



TASK MANAGEMENT INITIATIVES AND EMPLOYEE PERFORMANCE IN EXPORT PROCESSING ZONES IN ATHI-RIVER, MACHAKOS COUNTY, KENYA

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ABSTRACT

The primary purpose of any organization is to be able to achieve its goals and objectives satisfactory. Most of the firms in EPZ operate on shift work in order to meet their production targets and workers have no choice but to work on shifts some of which have difficulties working on. The primary goal of this research was to look into the impact of employee initiative on employee performance at the EPZ Athi River in Machakos County, Kenya. The study's goal was to see how task management affected employee work performance. Structural improvement theory, social exchange theory, resource-based view theory, and human capital theory were the foundations of this research. A descriptive research strategy was also used to collect data on various subjects based on the research challenge. Employees made up the target population of 1013. The study used a stratified random sampling technique and focused on 101 employees from Bedi clothes, equatorial fruit processing, celebrity plastics, and Earth Oil Africa, which represents 10% of the workforce. To guarantee that enough data was acquired for analysis, the study collected both primary and secondary data. A pilot study was conducted on the data collection instruments to ensure that the key components of the main study were possible. The instrument was put through its paces to ensure its reliability and validity. Crobach's Alpha was used to assess the study's reliability and validity. For data interpretation and analysis, the Statistical Package for Social Sciences (SPSS) V22 was used. To assess the relationship between the variables in the study, SPSS was utilized to do multiple regression analysis. Tables were used to present data. It was established that the culture in the EPZ was poor and as a result the employee task management was compromised, for the culture of employee task management is not build in the teams. The study concluded that, task management positively and significantly affected the employee performances. The study recommended that the company employees should always be ready for anything, plan ahead, break down a large work into smaller tasks, give specific directions and concentrate on a single task at a time. The study recommended the managers in the EPZ to consider one-on-one mentorship to employee. The directors also should consider making a mechanism for employee-led educational initiatives.

Key words: Employee performance, task management initiatives

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INTRODUCTION

Employee performance allows a company to produce greater results, which leads to increased customer satisfaction and revenues. It also lines up a personal goals with the organization's objectives and inspires people to enforce company values and principles, allows wants to be described and did agree upon within terms of part commitments and responsibilities that they are required to perform; propensities that they will be anticipated to acquire; and procedures which they are anticipated to acquire; and enables them to differentiate their own crucial goals and develop up their skills and talents (Ngesu,2012). Employee performance is a mix of an employee's daily responsibilities' efficiency and effectiveness in meeting stakeholder expectations (Bataineh,2017). Employee performance, according to Dessler (2011), is defined as the expected job-related actions of a worker and how successfully those activities are carried out. Employee engagement, information management methods, and all activities of the organization, rules, and practices are all important factors in an individual's or organization's performance, according to Anitha (2013). These elements are crucial in fostering employee job performance. One of the most essential factors in determining a company's success is employee performance. Complex adaptive systems, by delivering learning and development programs, play a significant role in increasing work performance (Makhamara, 2016). Management standards for measuring employee performance are crucial in increasing employee performance because they show real performance and how it compares to benchmarks. If deviations are discovered, these criteria can assist in restoring the outputs to the appropriate levels (Mackay et al, 2004). Employee job happiness has an influence on their productivity. Employees that are satisfied with their positions and the firm are more inclined to help the company accomplish its goals (Harter et al, 2002).

Employers in Kenya must be more flexible, leaner, and competitive as global competition grows and

the economy shifts from manufacturing to service (Obonyo,2018). Organizations that have excelled have kept focused on employee input and the economic situation, and as a result, have produced considerable business results through increased levels of employee initiative (Werhane, 2020). During the COVID 19 outbreak, business executives understood that having a strong staff is vital for growth and survival, and that having a highly engaged, strain, well-trained, and improve its effectiveness may help enhance innovation, productivity, and efficiency (Wanamiso 2020). As a result, motivated and respected personnel are able to establish practices that have a favorable impact on their performance.

