

International Journal of Research in Human Resource Management



E-ISSN: 2663-3361
P-ISSN: 2663-3213
IJRHRM 2021; 3(1): 01-07
Received: 05-09-2020
Accepted: 10-10-2020

Dr. Victor Lusala Aliata
Lecturer, Faculty of Business
and Economics, Tom Mboya
University College, Homabay,
Kenya

Dr. Belinda Shitakwa Ligare
Masters Student, Department
of Business Administration
and Management, Kibabii
University, Bungoma, Kenya

Influence of education level on the relationship between human resource practices and employee performance among the administration police in bungoma county, Kenya

Dr. Victor Lusala Aliata and Dr. Belinda Shitakwa Ligare

Abstract

According to Kenya Police Service Annual Crime Reports (KPSACR) of 2016, the number of criminal offences is still on the increase with the 2013, 2014 and 2015 reports evidencing an offence number of 71832, 72,490 and 73,376 respectively. Based on this upward trend, it is still unclear if the trend is related to human resource practices such as performance appraisal, career development and promotions as applied in the administration police which in turn have an effect on the performance of the administration police. In the service industry, especially the Kenya National Police Service, little research has been conducted to show these relationships. The purpose of this study was to examine the moderating influence of education level on the relationship between human resource practices and performance. The research adopted a descriptive survey design. The target population was 1,318 administration police officers in Bungoma County. A sample size of 384 respondents was used. Results of the study were that the R square change after incorporating education level in the model was 0.002, F change (1,3) = 1.192, $p < 0.006$ implying that education level statistically and significantly moderates the relationship between human resource practices and employee performance. The study recommends that employees should be given equal opportunity to advance their education level as this will enhance the relationship between human resource practices and employee performance. The findings of this study is expected to inform administration police management policy makers, the government and other stakeholders on better human resource practices that can be adopted to improve performance of staff.

Keywords: Administration, performance, bungoma, criminal

Introduction

The latest countrywide statistical survey of criminal information, from the Statistical Forecasting Bureau of the National Statistical Office in Bangkok is Thailand's capital city, 2555, reported that Bangkok had the highest number of criminal cases in Thailand. Furthermore, for Bangkok, only 6,693 out of 22,173 criminal cases (30%) involved arrests by police officers. The criminal arrest data for the whole country showed that only 44,398 out of 108,003 criminal cases (41%) were by police officers (Bureau National Statistical Office, 2012). Regarding unfairness in the consideration of promotion and rewards, Metropolitan in both the Traffic and Inquiry divisions agreed that the Royal Thai Police should revise and improve the current procedures of consideration of promotions and rewards so that there was greater fairness in the criteria for the consideration of promotions and rewards. The research results indicated that unfairness occurred in the process of consideration of promotions and rewards because the normal consideration of promotions and rewards of Metropolitan Police has always been related to the patronage system (Chokprachakchat, 2011) ^[13].

In many occasions the administration police have been condemned in the way they perform their duties. This was evident when concerns were raised by different groups on how the administration police, and by extension the National police service conducted themselves during and after 2007-2008 election when the violence rocked the country as result of the said election. The National police and more specifically the administration police were accused of rampant police subjectivity and inefficiency in the execution of their mandate. This led to a focus shift to the possible ways of salvaging policing in Kenya. Most significantly was the formation of the retired judge Hon. Phillip Ramsey's police reforms

Corresponding Author:
Dr. Belinda Shitakwa Ligare
Masters Student, Department
of Business Administration
and Management, Kibabii
University, Bungoma, Kenya