

# **Performance Appraisal and Employee Performance in Lira Regional Referral Hospital, Lira City**

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This study sought to establish the Effect of Performance Appraisal on Employee performance at LRRH in Lira City. The study was guided by three objectives namely: to identify the procedures used in performance appraisal, to assess the level of employee performance appraisal at LRRH, to determine the Effect of performance appraisal on employee performance at LRRH in Lira city. Literature was reviewed in line with the objectives. The study used a Cross Sectional Design which employed both Qualitative and Quantitative Approaches. The study targeted a population of approximately 63 employees with a sample size of 52, Simple Random and Purposive samplings were used. Data was collected using a closed ended 5-Point Likert Scale Questionnaires and Key Informant Interview Guide. The Validity of the instrument was tested using Content Validity Index. The Validity Index of 0.80 was obtained. The reliability of the instrument was also tested to assess the clarity of the items in the Questionnaires and Interview Guide for effectiveness. The Response rate of the respondents was found to be 100%. The Democratic characteristics of the respondents revealed that there were more females (50.9%) which means that the most of the people who serve and handle clients well are Females who are said to be more productive than the males with the highest percentage being the youth (23.1%) aged between 25-35 majority of the respondents were Diploma Holders (44.2%) though other levels were also represented. According to the respondents, the greatest number were married employees (59.6) and most of the respondents had taken 3-4 years (23.1%) . Various procedures of performance appraisal were used but with varying percentages; Goal setting (Mean 44.2% in the Likert Scale), Performance Planning (Mean 34.26), Performance Review(4.15) and Feedback(4.14). The findings revealed that the most used procedure of Performance Appraisal was Performance Planning. A positive significant relationship was revealed between the Independent and Dependent Variables. It was recommended that LRRH should follow all the procedures of performance appraisal to enhance employee performance.



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