According to researchers Michael Frese and Doris Fay (2001), initiative is defined as a type of work behavior that is personality, active, and persistent in overcoming obstacles in the pursuit of a goal. Practice, on the other hand, is the act of doing something frequently or repeatedly in order to increase your proficiency at it. Employee initiative practices can thus be characterized as proactive approaches and actions made by employees in order to overcome obstacles encountered while pursuing a goal. One of the employee initiative techniques that influences employee performance is task management. Task performance describes an employee's primary work obligations. It's also known as an in required conduct, and it manifests itself in the quantity and quality of work performance and commitments (Koopmans et al.2011).The capacity to meet expectations while demonstrating proficiency and experience is referred to as task performance. Those expectations are inextricably linked to the technical core of the organization, which is fulfilled through conducting, serving, and sustaining its technical specifications (Harrison, Newman, & Roth, 2006).

Export Processing Zones (EPZs) are physically constrained and particularly administered zones inside a country created to encourage locally and internationally direct investment (FDI), commerce, employment, and industrial growth (world

bank,2008). Others working within such zones are usually offered specific government or other benefits that those working outside the zone do not have. The nature of the benefits employed to entice investment can differ significantly from one zone to the next. EPZs typically offer advantageous tax or duty treatment, as well as exemptions from constraints on capital outflows, direct subsidies, and improved infrastructure, as well as accelerated approvals and services related (lang,2010). Since the Export Processing Zones (EPZs) were introduced to manufacture for exports developing countries have used them to solve many of their pressing problems: unemployment; limited exports; limited revenue and foreign exchange earnings; limited, and at times, obsolete technology and technology transfers and, shortage of local entrepreneurship skills. The introduction of EPZs was also expected to bring about technological spill-overs, increased competition, help in the development of local and indigenous entrepreneurial base; increase use of local raw materials, and, sub-contracting of local suppliers and service providers (Matambalya, 2007).

The Export Processing Zones Authority is a statutory agency established by the EPZ Act CAP 517, Laws of Kenya, in 1990. The Authority's mission is to encourage and support export-oriented investments while also creating an enabling environment. The EPZ Authority is a government-owned company that reports to the Ministry of Trade and Industry. After the EPZ Act Cap 517 was approved the same year, the Athi River Export Processing Zone was gazetted on November 23, 1990. It was the first publicly constructed zone in 1991, and it covers 339 hectares of land, including 292 hectares of the main site, on Athi River's LR. No. 18474. The zone was built at a cost of US \$ 30 million thanks to an IDA line of credit (80%) and a contribution from the Kenyan government (20 percent). The zone was created to provide services and infrastructure to export-oriented enterprises within the zone, as well as auxiliary services to the Athi-river and Kitengela communities.

Statement of the Problem

The primary purpose of any organization is to be able to achieve its goals and objectives satisfactory. The maximum prosperity of both the worker and the employer is usually perceived in relation to performance and productivity (Laden 2016). Much research has been conducted on how to increase employee performance and organizations have employed all the possible ways to ensure higher performance and higher profits and being competitive in the market. Some aspects that has been employed to enhance employee performance, ensure continuity in production and cut costs involved in production has been the practice of shift work, engaged workers, training and development and stress management, (Manhbred, 2016). Most of the firms in EPZ operate on shift work in order to meet their production targets and workers have no choice but to work on shifts some of which have difficulties working on. Another problem the workers work under stress and there is no training and development practices to help them upskill their skills. Lack of proper compensation is making employees to be disengaged at workplace. There have been arguments from Kenya human right commission and Non-governmental institutions that the quality of work life of EPZ workers has been compromised (KHRC 2014). The same workers went on strike on the year 2012 citing poor quality work life, poor training and development policies. There is also a problem of poor salaries, incentives, indirect compensation and rewards (Mmbusa,2019). The Third Eye (2018) reports that the performance staff at the EPZ is still below the expected standards and consequences have been glaring: reporting to work late at best and absenteeism at worst; poor attention to departmental objectives; delayed services to customers and other stakeholders; and, poor employee interpersonal relationship. This is, however, despite the fact that EPZ has in the recent past invested heavily on human resource programmes, including training and other staff motivational initiatives. With these problems, organization is losing credibility.

