

As companies evolve through various life cycles, its leaders and employees must be able to successfully align with organizational changes so that they can evolve as well. Organizations undergo significant changes in their overall strategies, practices and operational tactics with regard to how to handle their workforce. A successful and highly productive business can be achieved by engaging employees in improving their performance. Employee performance like all other systems, they do not function when their components do not work together smoothly and efficiently. Thus, understanding relationship between the organization and its employees is the key to improving the organization's ability to move through change effectively. Organizations need to understand the factors that affect employee performance. Such insight will help them make decisions that will inculcate improved performance from the employees and to an extension the overall performance of the organization. The current study is to analyze the factors that affect employee performance in Tea SACCOs in Mathira East District. The study adopted a descriptive research design. Census sampling was used for the employees of the SACCOs. The respondents completed questionnaires which were the instrument of data collection. The data collected was analyzed through use of descriptive techniques such as percentages and Pearson correlations. Data presentation methods used included charts, graphs and frequency tables. The study found that majority of SACCOs do not have a strategic plans and performance targets in place. In the SACCOs where there are performance targets, the demands imposed by the performance targets were rated to be too high. In the SACCOs where there were strategic plans, majority of the respondents said that they address the plight of the employees to a large extent. On job satisfaction, it was found that the more satisfied the employees are with their current jobs, the more likely they will be to perform better. Level of automation was also identified as one of the factors that influence employee performance to a large extent. It was also found that working conditions influence employee performance to an appreciable extent. Finally, it was found that creating opportunity for employee's personal and career development impacts on employee performance. Further, it was found that all the independent variables in the study are positively correlated and thus each of the factors influences employee performance. Based on the findings of the study, the study recommends that organizations develop strategic plans and other direction setting instruments which include performance targets, mission, vision and core values. These approaches help guiding and giving a sense direction to the employees as well as setting the expected standards of performance. Secondly, managers should develop ways of developing their employees in their careers as well as in their personal lives. This impacts highly on their attitude towards work and improves their performance. In addition, the working environment; which includes social and physical environment should be improved as this was found to have a significant impact on employee performance. Finally, since the level of automation was found to have a significant impact on employee performance; organizations should aim at acquiring current ways of automation which will improve the delivery of services as well as boosting employee performance.