FACTORS AFFECTING EMPLOYEE JOB SECURITY AND ITS EFFECT ON
EMPLOYEE PERFORMANCE
(CASE STUDY – K-REP BANK LIMITED THIKA)

BY

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DECLARATION

This research project is my original work and has not been presented to any other examination body. No part of this project should be produced without permission of the author and/or the institution of the University of Nairobi.

Signature.............................................. Date. 27/07/2012

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

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Job security is very significant in employer-employee relations and in motivating employees to perform and in the end both the individual and organisation goals become achievable. The main purpose of the study was to investigate the factors affecting job employee job security and its effects on employee performance with reference to K-rep Bank Thika Branch. A descriptive research design was adopted in the study. Since the study also collected mainly the qualitative data, statistical analysis was applied and was considered suitable because of the type of data required from the population. The main source of primary data was questionnaires, which was used to collect information from the population from the employees of K-rep Bank Thika. The research also used data collected from existing records relevant to the study as source of secondary data. Data collection instruments used in the study were questionnaires, while census sampling technique was used as the population was of minimum number thus the whole population was used.

The findings of the study revealed that not all employees were issued with job contract before deployment to respective offices yet 78% of the respondents indicated that job contract is important and it influence job security. Reward it was revealed that the Bank did not have a favourable reward mechanism as employees in the same job group are often rewarded differently yet the job description is the same. When it came to redundancy, the respondents indicated that the Bank does not communicate to the employees on the procedure the Bank is using to determine who to declare redundant. On a positive note it was revealed that the Bank does offer training to improve the employees’ skills and the Bank also offers opportunities for career growth. All these factors affect job security which in the end affects employee performance.

The research recommendations were that; every employee to be issued with a job contract before deployment, the Bank should put up a fair reward scheme that has no bias and put up a communication process to be used when it wants to declare some employees redundant. The researcher acknowledged the Bank being able to provide channels for career growth to the employees, and finally suggestions for further studies to be done in the same area.