Objective of the Study

The purpose of this study was to see how task management strategies affected employee performance in the Export Processing Zone in Kenya's Athi-river Machakos County. The study answered the following research question;

- What effect does task management affect employee performance at Export Processing Zone in Athi-river Machakos County, Kenya?

Justification and Significance of the Study

This study sought to establish the role of employee initiative practices on employee performance in Export Processing Zone in Athi-river, Machakos county, Kenya. The study will be beneficial to Kenya's Export Processing Zones because it will provide management with insight into the importance of praising employee initiative practices, which will lead to improved performance, lower turnover, and enhanced employee loyalty. HR practitioners will apply the findings to improve employee initiative practices in their firms, and thereby employee and organizational performance. Employees working in Kenya's EPZs will benefit greatly from the findings of this study since they will be able to implement numerous initiative practices that will help them enhance their work output and efficiency, resulting in greater work performance.

Scope of the Study

The study investigated the effect of task management initiatives and employee performance in EPZ Athi-river, Machakos county, Kenya. The target population were employees working at EPZ Athi-river. The study used descriptive study design. The study use semi-structured questionnaire to collect primary data. The study period was between January 2019 to January 2021.

LITERATURE REVIEW

Empirical Literature Review

Task Management Initiatives Practices and Employee Performance

Ogohi (2020) evaluated the impact of effective time management on the Northern Nigeria Noodle

Company Limited's organizational performance. A survey research design was used to perform the study. The study's main purpose is to investigate the impact of different time management strategies on employee performance. The specific aims are to assess the effects of effective time leadership styles on employee performance in NNNC and the components that affect time management skills on employee performance in NNNC. Your employees' productivity will benefit from good managing time, as well as their ability to deal more successfully with stress, conflicts, and stress. It also helps individuals maintain a healthy work life balance by keeping them engaged. There is a correlation between organizational performance and excellent time management, according to the study's findings. According to the findings, if all other factors are equal, an increase in good time management will result in a corresponding increase in organizational effectiveness, and in order to create a moment organization, one must become more time efficient, and the institution's time management must be streamlined. The impact of time management on job performance among Malaysian event management crews was studied by Ahmed and Wahabul (2012). According to the experts, in order for an event organizer to be successful in the event sector, they must make it a priority to stick to the timeline in performing responsibilities during the event, from start to finish. Only 65 of the 100 questionnaires sent out were returned. The outcomes of the study reveal that employees' job performance in the workplace is influenced by their managing time in completing duties during an event. Furthermore, the findings indicate that there is a link between time management and work effectiveness. Despite the fact that their relationship is moderate, there is a significant difference between them. Finally, the majority of employees stated that time management has an impact on their job performance since they do not have enough time to manage all of their work when it is more than they can handle. In order to please their client, the event manager and crew members must find the appropriate steps to address the

issues. If staff are unable to manage their time well, it may have an impact on their overall effectiveness at the event. The article concludes with advice on the significance of managing time.

Fayyaz Fayy (2014) The goal of this research was to examine the impact of task-oriented and relational leadership styles on employee performance, as well as the moderating role of communicative competence. Surveys of 200 full-time workers were used to gather information on leadership style, employee performance, and communication competence. The link, association, and influence of the variables on each other were then investigated using correlation and regression analysis. Employee performance and supervisor communication competency, task and relational leadership styles were found to have a strong, favorable, and substantial relationship. Further regression results show that task and relationship leadership styles, as well as communication ability, have a favorable and significant impact on employees' performance. According to the findings, while effective communication breaks down to regulate the association between undertaking leadership and job happiness, there is an interacting effect of effective communication between relational leadership style and organizational performance.

