Implementation of Performance Contracting in Kenya

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Abstract

In pursuit of the goal of performance improvement within the public sector, New Public Management emphasizes on the adoption of private sector practices in public institutions (Balogun, 2003). NPM models have therefore been invariably seen through the public service reform initiatives in many developing countries as the solution to reversing falling service delivery. In quest of this same goal, Kenya introduced performance contracting not only improve service delivery but also to refocus the mind set of public service away from a culture of inward looking towards a culture of business as focused on customer and results.

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Refbacks

There are currently no refbacks.

This paper is based on a study to establish public secondary schools head teachers' perceptions towards implementation of performance contracts in Bureti, Kericho and Bomet districts in Kenya. The study sought to establish these perceptions based on: financial, human resource management, physical facilities and academic indicators of performances contract in schools. Quantifiable measurements were used to determine these indicators. Stratified random sampling was used to select 60% of the public schools in every district to participate. The study was based on Cole (1993) Job Improvement Plan M Factors influencing implementation of performance contracting in state corporations in Kenya with special reference to Kenya Civil Aviation of Kenya include:- targets, reward and punishment, performance measurement, organizational commitment and organizational culture. International Journal of Humanities and social science. GOK (Government Of Kenya),(2005). Ministry of public Service Human Resources Development Strategy. Government Printers: Nairobi.