INFLUENCE OF EMPLOYEES' STRIKES ON PERFORMANCE:

CASE OF TECHNICAL UNIVERSITY OF KENYA

By

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This Project Proposal is my original work and has not been presented for a Diploma or a Degree any other university.

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This Project Proposal has been submitted for review with my approval as University supervisor.

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Abstract

Every organization must have an objective either to produce goods or provide services or both. This could be for commercial purposes thus profit or charitable. In order to produce these goods or services an organization must have the necessary factors of production, the most critical factor of production is the human resource. This resource must be treated with a lot of care if the organization has to achieve its intended goals and objectives. In the process of production there is interrelations between the employer who is the buyer of the service and the employee who is the seller of the service and there is need to reconcile their different interests. Normally the difference of interest revolves around the 'price' at which labour services will be bought or sold and also the terms and conditions of employment which are the basis of most strikes or industrial action (Armstrong, 2009). These call for a deep look into influence of workers strikes on performance the researcher used the case of Technical University of Kenya, formally the Kenya Polytechnic University College. Although the employers and employees have different interests, both of them have a common need to reconcile their difference and thus have a harmonious relationship between them. If this is not done there will be a mutual destruction of the organization which neither benefits the employees nor the employer. Strike or industrial action is a common occurrence worldwide. A week hardly passes without news on the media about an organization going through industrial action. This calls for a look deep into the insight of the phenomenon thus the reason for this study Influence of Employees’ Strikes on Performance. The method the researcher used was a survey design, while both secondary and primary data were used. The researcher also reviewed literature from the case studies of other researchers. The research involved the use of questionnaires and oral interviews regarding employees’ strikes on the target group. Through reviewing literature, the study found related information on how employees’ strikes influence the performance negatively in the university. In addition, through the collected information, the research has derived a comprehensive analysis on how employees’ strikes influence the target group and created a brief recommendation to find solution on the problems.