

ABSTRACT

The aim of the research discussed in this paper was to determine the influence of teacher performance appraisals on teachers' job performance in public primary schools in Mumias East Sub County, Kenya.. The research had two objectives and two research questions Using descriptive survey research design the target population consisted of 53 primary schools with 53 Head teachers, 53 Deputy Head teachers and 512 teachers, all employed by the Teachers' Service Commission. Stratified sampling was used to select 30% of schools that participated in the study yielding a total sample size of 17 deputy head-teachers and 154 teachers as actual respondents. Data were collected using questionnaires and observation. The findings concur with the notion that performance appraisal plays an integral part in institutional performance management systems ensuring that responsibilities, duties and outcome are in relation with set objectives. The research confirms that performance outcome in schools where head teachers use the appraisal tool to closely monitor the professional development of teachers demonstrate a competitive advantage over other schools where head teachers ignore the performance appraisal of their teachers.