

Performance Appraisal and Employee Performance in Local Government Settings: A Case Study
of Amolatar District Local Government

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2022

Background: Using Amolatar District Local Government as a case study, this study was conducted to determine the impact of performance appraisal on employee performance in local government settings. The study's goals were to examine the impact of performance appraisal on employees' performance, specifically, the study 1) analyzed performance appraisal practices in ADLG, 2) evaluated employees' satisfaction with appraisal system used in local government in ADLG, and 3) assessed the relationship between performance appraisal and employees in ADLG.

Methods: The study used a cross-sectional research design supported by both qualitative and quantitative methods. The study used probability and non-probability sampling methods (stratified sampling and purposive sampling respectively) techniques to select two town councils and 145 respondents who composed of CAO and deputies, heads of department and sub-counties confirmed staffs. Stratified random sampling was used to select the two town councils and purposive sampling was applied to select the study respondents. Data was collected using interview methods applied for (CAO/deputies and heads of department) and questionnaire forms used to gather information from other lower officers. Data was analyzed using SPSS version 24 and several tests were performed.

Findings: Findings revealed there were no statistically significant between performance appraisal practices and employee's performance in ADLG ($\beta=0.16$, $p=0.062$). Performance Appraisal Satisfaction had a positive statistically significant with employee's performance in ADLG ($\beta=0.45$, $p<0.001$).

Recommendations: As a result, it was determined that in order for ADLG's employees to attain high levels of employee performance and other Local Government settings, the current performance appraisal practices should be revisited by relevant stakeholders to have measurable indicators and the practice should change.

Keywords: *Performance Appraisal, Employee Performance, and Amolatar*

