

## Job Promotion and Employee Performance among the Administration Police in Bungoma County, Kenya

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**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 job promotion 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 on job promotion and employee performance especially in Bungoma County. The purpose of this study was to establish the influence of job promotion on the performance of administration police. The study adopted a descriptive survey design. The target population was 1,318 administration police officers in Bungoma County from which a sample size of 384 respondents was used. Questionnaires were the main instruments used to collect primary data. Stratified random sampling, simple random sampling and systematic random sampling techniques were used. Data was analyzed using both descriptive and inferential statistics. Reliability analysis gave an average Cronbach alpha value of 0.8034 which indicated that the instruments were reliable. Results of the study showed that there was a statistically significant positive relationship between job promotion and employee performance and that job promotion accounted for 71.3% ( $R^2 = 0.713$ ) variations in the employee performance. It was concluded that if job promotion was well executed in the administration police, the performance of the staff would be enhanced. The following were the recommendations of the study: organizations should adhere strictly to its promotion policy, ensure promotion process is fair and that employees are promoted based on merit. The findings of this study is expected to inform administration police management policy makers, the government and other stakeholders on relevance and implications of on job promotion in the administration police aimed at improving the performance of staff.

**Keywords:** Job Promotion, Employee Performance, Administration Police, Bungoma County.

## INTRODUCTION

Today employees are considered as an asset for the organization as it is not possible for survival without them. In order to ensure that the best employee be loyal to the firm Job satisfaction is necessary. Job satisfaction will enable individuals to be more innovative and hardworking. There are various factors that can lead to job satisfaction: environmental and work related such as pay, promotion, acknowledgement

or recognition, autonomy supervisor/manager support, and the work itself. The impact of these factors depends on the individual as to how much weight he gives to each factor and measures satisfaction level with each of these factors (Muhammad and Ahmed, 2017).

Promotion means climbing the corporate ladder or in other words when an individual moves from one designation to a higher one it is considered as promotion. For some people the key for job satisfaction

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