

**INFLUENCE OF HUMAN RESOURCE STRATEGIES ON EMPLOYEE
PERFORMANCE AT KENYA REVENUE AUTHORITY, NAKURU BRANCH, KENYA**

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ABSTRACT

Employee performance is a very important facet of modern day human resources management. Employers adopt strategic human resource strategies to continuously enhance their employees' performance. Employers have adopted human resources policies and practices with an aim of improving their employees' performance. However, despite such policies and practices, it remains unclear why employee performance has been perennially low. Therefore, the study assessed the influence of human resources strategies on employee performance at KRA offices in Nakuru with a view of increasing employee productivity. The study employed a descriptive research design. Simple random sampling technique was used to select the sample. Data was collected using questionnaires which were administered by the researcher at KRA offices in Nakuru. Data analysis was done with the aid of SPSS. Hypotheses were tested using the p-value approach at 95% level of confidence and the results were presented in tables. The coefficient of correlation for the relationship between the independent variables and the dependent variable is 0.792, which shows a strong positive correlation. The value of R-square of 0.627 implies that 62.7 % of the variation in employee performance at KRA is explained by the independent variables. The study established that quality training strategies had the most influence on employee performance while bonus payment strategies had the least influence.

KEYWORDS: Quality Training, Work-Life Balance, Employee Performance