

The Effectiveness of Performance Contracting in Service Delivery in Public Universities in Kenya

Jason Esiokhunjila Nganyi

Masinde Muliro University of Science and Technology P.O. Box 190, Kakamega Ministry of Education, Western Province Tel: +254 0721210505
Email:jasonnganyi@yahoo.com

Josphat Mulama Shigogodi

Masinde Muliro University of Science and Technology P.O. Box 190, Kakamega Ministry of Education, Western Province

Alice Owano

Masinde Muliro University of Science and Technology P.O. Box 190, , Kakamega Ministry of Education, Western Province

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Abstract

The concept of performance contracting was mooted by the government of Kenya for effective and efficient achievement of set targets in the public service. All public institutions are expected to set performance targets and indicators for their achievement. The introduction of performance contracting in public universities is an effort to institute a framework of accountability and enhance service delivery in Kenya. Though difficult and challenging to implement, performance contracting leads to higher levels of performance through periodic monitoring and evaluation of performance targets. The main objective of carrying out this study was to determine the effectiveness of performance contracting and ways of improving its implementation and measurement in Kenyan public universities. The study was carried out in public universities and targeted staff in various cadres as respondents. The researchers employed descriptive survey design where questionnaires were administered. Stratified random sampling was used in a sample size of 80 respondents. The findings indicate that performance contracting has not been cascaded to all staff members, only a quarter of the staff had signed performance contracts. However, public universities have made moderate achievements in the entire performance contract indicators. The major challenge that affects the performance contracting process is the low level of coordination. The study recommends that the performance monitoring and evaluation unit be strengthened in order to carry out its mandate effectively and departmental performance contract coordinators be appointed. Also, a clear reward and sanctions scheme is put in place to inculcate a competitive culture in public universities. The study further recommends sensitization and training of university staff to demystify performance contracting. The process should be more inclusive by involving all stakeholders.

Performance Contracting And Service Delivery Case Of Moi University

RS Peters



Performance Contracting And Service Delivery Case Of Moi University:

Performance Contracting and Service Delivery. Case of Moi University George Isaiah Otieno Wamactildah, 2014-12-24

Introduction of performance contracting improves service delivery in public sector institutions as was found out by this study. These findings go a long way to provide crucial policy inputs to public policy makers in governmental institutions in Africa. However, employee motivation components should be inculcated in the implementation of performance contracting for better results. It suggests that public institutions and especially academic and higher institutions of learning in Africa and governmental institutions should embrace performance contracting in order to improve service delivery to their clients.

The Limits of Institutional Reform in Development Matt Andrews, 2013-02-11. Developing countries commonly adopt reforms to improve their governments yet they usually fail to produce more functional and effective governments. Andrews argues that reforms often fail to make governments better because they are introduced as signals to gain short-term support. These signals introduce unrealistic best practices that do not fit developing country contexts and are not considered relevant by implementing agents. The result is a set of new forms that do not function. However, there are realistic solutions emerging from institutional reforms in some developing countries. Lessons from these experiences suggest that reform limits, although challenging to adopt, can be overcome by focusing change on problem solving through an incremental process that involves multiple agents.

Labour in Vietnam Anita Chan, 2003-08-01. Two decades after Vietnam introduced a programme of economic renovation commonly known as Doi Moi, the country today allows market competition in industry and a new working class has been created. This is the first book to focus on the role and conditions of workers in the new economic regime. The authors of the book trace Vietnam's labour history, explore the impact of the socialist legacy and examine the reasons for the large number of recent strikes. The book provides insights into the workforce of one of Asia's most rapidly developing industrial economies. *The Health Service Journal*, 2008. **Documentation Abstracts**, 1997.