One interesting discovery is that relational leadership style combined with effective communication has a greater impact on employees' performance. The current study focuses on a new factor for businesses to consider: the impact of a leader's communication ability in enhancing employee performance in completing organizational objectives and goals. It is feasible to teach and improve communicative skills, and firms can schedule training sessions for managers in this area. As a consequence, in order to enhance employee productivity and effectiveness, organizations must recognize the value of the research emphasizing leadership from the standpoint of communications competency.

Theoretical Review

Theory of Structural Empowerment

One of the theories that will inform this study is the theory of structural empowerment. The theory was brought forth by Rosabeth Kanter and stated that employee empowerment was an integral part of organizational success (Kanake, 2020:Orgambídez-Ramos& Borrego-Alés,2014). The theory of structural empowerment is a powerful platform of analysing an organizational culture and situation that either motivate or hinder workers' performance. Previous research indicate that the theory provides an approach of understanding employees attitudes and behaviours as a result of interacting with the workplace environment (Kanake, 2020: Orgambídez-Ramos & Borrego-Alés, 2014).

Social Exchange Theory

According to the social exchange theory, workers' commitment is based on incentive tasks performed between them and the organization (Aldhuwaihi, 2013). Workers join an organization with the expectation that it would provide a decent working environment and a good culture, according to this belief. As a result, personnel strive to find the most effective ways to apply their knowledge and talents to achieve corporate goals. In effect, a friendly correlation between the company and its employees leads to increased employee commitment to the company. According to the social exchange hypothesis, a causal relationship exists between the employee and the organisation, ensuring an interchange of corporate commitment and organizational dedication that has a favorable influence on corporate performance.

Resource Based-View Theory

RBV(resource-based view) is a command structure that identifies the strategic assets and cash that a company can employ to strategic competitiveness (Barney, 1991). The theory's inception is linked to a 1991article by Barney titled "Firm Resources and Sustained National Competitiveness" (Barney,1991). Because of the odd combination of resources, the theory says that organizations are varied because

they have a variety of resources, meaning that they can have a variety of methods. The strategy focuses on organizational leaders' commitment to the organization's internal resources in order to identify the resources, capacities, and expertise that have the best chance of achieving a higher competitive edge.

Human Capital theory

According to Gibbons and Waldman (2004), human capital is the reserve of human habits, knowledge, personality, and social characteristics personified in the capacity to execute work to generate economic worth. Human capital is required by organizations to achieve their objectives, advance, and continue being innovative. Organizations invest in human capital to improve production and quality levels.

Human Capital Theory is structure assesses the linkage between education, social wellbeing, and economic growth. The theory postulates that educational expenses, health, and training are capital savings that would give rise to social and financial returns at personal and communal levels. However, education and training result in higher productivity that is eventually turned into economic gains like higher salaries and more top gross domestic product.

Conceptual Framework

Figure 1 shows the conceptual framework portraying relationships among the study variables; task management initiatives and employee performance at Export Processing Zone in Athi-river Machakos County, Kenya

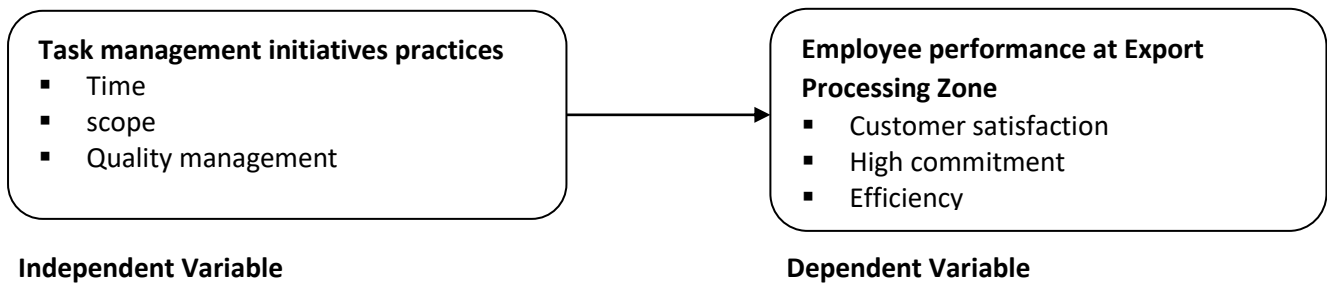


Figure 1: Conceptual Framework

Source: Researcher (2021)

