

## "INFLUENCE OF COMPENSATION ON PERFORMANCE OF PART-TIME LECTURERS IN PUBLIC UNIVERSITIES IN KENYA: A CASE OF RONGO AND KISII UNIVERSITY"

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Received: 14 Oct 2018

Accepted: 22 Oct 2018

Published: 31 Oct 2018

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### **ABSTRACT**

*In Kenya, public universities employ a large number of part-time lectures due to shortage of full time lectures, however studies have shown that part-time can be counterproductive. Factors that have led to increased usage of part time lecturers are that they less costly and flexible. According to Commission for University Education, the universities should adopt and practice prudent human resource practices. Previous studies in Kenya have not explored the issue of part time lecturers. This study aimed at investigating the influence of compensation for the performance of part-timers in Rongo and Kisii Universities. This study was guided Goal-setting theory, Equity theory, Expectancy theory, and Human Capital theory. Empirical review was done in line with the study objectives. The study employed a descriptive cross-sectional survey design. The target population comprised of 740 part-time lecturers across all schools at Rongo and Kisii Universities. Using Taro Yamane (1967) statistical formulae for determining sample size, the tabulated sample comprised of 260 respondents who were proportionately allocated based on the schools in the respective universities. The study collected primary data using a closed ended questionnaire based on a 5-point Likert scale. The validity and internal consistency of the questionnaire was ascertained by a Cronbach Alpha method which ascertained 0.7. The data collected was analyzed by use of Statistical Package for Social Sciences (SPSS). Descriptive statistics were analyzed by using regression, correlation and ANOVA, mean and standard deviation. A regression analysis was undertaken to determine the influence of compensation for the performance of part time lecturers. The study established that compensation ( $r = 0.444$ ) positively influenced performance of part-time lecturers. The  $R^2$  value of 0.254 implied that 25.4% of the variations in performance of part-time lecturers could be explained by the variations in compensation. The study recommended the development and implementation of competitive compensation packages*

**KEYWORDS:** *Compensation, Performance*