UNIVERSITY OF NAIROBI

COLLEGE OF EDUCATION AND EXTERNAL STUDIES

FACULTY OF EXTERNAL STUDIES

DEPARTMENT OF EXTRA MURAL STUDIES

ASSESSING THE FACTORS THAT AFFECTS FRINGE BENEFITS ON EMPLOYEE PERFORMANCE IN THE AVIATION INDUSTRY IN KENYA

(ACASE STUDY OF KENYA AIRPORTS AUTHORITY)

PRESENTED BY

EDITH MIDEVA LUVAGA

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This is a research project submitted in partial fulfillment for the award of a diploma in human resource management of the University of Nairobi

JUNE, 2012
DECLARATION

This is my original work and has never been for submitted in any Academic award.

MRS. EDITH LUVAGA

Name

signature

23RD June 2012

Date

This work has been submitted for examination with my approval as a university supervisor.

signature

23RD June 2012

Date
ABSTRACT.

The study is about the effects of fringe benefits on employee performance in Kenya Airports Authority. The need to carry out the study is dictated by the fact that fringe benefits had not been appropriately allocated and identified as one of the reason for decline in productivity. The purpose of the study is to investigate the effects of fringe benefits on employee performance in Kenya Airports Authority. The main objective of the study is to explore the effects and influence of fringe benefits on the performance of employees in the Aviation Industry.

The research design used is cross sectional survey in which both qualitative and quantitative design is used. The researcher will use primary data which is obtained from questionnaires. The sample size of one hundred and twenty respondents was chosen through simple random sampling from various departments. This number of respondents is obtained out of the study population of one hundred and ninety four employees. The questionnaires are used as the research instruments. Both open and closed ended questions are used to identify the research problem and collect the relevant data. The data is analyzed using frequencies and percentages and is presented in tabular form, graphs and pie charts to make it useful and understandable.