

The main aim of this study was to investigate the effects of work place policies of HIV / AIDS on employee performance by taking a case of selected manufacturing industries in Kisumu City. A work place policy provides a framework for action to reduce the spread of HIV / AIDS and manage its impact on employee performance. Kisumu City has the highest AIDS prevalence rate in Nyanza Province, which stands at 15 percent. It is this high prevalence rate that provoked the researcher's interest on the subject especially as regards policies governing Human Resources at the work place. Kisumu City is a rapidly expanding industrial center and has in recent years attracted many people from all over the country in search of employment. The work place is a vital point for dealing with HIV/AIDS, primarily because employees can be enlightened on how to protect themselves, if not yet infected or, how to lead a positive and productive lives should they be already infected. With Aids awareness standing at 95% in the city, and growth rate still high there is for multi sectoral approach in curbing the menace so that businesses are not affected. Further more, they need to translate awareness into action. There is need to take action to slow down the spread of Aids, to avert the serious personal, social and economic consequences that will result from a continued Aids epidemic. It is necessary to formulate, implement and revise policy in the work place as the need arises. "more than a passing tragedy, Aids will have long term broad ranging effects on personal relationships, social institutions and cultural configurations the future will be different from both the past and the present" (Nelkin, et. Al, 1991). The research design adopted for this study was descriptive, cross - sectional study of employees of selected manufacturing industries in Kisumu City. The sample size for the study was 165 employees from different work places and the sampling design was purposive and simple random sampling. Data was collected through the use of self administered questionnaires with closed and open ended questions. Data was analyzed using SPSS and presented by use of tables and bar charts. This study is important to policy makers since it will enable them to plan for HIV/AIDS and its effects on employee performance.