

**AN ASSESSMENT OF THE CONTRIBUTION OF STAFF
APPRAISAL ON THE PERFORMANCE OF
EMPLOYEES OF AIDS INFORMATION
CENTRE-SOROTI.**

ANGURIA OKELLO JULIUS, FEBRUARY, 2012

ABSTRACT

Staff appraisal is a widespread, very expensive, counterproductive exercise. It is typically conducted with good intentions to manage and improve the performance of individual employees, and lead to enhanced overall organizational efficiency, effectiveness, and productivity. Unfortunately it is an exercise in futility. This research aims at exploring the contributions of SAs on the performance of employees and factors that can distort its effectiveness from enhancing the performance of employees in AIC Soroti. It also intends to identify the alternative strategies that AIC Soroti can adapt in order to improve upon the implementation of Staff appraisal to enhance employee performance. Data was collected through survey of 35 employees who included the managers, supervisors, Laboratory technicians, counselors, drivers, and support staff. Data was collected using self-completion questionnaires designed both in structured and unstructured formats .Overall results reveal that the general awareness level about the purpose and outcomes of effective SA is wanting and hence this may cause harm to the effectiveness of Staff appraisal in AIC Soroti. Staff appraisal can be a good way for organizations to boost employees' motivation and hone their competitive edge. But creating useful Staff appraisals and making sure they are used effectively throughout an organization isn't easy. The lessons identified in this study can help AIC move closer to appraisals that help staff perform to their best.