Discussion of variables

Task management initiatives practices

One of the major aspect of task management initiative is time. Daniel and Santeli (2020) states that time is a crucial resource of every organization. Organizations rely on time to deliver their outputs efficiently to meet customer needs and have a market competitive edge. Time is a delicate aspect that an employer or employee cannot save but can spend and once mismanaged it not be regained (Daniel & Santeli, 2020). Time has components such as unique resource, scarce resource, irreplaceable by humankind, time is not accumulated like monetary resources nor stocked like raw inputs and time cannot be turned on and off (Daniel & Santeli, 2020). Employee engage in effective time

management if they compete their roles and participate in organizational success within stipulated schedules. The value of managing time comprises of several tasks that employees need to undertake but have limited time to fulfil them. Daniel and Santeli (2020) pinpoints that time management is crucial in identifying important needs and wants that aligns with other resources, project operation and organizational goals and objectives. Therefore, time management brings forth order and promote job performance and productivity.

Another notable task management initiative practice is utilization and organization of resources such as work equipment and human capital. Resources that are vital for operation of an

organization operation and existence includes intangible such as time and tangible like equipment and finances. Resource management is a strategy through which companies organize vital components that are key for their existence, operation and market success (Makhamara and Mutunga, 2020). Resource management which is an aspect of task management entails planning to ensure that roles and responsibilities are aligned with adequate resources. Therefore, employees need to familiarize with budget planning, project design and managing equipment and supplies to ensure that they uphold best practices of task and resource management (Bakator et al., 2019).

METHODOLOGY

Research Design:- A descriptive research design was used in this study. Because it allows for the collecting of in-depth information on the subject area, a descriptive research design will be useful.

Target Population: Employees in chosen enterprises in EPZ Athi River Machakos County were the study's target population. All employees of the four companies, Bedi Garments, Earth Oil Africa, Equatorial Fruit Processing, and Celebrity Plastics, totalling to 1013, were the target demographic for this study.

Sample and Sampling Techniques:- In this study, the researcher focused on 10% of the target population, with a sample size of 101. Because the target population is heterogeneous, the study employed a stratified random sampling technique to ensure that each subgroup is properly represented in all companies within the population (Mugenda et al., 2006).

Data collection Instruments: The study collected data from primary sources. Primary data is important since it provides firsthand knowledge; therefore, a questionnaire was used to obtain it.

Validity of the research Instrument: In order to assess the instrument's accuracy, the researcher used content construct and face validity.

Reliability of research Instruments: A reliability coefficient of 0.7 or above is required for a tool to be regarded dependable (Mugenda & Mugenda, 2008). Cronbach's alpha was used to determine the instrument's reliability in this investigation. Cronbach's Alpha is a coefficient that measures how well elements in a group correlate with one another.

Data Analysis and Presentation: The data collected from the questionnaire was cross-examined for consistency and completeness. The information gathered from completed surveys was edited, cleaned, and categorised based on similarities before being entered into the SPSS V26 software for analysis. Quantitative was also analyzed to provide descriptive and inferential analysis for displaying and summarizing statistics using mean (average and variance) and percentages, with data represented by figures and tables. Multiple regression analysis was utilized.

