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Administration of Transfer Practices and Performance of National Police  
Service; A Case of Migori



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## Administration of Transfer Practices and Performance of National Police Service; A Case of Migori County

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### Abstract

**Purpose:** The transfer of police officers has been associated with a decrease in police productivity, poor job satisfaction among officers mainly when officers are not comfortable with aspects of transfers such as timing and geography. This study sought to explore the effect of police transfers on the performance of administration police officers.

**Methodology:** This study used a descriptive research design. The target population for this study was all the officers working in the national police service in Migori county. The study involved 157 officer's officers assigned to Migori County. Purposive sampling technique was used to select the respondents who have had an experience of transfers since they started working in the service. Semi-structured questionnaires were used to collect data, which were then sorted, coded, and analyzed through descriptive and inferential analysis.

**Findings:** The study revealed that the association between relocation practices, promotional practices, family welfare practices and data transfer practices and employee performance was positive and significant.

**Unique Contribution to Theory Practice and Policy:** The study recommended that the service should implement relocation practices since they motivate employees to perform more effectively in order to advance their careers.

**Keywords:** *Employee Transfer Practices, Police Performance, Public Administration*

## **INTRODUCTION**

Globally, employee transfers have been widely practiced across sectors since the mid-20th century, with policing being no exception. Studies such as Muslichah and Achmadi (2021) in Indonesia suggest that transfers do not uniformly enhance performance and may depend on factors like job satisfaction and organizational context. These findings underscore the need for tailored transfer policies that consider cultural, economic, and institutional dynamics. In Africa, however, police institutions tend to operate under centralized command structures, with transfers often used as tools for discipline and productivity (Baker, 2010). Despite the growing global interest in the effects of transfers, sub-Saharan Africa remains under-researched, particularly in educational and organizational contexts. Hassan's (2016) study in Zanzibar revealed that frequent transfers in schools can disrupt staffing and negatively affect student outcomes, while Gollin et al. (2017) highlighted the rural–urban disparities that complicate such transitions.

In Kenya, the National Police Service Commission (NPSC) has formalized transfer policies, mandating officer relocation every three years to redistribute talent and enhance institutional performance (NPS, 2021). However, empirical research on the impact of these transfers remains limited. Cherotich et al. (2021) explored job rotation in Level Four Hospitals in the South-Rift Region, finding a moderate positive link to employee performance and recommending strategic rotation within job functions. In policing, transfers may be lateral or diagonal, with the latter involving promotions (Tabiu et al., 2016). The effectiveness of these transfers hinges on the quality of policy implementation; well-structured strategies can boost morale and performance, while poorly executed ones may lead to dissatisfaction and reduced commitment (Zumrah & Boyle, 2015). This highlights the importance of context-sensitive approaches to employee mobility within Kenya's public institutions.

## **Problem Statement**

Police transfers within the National Police Service (NPS) are intended to enhance institutional efficiency, discipline, and equitable talent distribution. However, evidence suggests these expectations are not consistently realized. A 2018 Transparency International report identified transfers as a major source of work-related stress, contributing to police brutality. Kimotho et al. (2018) further linked poor transfer practices to reduced productivity, low job satisfaction, and increased resignations. These outcomes disproportionately affect frontline officers, whose personal goals such as career advancement, academic growth, and socio-economic stability are often disrupted by poorly managed transfers (Cater, 2013).

Despite the significance of these issues, empirical research on how transfers affect individual police officers remains scarce. Prior studies by Batt et al. (2012), Bauer (2019), Susan et al. (2012), and Muthondeki et al. (2014) did not directly examine the impact of transfers on policing outcomes. While Otieno (2021) explored personal development and Muthondeki et al. (2014) focused on retired officers' psychosocial challenges, broader occupational factors like involuntary transfers were largely overlooked. This study addresses that gap by investigating the relationship between transfer practices and police performance in Migori County, aiming to inform strategies that improve officer well-being and institutional effectiveness.

## **LITERATURE REVIEW**

### **Theoretical Framework**

The integration of Human Capital Theory, Goal Setting Theory, and Expectancy Theory provides a comprehensive lens for understanding how transfer practices influence police performance within the National Police Service (NPS). Human Capital Theory, as proposed by Schultz (1961) and expanded by Bontis et al. (1999), emphasizes that individuals' skills, knowledge, and capabilities are central to organizational success. It frames police officers as valuable assets whose productivity depends on how well their human capital is nurtured through employment practices like transfers. Goal Setting Theory, developed by Locke and Latham, complements this by highlighting the motivational power of clear, challenging goals and feedback mechanisms. It suggests that when officers are involved in setting performance goals, especially during pre-training, training, and post-transfer phases. Their commitment and focus improve, enhancing the likelihood of successful skill application and institutional effectiveness.