Sociological Abstracts Leo P. Chall, 1996. *National Library of Medicine Current Catalog* National Library of Medicine (U.S.), 1991. *Current Awareness Abstracts*, 1999. *Wood & Wood Products*, 1986. *Aeroplane and Commercial Aviation News*, 1947-11. *Books In Print 2004-2005* Ed Bowker Staff, Staff Bowker, Ed, 2004. *Performance Contracting Practices In Tertiary Institutions. A Case Of Teachers Training Colleges In Kenya* Simon Kipkenei, Julius Maiyo, Judah Ndiku, 2017-07-07. Studienarbeit aus dem Jahr 2016 im Fachbereich Pädagogik Allgemein Sprache Deutsch. Abstract: Performance contracting was introduced in Kenya on 1st October 2004 in 16 largely commercial state corporations. This would see institutions freely negotiate performance agreements with the Government every year. Regular monitoring of the implementation of the contract agreed upon has been a vital aspect for its success. The institutions provide feedback by forwarding quarterly reports and taking corrective action where necessary. In 2007 the Government of Kenya published Kenya Vision 2030 as its long-term strategy for achieving global competitiveness and prosperity. The country also aims at

linking reforms and economic growth to actual quality of life of Kenyans increase customer satisfaction with government services and to build trust in the government Thus one of the foundations of the Kenya vision 2030 linked to performance contracting is an efficient motivated and well trained public service Service delivery in Public Primary Teachers Training colleges has not improved much in spite of the introduction of Performance contracting That was why this study seeks to determine performance contracting practices set by employees in order to improve service delivery in their institutions The study employed descriptive survey design The study population comprised teacher trainees tutors heads of department and sections and principals of the purposively selected Colleges Purposive sampling simple random sampling and stratified random sampling were used to identify the sample population A total of 429 respondents formed the sample size representing 30% of the study population The study revealed lack of capacity building of employees regarding performance contracting ambiguity in the process and resistance by personnel to participate in the process hindering the full success of the service delivery strategy The results further reveal that the teaching staf *Effectiveness of Performance Contracting* Reuben Mbuthia,James Ngari,Benson Mwanhi,2014-10-08 International best practice shows that governments and global agencies are currently implementing performance contracting to enhance performance of civil servants and entrench good governance and accountability This research set to establish the effectiveness of performance contracting P C in the government institutions this far The study sought to answer the questions Does what is written in the Performance Contract match the outcome in terms of service delivery This was a case study of the Provincial General Hospital in Nakuru County The study established that indeed performance contract was critical for service delivery The effectiveness of the implementation of PCs in public institutions depended on on the knowledge of the employees and managers on the content of the PC extent of the work done in relation to PC and the measures necessary to effect the implementations It was recommended that governments emback on capacity build to enlighten the employees on the genesis and implication of PC The well performing employees should be rewarded and the uncooperative to face strict penalties Further research was also advised to shade more light in the study problem Performance Contracting,Psychological Contracts and Service Delivery Philip Wambua Peter,James Gathungu,2013-01 Performance contracting is a concept and a practice which was introduced so as to improve on service delivery In the least developed world there was a lot of manpower wastage which led to slow growth especially in the Government offices The practice was started way back in Pakistan and the Bretton Wood institutions borrowed heavily from it as they introduced structural adjustment programmes in the third world economies Performance contracting main concern is the quality of the final product and not the process As as practice it has its own challenges and paradoxes which also need to be looked on Psychological contract is based on the believe which one has as pertains to the practice How much is one convinced that given the resources and the support he will be able to deliver the necessary service within the stipulated time The combination of the two concepts performance and psychological has a common bearing since

both are related to activities of mankind This therefore brings on board the term perception which ideally relies on the sensory inputs of hearing seeing touching smelling and feeling Can performance then be achieved without the necessary resources and conditions Investigating the Effectiveness of Performance Contracting and the Challenges of Implementing IT at Mutlimedia University of Kenya (MMU) [EMOD Thesis] ,2013 **Contracting for Service Delivery: Offering Value for Money and Equity?** Britone Chitakunye,University of Manchester. Institute for Development Policy and Management,2000 Performance Contracting Organisation for Economic Co-operation and Development. Public Management Service,1999 **Case Studies in Educational Performance Contracting** Rand Corporation,1971 Case Studies in Educational Performance Contracting Rand Corporation,1971 *Case Studies in Educational Performance Contracting.* - Rand Corporation,1974

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