The study sought to investigate the factors affecting the performance of employee within the tea sector in Kenya. Its specific objectives were to examine whether motivation of employees, working conditions, employees' training, and leadership styles adopted affect employees' performance. Besides, the study sought to assess whether job experience affects performance of the employees. The findings of the study can be used to correct any situation that causes under performance among the employees as reviewed in literature that at times, employees within the sector fail to meet daily targets, hence a problem of under performance. The study adopted a descriptive design where primary data was used from employees responses in questionnaires. The target population comprised of the 153 employees of Githambo tea factory, with a sample size of 51 which is a third of all males and females in all the three departments this sample size was based on a stratified random sampling. Data collection was carried out through the use of questionnaires that were self administered by the researcher among the sampled employees of Githambo KTDA factory. Data analysis was done through descriptive statistics focusing on the employees in the production, field service and maintenance departments. Collected by use of questionnaires, the data was tabulated in pie charts, frequency tables and in percentages. The research found out that the KTDA the workers are moderately motivated and highly consider job security. The KTDA provides training to its employees but which is not frequent and consistent. Besides, the KTDA have experienced employees pointing to a low employees turn over which is a plus KTDA human resource department should address the various issues affecting employees' performance; For instance provide frequent, consistent training; provide personal protective gear to employees on time to ensure their safety; work on the various motivational aspect like improved remuneration and recognition of individual excellence to raise employees morale from being just moderately motivated.