

This research paper sought to conceptualize to what extent employee empowerment has impacted on work performance among employees of the Kenyan Public The paper also sought to determine whether communication and information sharing, competence or development/training, resource provision and sufficient support empowers Kenyan Public university employees to improve is their work performance and to indicate what is being done incorrectly with regard to employee empowerment in order to provide corrective steps where necessary. Descriptive survey was used to carry out the research. A sample size of three hundred and sixty one (361) employees - Teaching and non-Teaching staff - were selected using stratified sampling technique on a ratio of 0.1 (10%) across the staff categories of employees to participate in the study. Observation and oral interview of the union officials of both teaching and non-Teaching staff was, done as primary of data Books, journals published and unpublished theses, and dissertations, magazines abstracts, periodicals, computer search and the internet were by the researcher as secondary data sources. Closed and few open ended questionnaire was used to collect data. Descriptive statistics mainly frequency and was used to The Statistical Package for Social Science (SPSS) was applied to enhance the data analytical process. Appropriate interpretation, findings and recommendations were done accordingly.