

This study set out to establish the main factors that affect performance of staff Humanitarian Non-Governmental Organizations in Kenya. The population of this study comprised of 200 Staff of World Vision Southern Sudan. 45% of the total population (i.e. 90 employees) formed the sample of the study. However only 70% (i.e 63 out of 90) of the sample responded. Data collected and analyzed was both primary and secondary. The primary data was collected by used of semi-structured questionnaire. Descriptive statistics were used to analyze the data and therefore cumulative percentages were used to present the findings of the study. The findings of the study indicate that employee performance is affected by multiple factors, most of which are dependent on each other. Management style and the level of motivation was found to be major factors affecting the performance of employees of Humanitarian NGOs. In actual fact, they are becoming major factors in the relief set up. Most of the respondents also indicated that excess workload and stress are major fact ors affecting their performance Though not rampant in Religious humanitarian NGOs due to behaviour change by the staff HIVAIDs remains a key factor affecting performance of staff. On the basis or I he findings, it was also concluded that workplace security has significant effect on the performance of any employee of Humanitarian NGO, Further, the study revealed that training, availability of essential resources and relevant skills playa major role in the performance of employees Excess workload and stress in areas of armed conflict was found to affect the health or employees. This in turn affect their performance and hinder effective performance and hence project's activities. The study also revealed that poor orientation for new staff, reward not contingent to performance, poor infrastructure in the field of operation, insufficient support and lack of good will on the ground, lack of understanding of the situation in the field by staff, particularly middle management in the support office, poor living conditions, lack of proper communication equipment, delay in supplies delivery (logistical problems), hostility and lack of co-operation by local government authorities and sections or the local community, psychological effect of being away from family, Weak linkages/cohesive relationship of the various sectors/departments of the organization which operates as though independent yet they belong to one another and cultural disparities, all have direct impact on employee performance. On the basis of the findings of the study, a number or recommendations were made. Greater attempts needs to be made to find better training opportunities and staff encouraged to pursue such opportunities, greater attempts needs to be made to find better training opportunities and staff encouraged to pursue such opportunities, employee participation in decision making on issues that affect them is fundamental in enhancing performance and hence should be encouraged. It is further recommended that the management and individuals need to work out stress reducing mechanisms. Primary prevention involves taking action to modify or eliminate sources of stress, inherent in the work environment, so reducing their negative impact In addition, it is recommended that good performers should be rewarded and encouraged, sufficient and timely communication of any new policies and issues affecting field based staff in any way is should be given, living conditions have to be improved, any changes affecting staff in one way or the other should be communicated effectively and timely and the management should support staff by all means and shows concern for their welfare. This will greatly enhance their individual performance.