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## **ENHANCING PRODUCTIVITY THROUGH EMPLOYEE'S PERFORMANCE APPRAISAL IN NIGERIA'S PUBLIC SECTOR!**

### **Abstract:**

The central focus of every public organization is to realize a significant increase in the level of productivity. Attaining this all-time goal is determined by the performance of the employees who handle the services of the organization. This implies that the productivity of any organization depend on the considerable extent to which its employees perform their assigned responsibilities in the organization. Employee's performance appraisal is one of the parameters used by the management to measure the performance of the employees. However, one of the persisting challenges of public sector in Nigeria is that of improving on productivity. Employee's performance appraisal therefore, has a significant impact on organizational productivity since it has positive effect on individual, group and organization at large. The objectives of this study are to analyze the extent to which employee's performance appraisal enhance the productivity of public organizations and to identify the relationship between employee's performance appraisal and productivity of public organizations. The methodology is drowned from both primary and secondary methods of data collection. Questionnaires were distributed to the targeted population and oral interviews were also conducted with the respondents. The data collected were analyzed using Chi-Square Statistical Inference. It was discovered that employee's performance appraisal exercise play a vital role in boosting employee's productivity in public sector. It was also found that the increase in the level of productivity in public sector depend largely on employee's performance. In the end, it was recommended that organization's management should give emphasis on employee's performance appraisal exercise that will cover wide range areas such as on the job and off the job appraisal, employee's attitude to work and annual performance evaluation. Management should also introduce new approach to employee's performance appraisal that is capable of boosting employee's productivity, such as consulting the appraisees to express their opinion on the appraising system or strategy. This will enable them have an idea of the reward or consequence for the high or low productivity.

### **Keywords:**

Employee's Performance, Employee's Performance Appraisal, Organization, Public Sector Productivity.

**JEL Classification:** L32