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Organisational Systems Impact on Employee Performance: A Case Study of Eco Bank Uganda Limited

The aim of the study was to analyse the effect of performance appraisals, recruitment and selection, compensation and rewards on employee performance in Eco Bank Uganda. The researcher developed a conceptual framework which illustrates how employees perceive organisational systems and how this impact on employee performance. The objectives of the study included establishing the effects of performance appraisals on employee performance, recruitment and selection on employee performance and also establishing the impact of recruitment and selection on employee performance. A cross-sectional survey design was used for the study and a sample size of 100 respondents was selected using the stratified random sampling strategy. Questionnaires covering various aspects of organisational systems were administered to respondents in various departments and results were analysed using the Statistical Package for the Social Sciences (SPSS) computer package. Results from the research reveal significant correlation coefficients between the research variables (Performance appraisal, recruitment and selection, compensation and rewards) and employee performance. Basing on the research findings, it can be concluded that there is need for Eco Bank top management to address the inadequacy in the performance appraisal process, recruitment and selection process, compensation and reward system in order to enhance employee performance in the organization.

Key words: Performance, employee, Bank