

Abstract

Performance Appraisal (PAS) in Kenya was introduced in Kenya in 2005 by the civil service on basis of promoting the service delivery to the citizen who access services. The general objective of this research was to establish the impact of performance appraisal outcome on the motivation of staff in Kenya prisons service. The study considered descriptive survey design where the total population of this study was the staff in the prisons department ranking in PG2-PG9. The target population of this study was a total of 202 staff and a sample of 135. Primary data was collected using questionnaires and interpreted using SPSS and presented using tables. From the study it was established that staff remuneration affect the employee motivation in the prison department in Nyeri County. The aspects allow the staff to learn new skills, improve staff motivation, increases productivity and enable customer retention. The study concluded that staff remuneration is the key aspect of performance appraisal outcome hence recommended that the prison management should emphasize on staff remuneration in order to streamline the prison department operations. However, further study can be conducted when considering all prisons in Kenya.