FACTORS THAT INFLUENCE EMPLOYEE PERFORMANCE IN HACO INDUSTRIES LIMITED COMPANY

BY

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DECLARATION

This project report is my own original work and has not been presented to any University for the award of a Diploma.

Signature .......... Date 25/06/2012

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This project report has been submitted for examination with my approval as the university supervisor.

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ABSTRACT

The purpose of the study was to establish the factors that influence employee performance in Haco Industries Company. It was hoped that the findings of the study would offer some solutions that would improve the techniques and methods within organizations required for high performance of employees.

The study was based on three objectives namely; to analysis the performance level at Haco Company, to determine what may cause the performance level to decline and finally how will the causes be minimized or eliminated.

The research questions were based on the objectives of the study, through answering these questions the researcher was able to get the responses on the factors that influence employee performance in Haco Industries Company. The questionnaires were issued to all categories of Haco employees and the researcher used simple random sampling to select the respondents of the study. From the respondents the researcher found that the company had more male staff than female also it was found that salary increment was not the main factor that was to motivate the employees to increase their performance resulting to high production in addition to salary there were other factors that the company had to consider including bonuses for their employees, working condition, job security, recognition and rewards.

From the findings it was recommended that the company should understand factors that influence the performance of employees in the organization and should be familiar with the changes hence should keep on doing research so that to maintain the high standards of quality productivity. Data was represented in the form of tables for purposes of easy interpretation.