FINDINGS AND DISCUSSIONS

Employees in chosen enterprises in EPZ Athi River Machakos County were the study's target population. A sample size of 101 employees from the four companies; Bedi Garments, Earth Oil Africa, Equatorial Fruit Processing, and Celebrity Plastics were sampled using stratified random and simple random sampling. The 101 sampled employees were issued with a questionnaire and only 84 managed to completely fill and return the questionnaires for analysis. This accounted for 83% response rate which according to Mugenda and Mugenda(2013)was an excellent response rate. Pilot test was done to reduce ambiguity and repeats, allowing for more precise and complete questions. The reliability of the research instruments was key to test the construct validity of the research instruments. The results from the reliability table indicated that, task management initiatives was 0.871, and that of employee performance was 0.814. This indicated that the research instruments was reliability since all the Alpha values were more than 0.7 recommended threshold (Cooper, 2009).

For generalizing the gathered data to reflect the study topic's fundamental features, data validity is required. To strengthen the content validity, the researcher's proposal supervisor sought expert feedback from specialists in the area. Their suggestions were taken into account during the instrument's development. A five-point Likert scale was used to measure idea validity. Respondents offered their views or opinions on a Likert scale, allowing the researcher to obtain objective data. Validity relates to projecting from a specific program or set of measures to the program's or set of measures' underlying notion.

The research collected personal information of the study participants. The findings assisted in determining how age, gender, and job experience affect performance of employees. Majority of participants represented by 67% were female, while 33% as shown in the figure above were male. The study showed a significant gender imbalance, as well as an increase in female employment participation in Kenya's export processing. This indicated that most of the duties require female counterparts more than male muscles and skills.

Regarding highest level of education, The minority of the responders (40.48 percent) attended secondary school. Only 8.33 percent of respondents had completed basic school, 27.88 percent had completed a diploma, and 23.81 percent had completed a degree.

Regarding the work experience, 40.5 percent of employees had more than 11 years of experience, 26.25 percent had 7 to 10 years of experience, 20.2 percent had 4 to 6 years of experience, and 13.1 percent had 1 to 3 years of experience. This implied that the majority of the workers have the requisite job skills to respond to the questions and, as a result, aided in the achievement of the study goals.

Descriptive Analysis Results

The investigators used a Likert scale to measure how much participants agree with the claims in the questionnaire. The Likert scale graded responses on a range of 1 to 5, with 1 denoting strong disagreement and 5 denoting strong agreement, and a mean of 3 denoting neutrality. The data was analyzed using the mean and standard deviation.

Task Management Initiatives and Employee Performance

The section presents the results on task management initiatives. The related studies were also reviewed and compared to the findings.

Table 1: Task Management Initiatives

	Mean	Std Deviation
Employees are fully satisfied with the task management in the organization.	2.73	.778
Employees are utterly enlightened scope of work given to them	2.49	.889
I am pleased with the level of work I produce.	3.38	1.112
I am satisfied with the scope of work that my employer gives to me	2.47	1.009
I always complete my tasks on time	2.88	1.101
Aggregate Mean	3.47	

Source: Research Data(2022)

The results indicated that employees were dissatisfied with the task management in the organizations studied (M=2.73). The results further indicates that employees were utterly intolerant on the scope of work given to them (M=2.49, Std Dev=0.889). The employees indicated that they were dissatisfied with the quality of work they

deliver (M=3.38, Std Dev=1.112). These was reflected in their delay to complete their tasks in time (M=2.88, Std Dev=1.101). One of the major aspect of task management initiative is time. Daniel and Santeli (2020) states that time is a crucial resource of every organization. Organizations rely on time to deliver their outputs efficiently to meet

customer needs and have a market competitive edge. Time is a delicate aspect that an employer or employee cannot save but can spend and once mismanaged it not be regained (Daniel & Santeli, 2020).

Daniel and Santeli (2020) pinpoints that time management is crucial in identifying important needs and wants that aligns with other resources, project operation and organizational goals and objectives. Therefore, time management brings forth order and promote job performance and productivity. Bakator, Petrovic, Boric and Dalic (2019) supported that resource management which is an aspect of task management entails planning to ensure that roles and responsibilities are aligned with adequate resources. Therefore, employees

need to familiarize with budget planning, project design and managing equipment and supplies to ensure that they uphold best practices of task and resource management. Ogohi (2020) argued that employees' productivity benefits from good time management, as well as their ability to deal more successfully with stress, conflicts, and stress. It also helps individuals maintain a healthy work life balance by keeping them engaged. According the research, there is a link between organization performance and effective timekeeping.