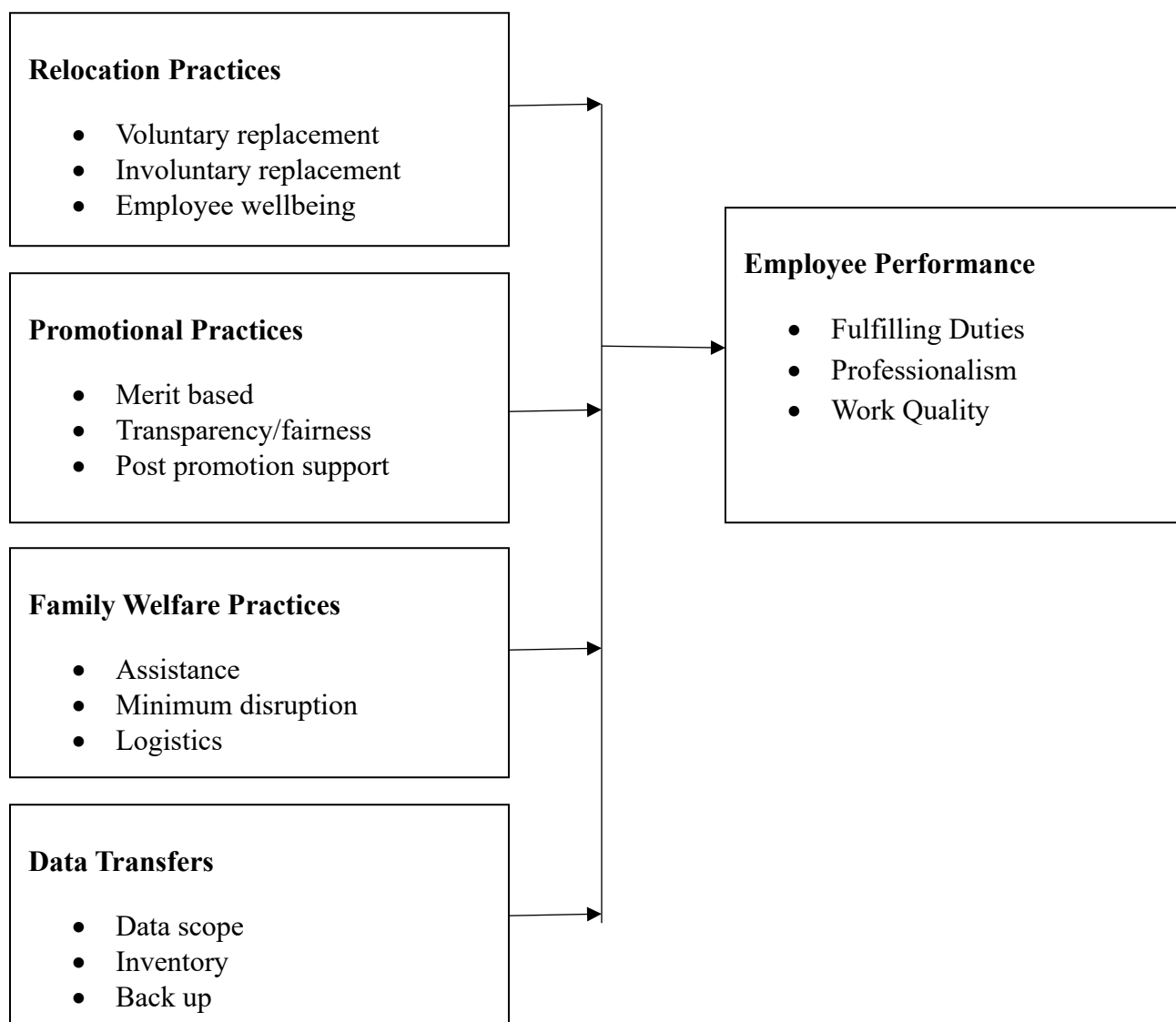
Expectancy Theory, introduced by Vroom (1964), adds a psychological dimension by explaining how motivation is shaped by the belief that effort leads to performance and performance leads to rewards. It underscores the importance of aligning organizational incentives with individual goals and ensuring that officers perceive adequate support and resources to achieve desired outcomes. Together, these theories inform the conceptual framework of the study by linking transfer practices to key performance drivers: the strategic development of human capital, the clarity and alignment of performance goals, and the motivational expectations of individual officers. This integrated approach enables a nuanced understanding of how transfer administration can be optimized to enhance officer engagement, skill utilization, and overall performance in Migori County.

