



Effect of Employee Political Skills on Employee Performance in Kenyan Universities

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Abstract

The objective of this study was to determine effect of employee political skill on employee performance in Kenyan universities. The study was grounded by social exchange theory in positivism study and adopted explanatory research design. Data was collected using questionnaire from a sample size of 567 academic and non-academic staff that were randomly selected from target population of 6147 employees in Kenya. The reliability of the data collection instrument was presented using Cronbach Alpha while factor analysis was used to validate the instrument. The study findings revealed that Employee Political skill had a positive and significant effect on employee performance ($\beta=.467$, $p<.05$). This finding implies that universities that equip employees with political skills are likely to experience high job performance. The study recommends leaders in institutions to instil the resource of employee political skill so as to enrich performance among employees.

Keywords; Political Skills, Employee Performance, Universities

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