AN INVESTIGATION INTO THE IMPACT OF THE ORGANISATIONAL STRUCTURE ON EMPLOYEE WORK PERFORMANCE – A CASE STUDY OF AFRICAN DISTILLERS LIMITED COMPANY.

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A DISSERTATION SUBMITTED IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE BACHELOR OF BUSINESS STUDIES HONOURS
ABSTRACT
Lack of a properly designed organisational structure at AFDIS has resulted in very poor employee performance. The researcher sought to investigate the impact of the organisational structure on employee performance. A case study was used and data was collected using questionnaires and interviews from a sample of 30 employees, which was randomly selected from a population of 200 employees using random sampling technique. The respondents included both managerial and non-managerial employees. Data was presented using tables, graphs and pie chart and the results were discussed. The results showed that there is a relationship between organisational structure and employee work performance in that when the organisational structure is well designed, employees will be put in the right positions where they will perform according to expected standards. Conclusions were made using the results against the objectives of the research. Recommendations were also made by the respondents for AFDIS management to design clear organisational structure that is very clear to all employees. The researcher also recommended further researches in order to identify other factors that may influence employee performance at AFDIS.