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THE EFFECT OF DELEGATION ON STAFF PERFORMANCE IN

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ABSTRACT

The purpose of the study was to analyze the effect of delegation on staff performance. The general objective being the effect of delegation on staff performance in Technical Institutions. The specific objectives were; to assess the aspects of delegation in Madera Technical Institution, to establish the effect of authority and staff performance, to examine the effect responsibility and performance. Both quantitative and qualitative approaches to research were used with resultant descriptive and analytical reporting. The findings reveal that 23 percent of the respondents had known about delegation. The larger percentage of the respondents (77 percent) presented their ignorance about delegation. There is a possibility that performance of staff will be low as many have shown lack of knowledge on delegation and have never been given any special assignment from their supervisors. 78 percent of respondents presented ignorance on authority. Much as delegation might have been practiced in MTI, it is possible that authority is not delegated as a large number of respondents seem to be lacking knowledge about authority. Despite the fact that MTI has tried to put down delegation mechanism, staff do the assigned work responsibly hence responsibility has an influence on performance. This is evidenced by a score of 75 percent of respondents accomplishing the task well and beyond average. The methods used for data collection included; Questionnaires and interview guide. The conclusions drawn were; the study found that delegation had a significant positive relationship with performance of staff of MTI. The second conclusion observed that staff who happen to know about authority do not have difficulty in executing their duties hence they performed well. The third conclusion showed that staff do their work responsibly. The recommendations included; MTI was recommended to provide delegation mechanisms and empower staff to practice delegation. It is also recommended that Principals in Technical institutions should delegate authority so as to improve on staff performance. Institutions are also recommended to delegate with responsibility so that the delegate performs responsibly in the task he is required to do.