

**THE IMPACT OF PERFORMANCE APPRAISAL SYSTEM ON INDIVIDUAL
EMPLOYEE'S PERFORMANCE AND THE WORK ORGANIZATION
EFFECTIVENESS: A CASE STUDY OF THE INTERNATIONAL
CRIMINAL TRIBUNAL FOR RWANDA, ARUSHA, TANZANIA**

BY

STEPHEN MAKULE

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ABSTRACT

The Performance Appraisal function is considered to affect the performance of individuals in the work organization. Organizations are trying to evaluate the performance of individual employees in order to measure their achievements in relation to organizational performance. The purpose of the study was to examine the possible benefits, which might be gained by work organizations by investigating the relationship between the performance appraisal system and its possible impact on individual employee's performance and work organization effectiveness. A case study approach was used and 156 employees of ICTR were sampled. 80 responses were received. An interview and self-administered questionnaire composed of closed and open-ended questions were used to collect data. The questionnaire was divided into five sections. Data were analyzed using two methods: descriptive and Chi-Squared (χ^2) tests using Statistical Package for Social Science (SPSS). Descriptive analysis summarized data for presentation and Chi square tested analyzed collected data to test for the independency or relationship between two variables. Conclusion was based on the research findings. The research revealed that there is significant relationship between performance appraisal system and individual employee's performance and hence improvement of the work organization effectiveness.