Employee Performance

Employee job performance is key to any organizational success. The results in table 2 presented the results on employee performance.

Table 2: Employee Performance

	Mean	Std. Deviation
My individual performance is linked with that of the company	3.11	.983
As a business employee, I am always receiving criticism on my performance.	3.46	1.311
Employees' progress is measured against specified standards during progress reviews.	3.19	1.112
To guarantee efficiency, my work plan is evaluated.	2.81	.911
The workers are effective in their areas of jurisdiction	2.61	.994
The quality of work in the company is very impressive	2.46	.888
Aggregate mean	2.94	

Sources: Survey Data (2022)

The results indicated that the employee performance in EPZ has not been impressive. These was reflected on the indicators of employee performances used for instance; the employees indicated that individual performance are moderately linked with that of the company (M=3.11, Std Dev=0.983). The results presents that feedback on employee's performance are communicated by the employer (M=3.46) and progressive review are moderately carried out to compare with the predetermined standards of employees (M=3.19, Std Dev=1.112). The results presents that employees work plans were rarely reviewed to ensure efficiency (M=2.81). The study established that the workers were not effective in their areas of jurisdiction (M=2.61). In addition, Due to failure of management to seriously consider

employees output and much it with their compensation, the quality of work in the companies was not impressive (M=2.46, Std Dev=0.888). Workers have such a positive relationships with the company that creates good returns and can meet their wants and requirements, according to the rational rule. The mutual advantage notion, on the other hand, can sustain a type of switchover link between the workers and the firm. Employees feel that a good corporate culture and strategic orientation will lead the company to actions that will build employee retention (Pinhoet *al.*,2014). Kidombo et al., (2012) argued that employee's dedication may present itself in form of a desired feeling of devotion to the firm in such a mutual exchange. This has a significant impact on an organization's outcomes, one of which is employee

productivity. As a result, the relationship between leadership, personal development, dedication, stress management and organizational strategy direction of the company is interwoven and depicts a good employee employer relationship.

Regression Analysis

The purpose of linear regression was to calculate coefficients and examine the statistically linear connection between study variables.

Table 3: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.757 ^a	.573	.568	3.11900

a. Predictor: (Constant), Task management

Source: Survey Data (2022)

Table above shows the R square of 0.573. This means that 57.3 percent of employee performance was explained by task management 42.7 percent of

employee performance can be attributed to a variety of factors that aren't examined in this study.

Table 4: Regression Coefficients

Model	Coefficients ^a				t	Sig.
	Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta			
1	(Constant)	0.167	1.051		2.031	.010
	Task Management	.997	.476	.323	1.372	.000

a. Dependent Variable: Employee Performance

Sources: Survey Data (2022)

As a result, the study's model was fitted using the model's Beta coefficients (Column B). The results of the multiple linear regression model were shown in table above. Therefore Employee performance increased by 0.997 units for every unit increase in task management.

CONCLUSIONS AND RECOMMENDATIONS

Task management allows employees to plan their day and time without having to rely on people too much. It decreases task interdependence, making it easier for employees to finish their assignment. The results indicates that employees were dissatisfied with the task management in the organizations studied. The employees indicated that they were

dissatisfied with the quality of work they deliver for task scope was too huge and unachievable. These was reflected in their delay to complete their tasks in time. Time is a delicate aspect that an employer or employee cannot save but can spend and once mismanaged it cannot be regained but the case in Export Processing Zones in Kenya was different. According to the research, there is a link between organization performance and effective timekeeping.

Furthermore, while the study focused on textile firms, comparable studies should look at other industries like as banking, insurance, and even state-owned enterprises.

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