



Contribution ID: 2

Type: Abstract for Poster

## The Effect of Job Enlargement on the Performance of Academic Staff in Public Universities in Kenya.

Public universities are significantly constrained in terms of resources. The human resource attribute is, in fact, the most affected with a lecturer to student ratio of 1:30 for social science undergraduate studies. With the onset of performance contracting, the government requires standard performance from university staff. This calls for a review and analysis of the prevailing staff motivation measures applied in universities in Kenya. Previous research indicates that job design impacts execution of duties. The research herein takes the job enlargement construct of job design and how the same affect staff performance in public universities in Kenya. The study utilized an exploratory research design that aimed to acquire data on scholarly staff. A multistage analysis was used, and via simple random sampling, ten state-funded universities and 206 academic staff were selected for the study. The closed-ended questionnaires were used to gather information classified using descriptive statistics, mean, standard deviation, and inferential measurements, including correlation, simple, and multiple regression analysis. The research established a positive and significant relationship between job enlargement and the performance of academic staff in public universities in Kenya.

### Key Words

Job Enlargement, Job Design, Academic Performance

**Primary authors:** CHILGONG, Faith Jebet (Jomo Kenyatta University of Agriculture and Technology and Egerton University); Dr KARANJA, George (Jomo Kenyatta University of Agriculture and Technology); Dr MUTURI, Willy (Jomo Kenyatta University of Agriculture and Technology)

**Track Classification:** Human Resources Management and Marketing