

**HUMAN RESOURCE POLICIES AND EMPLOYEE PERFORMANCE:**

**A CASE STUDY OF FORIS TELECOM (U) LTD**

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## **ABSTRACT**

The purpose of the study was to examine the effect of human resource policies on employee performance at Foris Telecom (U) Ltd.

The study used cross sectional survey design using quantitative approaches in the research process. The researcher used a sample of 94 respondents who were given questionnaires to fill. The collected data was analyzed using the Statistical package for Social Science research.

The results revealed that equal opportunity policy, age and employment policy as well as the e-mail policy greatly affect the employee performance.

The study revealed that human resource policies affected the performance of the employees through their commitment to work, performing according to set standard, showing high levels of innovativeness and doing work effectively.

It can be concluded that though the company has policies in place, they not implemented systematically in order to improve on the performance of the employees.

It's therefore recommended that the organization should emphasize equal opportunities to all irrespective of sex, race, disability, age or marital status, encourage fair and transparent rewards and also make sure internal employees are given priority in the promotion process.