AN INVESTIGATION INTO FACTORS AFFECTING EMPLOYEE PRODUCTIVITY IN PASTOR SACCOS, MAKUENI COUNTY

BY

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ABSTRACT

SACCOS are medium entrepreneurship institutions formed with the main objective of pooling funds together and distributing them to its members inform of loans for financial empowerment and alleviation of poverty. This study focus on the factors affecting employee productivity on Saccos, a survey of selected pastor SACCOS in Makueni County. Most of the SACCOS experience high investment through shares, other donations and with time they record loses leading to low productivity and closure of some. The specific objectives focused on determining the effect of training and development on employee productivity, determining the extend to which Human resource policies affect employee productivity, find out the extent to which working condition affects employee productivity and to establish out the relationship between leadership influence on employee productivity. The study was conducted in Makueni County, covering three SACCOS namely Ukia pastors SACCO, Mukuyuni pastors Sacco and Kibwezi pastors SACCO. The stratas involved were Directors, down managers, field workers and Subordinates. The study was conducted between April to May 2014. A survey design was used in which the target population of 313, with a sample of (16.6%) was derived from the target population giving 52 respondents. A self administered questionnaire was used to collect data and was validated in Machakos county pastors SACCOS. The data was presented using pie charts and graphs. The study was important because it can help the church and the shareholders understand factors that influence the productivity of employees working in SACCOS .The recommendation is helpful to improve pastors SACCOS, whereby in addition the government and private sector employers can use the research findings to increase employee productivity.

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