

The impact of current performance appraisal system on employee effectiveness in Kalangala District Local Government

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ABSTRACT:

This study was carried out among 88 local councilors and members of staff of Kalangala District to assess the significance of the appraisal system on employee performance in the District. This research was done using a questionnaire because all the respondents were literate and could adequately serve the purpose. However, also other data collection methods were used including interview guide, observation and focus group discussion. To analyze this data SPSS computer program was used.

The results indicated that there is a positive correlation between effectiveness and performance at 0.139 which is 13.9% meaning effectiveness is significant on performance. On the other independent variables like experience, education, age, number of subordinates which constitute 19% of effectiveness as well as 6.5 of performance.

In conclusion, it's hypothetically true that appraisal is not effective on performance but if correctly used is significant and can increase performance. There are other factors which contribute to performance that must be investigated. As gender and experience were more significant as compared to education.

It recommends that more sensitization need to be done and review of the whole appraisal system with reference to environment, motivation and management style of the area so as to improve performance of staff to realize the mission of the organization.