

Performance Appraisal and Employee Performance: A Case in Education Sector, Amolatar District

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Background: The purpose of this study was to assess the effect of performance appraisal on employee performance in education sector of Amolatar District Local Government. Specifically, the study looked at the effect of appraisal techniques, appraisal feedback and appraisal process on employee performance in the education sector in Amolatar DLG.

Methods: In order to carry out the study, the study was designed in cross-sectional survey manner where qualitative as well as quantitative data was collected from primary resources. The population of the study was 250 respondents from which a sample size of 148 was drawn for the study. The questionnaires were distributed to collect data from the categories of Primary School teachers while interview guide was employed to collect data from key informants in the categories of District Education Officer, Senior Inspector of Schools, Senior Education Officer and Head-Teachers of Primary Schools. The collected data was summarized and analyzed using descriptive and inferential statistics. The research was analyzed using t-test, correlation and regression analysis by SPSS version 23.0 data analysis software.

Results: The study found out that performance appraisal is positively correlated with employee performance in Amolatar District Local Government, on the effect of performance appraisal on employee performance, the study also found out that appraisal techniques, appraisal feedback and appraisal process had significant effect on employee performance.

Recommendation: Thus, the researcher recommended that the Amolatar DLG should take these factors into strong consideration in order to ensure the effectiveness of employee performance and achieve the objective of the appraisal.

Keywords: *Performance Appraisal, and Employee Performance*

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