

**PERFORMANCE APPRAISAL AND ACHIEVEMENT OF
ORGANISATIONAL GOALS IN KALINDU
DISTRICT LOCAL GOVERNMENT,
UGANDA**

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ABSTRACT

The study set out to establish the effect of Performance Appraisal and Achievement of Organisational Goals in Kalungu District Local Government, in Uganda. The specific objectives of the study were to: examine the performance appraisal types and practices used in Kalungu district; examine the performance appraisal process in Kalungu district and determine how performance appraisal affects employees towards work in achieving Organisational Goals in Kalungu district. It has been reported that the poor performance attributed to employees in Kalungu district local government has become a matter of concern to many people in the community which triggered this study. The study was a descriptive survey and a quantitative approach of data collection was employed. From the findings, the study established that appraisal practices affect employee participation in the daily activities of the organisation and that confidential reports were the highly used appraisal practices in the district. The appraisal practices used in organisations in Kalungu district local government significantly affect the quality of work employees deliver. The study concluded that, appraisal practices used in organisations and institutions in Kalungu district local government do not involve employees in rating themselves hence affecting the participation of employees in the activities of the institution. From the findings and conclusions, the following recommendations were made: The line managers should endeavor to involve employees in rating themselves to improve their participation in the activities of the institution to put in more effort in organizing workshops and seminars on appraisal practices geared towards improving the quality of work and ensure that bias is minimised in the process for the purposes of encouraging their participation in the activities of the organisation or institution.