## Conceptual Framework

Mathieson et al (2011) defined a conceptual framework as a virtual or written product, one that explains, either graphically or in a narrative form, the main things to be studied- the key factors, concepts, or variables and the presumed relationships among them. It also shows the relationship in variables that affect the contended topic.

### INDEPENDENT VARIABLES

### DEPENDENT VARIABLE



**Figure 1: Conceptual Framework**



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## Empirical Review

Employee relocation involves transferring staff to new locations for job assignments and is often supported by relocation assistance covering expenses like travel, housing, and moving costs (Shade, 2024). While relocation can enhance talent management by filling skill gaps, promoting knowledge transfer, and fostering operational efficiency (Origo & Pagani, 2008; Pavlou, 2023), it also presents logistical, cultural, and financial challenges (Batram & Ferretti, 2025). Strategic relocation enables organizations to access diverse talent pools and drive innovation, but success depends on how well employees are supported during the transition. When managed effectively, relocation boosts employee engagement, loyalty, and long-term performance, transforming it from a cost burden into a strategic advantage (Carter, 2024).

Promotion, defined as upward movement within an organization accompanied by increased responsibilities, plays a critical role in enhancing employee motivation, retention, and performance (Allen & Helms, 2014; Seward, 2019). Empirical studies across various sectors, including banking, academia, hospitality, and public service; consistently show that promotion practices positively influence employee output, job satisfaction, and organizational loyalty (Nyaga & Omuya, 2024; Ratemo et al., 2021; Christina, 2014; Tadesse, 2017; Rinny et al., 2020). However, overlooking internal talent in favor of external hires can dampen morale and reduce motivation. Effective promotion policies, especially those based on merit, not only improve performance but also reduce turnover and foster long-term engagement (Sitati et al., 2016; Madugu & Ogundeji, 2023; Duru et al., 2023). All these studies present a contextual gap as none of them examined national police service. Secondly, they all concentrated on one aspect of transfer, promotion. This gap will be filled by the current study. For example, Sitati, Were and Waititu (2016) examined the effect of job promotion practices on retention of staff employed in the hoteling industry in Kenya and Ratemo et al. 2021 investigated the effects of job promotion practices on employee performance in Kenya Forestry Research Institute, Kenya.

Kumar and Kumar (2025), observed that in an era of increasing cyber threats and data breaches, securing data transfers has become a critical concern for organizations and individuals alike. By analyzing case studies and industry standards, this research provides a comprehensive framework for mitigating risks and enhancing the security of data in transit. The findings contribute to a deeper understanding of secure data movement and offer practical guidelines for organizations seeking to strengthen their data security posture. Organizations should regularly train their employees on the best practices for handling data and provide updates regarding new threats to data security. This

study by Kumar and Kumar (2025) presents a geographical gap as it was based in India. This study was filled by the current study by basing the current study in Kenya.

A study by Al-Romeedy (2019) explored the impact of job rotation on employee performance in the context of Egyptian travel agents. The researcher revealed that organizational behavior factors such as motivation, organizational commitment, job satisfaction, job involvement and job burnout mediate the relationship between job rotation and employee performance (Al-Romeedy, 2019). The study did not directly address teacher transfers, but it explored the concept of organizational behavior and how it mediates the relationship between job rotation and employee performance. This study highlights the importance of understanding how factors within the organization, like organizational behavior, can influence employee performance, which is relevant when considering the impact of forced transfers on teacher productivity. This study presents a contextual gap as it focused on job rotation in Egyptian travel agents. At the same time, it presents a geographical gap. These gaps were filled by the current study by generalizing on transfer practices in general and basing the study on NPS of Kenya.

