

**INVESTIGATION ON THE ROLE OF JOB EVALUATION
IN DETERMINING EARNINGS IN NATIONAL CEREALS
AND PRODUCE BOARD IN NAIROBI AREA**

BY

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DECLARATION

This research project is my original work and has not been presented for any award in any Institution of Higher Learning or Examining Body Diploma Business Management.

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This research project has been submitted to the University of Nairobi with my approval as a University Supervisor.

Name of Supervisor: TERRY W. KIRAGU

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ABSTRACT

Lack of a suitable method of determining payment at National Cereals and Produce Board as per the quotation from appointed Ministers for Agriculture through the media TV in the month of February 2009 “the introduction of 40% increment for NCPB staff”. The researcher has decided to write a project on Job evaluation in determining earnings in NCPB. With approximately 1000 employees distributed all over the country, there’s a need to have an appropriate and workable formal job evaluation method.

Before this study, the board uses non-analytical job evaluation method, which determined the value of different job by ranking and the grading them hierarchically. According to the survey, it has been considered that a more appropriate method of determining payment is need in the board to enable it to design suitable pay. Structure that could be used to effectively implement its reward philosophy, strategy and policy.

The study has will help the NCPB’s management to recognize it’s shortcoming of it’s existing pay determination process with a view to seek way of improving it to enhance pay determination and career progression.

The would suggestion will be NCPB to achieve the objective of its reward system, to reduce job turn over, maintain good employee relation and enable the employment to satisfy their social-economic obligations. In the investigation, a current method used to determine pay and identify method of employment is poor.

The question that needs to be answered by the research would will be aimed at finding out how the management of the Board determine pay for different employees and how effective the current method of pay were in the Board. The research will also sought to find out whether it will be possible for the board to adopt a point rating job evaluation method to enhance and make its pay determination system more effective.

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