

## Abstract

Performance appraisal is a widely used tool for monitoring the performance of personnel employed in learning institutions all over the world. The implementation of the appraisal process has often faced challenges due to the inability of teachers to carry out the required duties in learning institutions in Kenya. These challenges have been a great obstacle in the implementation of performance appraisal in Public Secondary schools in Mbooni West Sub County thus necessitating the need for an investigation. This study investigated the Influence of Principals' use of relevant Personnel on implementation of Performance Appraisal in Public Secondary Schools in Mbooni East Sub County, Makueni County, Kenya. The study objective sought to establish the extent to which principals' use of the relevant personnel influences the implementation of performance appraisal in public secondary schools in Mbooni East Sub County, Makueni County, Kenya. The study used Descriptive survey research design. The target population for the study comprised of all 47 principals and 389 teachers in the Sub county. Stratified sampling and simple random sampling techniques were used to select a sample of 119 teachers and 16 principals. Data was collected using questionnaires. Data was analyzed and presented by using frequency distribution tables and cross tabulation tables. The study established that, use of relevant personnel by principals positively influenced implementation of performance appraisal with 93.7% of principals and 86.6% of the teachers supporting it. The study concluded that use of relevant personnel by principals positively influenced implementation of performance appraisal. The study recommends that, teacher's employer should consider creating a slot of a staff in every school to appraise the teachers and finalize the appraisal process by keying in the filled Teacher Performance Appraisal and Development tool in the appraisal portal.