## METHODOLOGY

The study employed a quantitative research design. The target population for this study consisted of officers of the National Police Service in Migori County, Kenya. The sampling frame for this study was a comprehensive list of all officers of the NPS in Migori County, Kenya. The study targeted 157 officers of various ranks in Migori County. The sample for this study was drawn from the population of NPS officers in Migori County, Kenya. The study adopted purposive sampling since it only used those relevant cases with the information needed for the study. A questionnaire was used to collect data in this study. The pilot test involved a select group of 15 participants. Once the data is clean and organized, it was coded for streamlined analysis. Quantitative data analysis was the focal point, given the research's quantitative nature and the use of structured questionnaires. To facilitate this analysis, SPSS (Statistical Package for the Social Sciences) software was employed. Descriptive statistics, including central tendency measures (mean) and dispersion measures (standard deviation, range), were computed to provide an overview of the data. Multiple regression analysis was utilized to assess the impact of various transfer policy variables on performance of NPS. The regression model was as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + e$$

## RESULTS

### Response Rate

The sample population of the study was 157 respondents. Out of these, 137 questionnaires were returned. After initial screening, 4 questionnaires were dropped because they were not completely filled, leaving 133 questionnaires which were used for the final study. This comprised 87.26% of the questionnaires issued. The summary of the response rate is shown in Table 3.1 below.

**Table 3.1: Response Rate**

Category	Frequency	Percentage
Response	133	87.26
Non-Response	24	12.74
<b>Total</b>	<b>157</b>	<b>100</b>

### Descriptive Results

The respondents were asked to indicate their levels of agreement or disagreement with specific statements drawn from measures of the variable. A five-points Likert's scale was used where 1 was Strongly Disagree, 2 was Disagree, 3 = Neutral, 4 = Agree, and 5 = Strongly Agree.

### Relocation Practices

The first objective of the study was to determine the influence of relocation practices on performance of NPS. Results are shown in table 3.2 below.



**Table 3.2: Descriptive Results of Relocation Practices**

Statements	SD	D	N	A	SA	Mean	Std. Dev.
The service conducts a pre-relocation assessment	21.30%	14.50%	3.60%	42.50%	18.10%	3.21	1.45
There is a personalized relocation package during transfers	21.30%	17.60%	2.70%	45.20%	13.10%	3.11	1.41
The service offers flexible relocation options for its officers	20.80%	18.10%	12.70%	44.80%	3.60%	2.92	1.26
The service leverages on technology for seamless transitions	20.40%	43.10%	2.70%	15.20%	18.60%	3.28	1.43
The service ensures clear and consistent communication during transfer of its staff	20.40%	62.20%	0.00%	17.40%	0.00%	3.14	1.26
The service provides cultural training to help staff adapt	18.40%	12.20%	0.90%	44.50%	24.00%	3.37	1.47
Average						3.17	1.01

Six statements were used to measure relocation practices. Out of the six statements, the respondents rated the statement that the service provides cultural training to help staff adapt highest with a weighted average mean of 3.37 while the statement that the service offers flexible relocation options for its officers received the lowest rating with a weighted mean of 2.92. The weighted average of 3.17 shows that generally, the respondents were undecided on whether relocation practices influenced employee performance.

The study findings support the assertion made by Origo and Pagani (2008) that the implementation of a replacement transfer system significantly enhances human resource performance and productivity. They assert that it is an efficacious choice to facilitate and expedite operations, conserving time and resources. Substituting transfers results in enhanced efficiency of personnel. It enhances organizational performance by the training of individuals with many skills, fostering efficient and logical synergy between skills and motivation, and offering practical engagement for employees, resulting in greater job satisfaction as their primary benefit.

### Promotional Practices

The second objective of the study was establishing the influence of promotional practices on performance of NPS. Results are shown in Table 3.3 below.

**Table 3.3: Descriptive Results of Promotional Practices**

Statements	SD	D	N	A	SA	Mean	Std. Dev.
Promotion transfer in the service is merit based	20.40%	14.00%	5.40%	39.40%	20.80%	3.26	1.45
Promotions are based on an employee's performance and seniority	20.40%	13.10%	5.00%	41.20%	20.40%	3.28	1.45
There are opportunities for staff to develop their skills and experiences	21.30%	14.50%	3.60%	38.50%	22.20%	3.25	1.48
There are well defined and transparent promotion processes	21.30%	14.90%	3.60%	40.70%	19.50%	3.22	1.46
There are resources and opportunities offered to newly promoted officers	21.70%	16.70%	4.10%	42.10%	15.40%	3.12	1.43
There are equal opportunities for all employees regardless of their background or identity.	21.30%	16.30%	4.50%	37.60%	20.40%	3.19	1.47
Average						3.22	1.24

