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The primary objective of this research was to gauge employee engagement as a precursor to perceived performance at workplace. It focuses on Zimbabwe Prisons and Correctional Services (ZPCS) at Bulawayo Metropolitan Province. It is believed that underperformance is a result of low employee engagement levels. If employee engagement levels rise, performance could also improve. In chapter one more emphasis was made on the background of the study, and the research problems were addressed. Justification of study, research objectives and questions, delimitations and limitations of the study; as well as ethical considerations were also highlighted. Definition of key terms was also pointed out. Chapter two gave a comprehensive analysis on the importance and antecedents of Employee Engagement as well as the causes of poor work performance. In order to obtain sufficient and relevant information, various literature sources were reviewed concerning Employee Engagement and its link to work performance. The researcher concentrated on the research methods employed for data collection and analysis in chapter three. The research was quantitative in nature as it focused on evaluating Employee Engagement levels. A sample of 28 junior officers responded through stratified random sampling. In an effort to implore the information, data were gathered using a structured questionnaire. This chapter provided the plan of the study with well-versed support on the validity and reliability of research results. Chapter four presented the findings from chapter three and from the fieldwork for detailed analysis. The use of the questionnaire was successful. Information was also presented using secondary data. Data was presented in the form of tables, graphs and pie charts and descriptive summaries and that made the information in this chapter valid and valuable. Findings revealed low levels of employee engagement (0.555) Cronbach alpha and on performance levels they also revealed a low (0.522) Cronbach alpha, both of which could not meet the standard level of (0.7). Following the findings on chapter 4, recommendations were given so as to improve the employee engagement levels in the Organization.