

The purpose of the study was to look into the factors affecting employee performance in the Teachers Service Commission in Kenya. The study sought to establish the factors affecting employee performance by examining the effect of motivation and reward system, training and development and work environment on TSC employee performance. The researcher adopted a case study research design with a target population of TSC employees at management level and technical and support staff from which a total sample size of 280 was considered using simple random stratified sampling techniques. The study collected primary data using semi-structured questionnaires which were analyzed through content analysis (on open-ended questions) and descriptive statistics (on close-ended questions) which consisted of percentages, frequencies, mean and standard deviation. The study found that TSC had a training policy, though not very effective as contributed by factors such as poor communication and lack of funds to carry out the training. The study also found out that working environment affects to a very large extent the productivity of the employees and is considered one of the key factors in achieving organization goals and objectives. It was also found that rewards increase the performance of employees to a very great extent. The TSC top management stands to benefit from the outcome of this study by identifying areas of weaknesses that need attention and therefore foster better work performance.