEDS COMPANY LIMITED

BY

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A RESEARCH PROJECT SUBMITTED TO THE DEPARTMENT OF EXTRA-MURAL STUDIES IN PARTIAL FULFILLMENT OF THE REQUIREMENT FOR THE AWARD OF THE DIPLOMA AT THE UNIVERSITY OF NAIROBI.

2012
DECLARATION

This project is my original work and has never been presented for an award of a diploma or degree in any other university.

Signature

Date 15/11/12

Florence Njambi
L123/1483/2010

The research project has been submitted for examination with my approval as the course instructor.

Signature

Date 16/11/2012

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ABSTRACT

This research study was undertaken in order to address the impact of training, leadership, management and technology on work performance in an organization. The data supporting the relationship between the independent variable and dependent variables: the dependent variable being the work performance and the independent variables are; training, management and technology were obtained empirically through questionnaires. Data analysis showed that, there is a strong linear correlation between the independent variables and the dependent variable.

It is evident that for Njuca Feeds Company Limited to respond to a turbulent environment and ensure continued survival as well as profitability in the long run, work performance of their employees had to be enhanced. This study was designed specifically to investigate the factors affecting work performance in process related organizations in Kenya.

To develop the right attitude, people need to see their work a meaningful activity, which gives them self-fulfillment and enriches their professional knowledge and career plans. They must develop a sense of belonging to the organization. Proper attitudes and behavior are determined by the workers’ system of values, working conditions and the motivation they receive and this will improve their work performance.

It is evident that the independent variables accompanied by other qualitative variables such as the attitudes and determinations boost work performance. The respondents further suggested that if it is possible all members should be included. On how they would improve work performance at Njuca Feeds Ltd Co. Ltd respondents indicated the following: an improvement in remuneration, communication, morale and training would help improve work performance.