



**PERFORMANCE APPRAISAL AND EMPLOYEE EFFECTIVENESS: A CASE STUDY
OF THE MINISTRY OF WORKS AND TRANSPORT**

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ABSTRACT

This study analysed establish the relationship between performance appraisal and employee effectiveness. Particularly the study examined the relationship between performance appraisal, appraisal techniques and mechanisms for improving performance appraisal and employee effectiveness. The study adopted a case study design on a sample of 110 respondents. Data were collected by use of questionnaire, interviews and documentary analysis, and analysed quantitatively and qualitatively. Quantitative data was analysed using the Statistical Package for Social Scientists version 17.0 (SPSS). At univariate level, data was analysed basing on the percentages and mean. At bivariate level, data was analysed basing on correlational analysis and at multivariate level data analysis was carried out using linear regression. Qualitative data was analysed by discursive and thematic methods. The results of the study were presented basing on the study and constructs themes. The study established; that performance appraisal was not a statistically positive significant predictor of employee effectiveness, performance appraisal techniques predicted employee effectiveness, and performance appraisal techniques predicted employee effectiveness. It was therefore concluded that performance appraisal did not influence was not employee effectiveness, performance appraisal techniques influenced employee effectiveness and performance appraisal techniques influenced employee effectiveness. Thus, the study recommends that government responsible agencies and appraisers should ensure that performance appraisal is carried out in a way that ensures employee effectiveness; performance appraisal implementers should ensure that the techniques they use should enhance employee effectiveness; and responsible government agencies should adopt performance appraisal mechanisms that influence employee effectiveness.