ABSTRACT

The aim of this research was to assess the effects of performance management and productivity taking national Institute for Social Security as a case study after UNDP project implementation. This study used the descriptive correlation with qualitative and quantitative approaches. The target population comprised of 114 employees in national institute for social security in Bujumbura, Burundi. Stratified sampling technique was used where the respondents were given time to complete the questionnaires. The demographic profiles of the respondents were analyzed using percentages and frequencies. Inferential statistics such as correlation and regression analysis established the relationship between dependent and independent variables. In regard to targeted objectives, the findings reveal that the performance management on productivity in National Institute for Social Security, the findings revealed the overall average mean (2.01) which is generally low. In regards to the effect of performance appraisal on productivity in national institute for social security the overall average mean (3.44) is high. In regards to the effect of performance feedback on productivity in national institute for social security the findings indicated the high overall average mean (3.42). In regards to the level of productivity in national institute for social security the findings indicated the high average mean (3.44). The findings showed a positive and significant relationship between performance management and productivity at (r = 0.35) and significant (p =0.001). Therefore, the null hypothesis which stated that there is no significant relationship between the performance management and the productivity in the National Institute for Social Security is rejected at 5% level of significance. The study concluded that the effect of performance management on productivity is generally low. In regards to the effect of performance appraisal on productivity in national institute for social security is generally high, the effect of performance feedback on productivity in national institute for social security the findings indicated the high overall average mean and the level of productivity in national institute for social security the findings indicated also the high average mean. In nutshell, the study concluded that effective performance management is likely to optimize productivity in the organization. The study recommended that since performance management is a new strategy adopted by the Government of Burundi, to improve productivity of its public institutions, there is therefore a need of more training towards all public officers at all levels on performance management for effective implementation and understanding of performance management on productivity. The organization should put in place a performance management division and employee awareness program division to address the lack of skill and other problem associated with underperformance. The performance appraisal should not be limited to annually, but should be quarterly and monthly so as to detect weakness as soon as possible. Disciplinary measures should be dealt out to those who do not comply with the provision of performance management policy particularly non submission of performance tools. The study recommended that effective performance management feedback should be reinforced by the organization to attain the set objectives and goals, communicate and discuss employee performance for enhanced productivity.