For the promotional practices, six statements were also used as a measure of the variable. As it can be observed from Table 3.3, of the six statements, the respondents generally neither agreed nor disagreed on whether promotional practices influenced performance of NPS. This is shown by the weighted average means of between 3.12 and 3.28 which are all close to 3. However, out of the six statements, the respondents rated the statement that promotions are based on an employee's performance and seniority highest with a weighted average mean of 3.28 while the statement that there are resources and opportunities offered to newly promoted officers received the lowest rating with a weighted mean of 3.12. The weighted average of 3.17 shows that generally, the respondents were undecided on whether the promotional practices influenced performance of NPS.

The study findings corroborate the findings of Yasmeen, Farooq, and Asghar (2013), which suggest that job promotion has a significant impact on organizational performance. According to Christiane, Robert, Susanne, and Arjan (2011), firms in the USA regularly offer job advancement opportunities to inspire their personnel and enhance overall organizational performance. Saud, Tulus, Asri, Riani, Sri, and Mugi (2017) observed that job promotion procedures had a significant impact on enhancing emotional staff dedication and overall performance. According to Musenze, Mayendesifuna, Buteeme, and Lubega (2013), job promotion has a favorable impact on staff performance in Uganda. Ndede (2014) discovered that job promotion in Kenya has a significant influence on the performance of staff.

### Family Welfare Practices

The third objective of the study was to find out the influence of family welfare practices on performance of NPS. Descriptive statistics for the analysis are shown in Table 3.4 below.

**Table 3.4: Descriptive Results of Family Welfare Practices**

Statements	SD	D	N	A	SA	Mean	Std. Dev.
The service provides regular and predictable assistance during transfers	22.20%	14.90%	2.70%	29.40%	30.80%	3.31	1.57
The service carefully plans and executes transfers	20.40%	13.60%	4.10%	31.20%	30.80%	3.38	1.53
There is a focus on minimizing family disruptions to maximize well-being of family members	22.60%	15.40%	9.50%	24.00%	28.50%	3.2	1.55
There is support towards handling logistical challenges such as transportation	21.30%	19.00%	6.30%	27.10%	26.20%	3.18	1.52
The service provides emotional support through open communication	25.30%	23.10%	5.40%	26.20%	19.90%	2.92	1.51
The service settles relocation disputes	21.30%	12.20%	0.50%	29.00%	37.10%	3.48	1.58
Average						3.25	1.31

For the family welfare practices, six statements were also used to measure the variable. As it can be observed from Table 3.4, of the six statements, the respondents generally neither agreed nor disagreed on whether family welfare practices influenced on performance of NPS. This is shown by the weighted average means of between 2.92 and 3.48 which are all close to 3. However, out of the six statements, the respondents rated the statement that the service settles relocation disputes highest with a weighted average mean of 3.48 while the statement that the service provides emotional support through open communication received the lowest rating with a weighted mean of 2.92. The weighted average of 3.25 shows that generally, the respondents were undecided on whether family welfare practices influenced performance of NPS.

### Data Transfer Practices

The fourth objective of the study was to establish the influence of data transfer practices on performance of NPS. Descriptive statistics for the analysis are shown in Table 3.5 below.

**Table 3.5: Descriptive Results of Data Transfer Practices**

Statements	SD	D	N	A	SA	Mean	Std. Dev.
The organization sensitizes its staff on the scope of the move and what needs to be transferred.	22.2%	19.9%	5.4%	21.7%	30.8%	3.19	1.58
The service has a detailed inventory of each staff	22.2%	20.4%	10.4%	24.0%	23.1%	3.05	1.5
There are realistic deadlines and allocates sufficient resources for relocation	33.9%	24.0%	16.7%	10.0%	15.4%	2.48	1.43
There is a comprehensive back up of all data	31.7%	25.3%	17.2%	11.3%	14.5%	2.51	1.4
The service restores data in the officer's new locations	24.0%	22.2%	9.0%	28.1%	16.7%	2.91	1.46
The service maintains a chain of data custody over time	22.2%	18.6%	8.6%	34.4%	16.3%	3.04	1.44
Average						2.86	1.11

Out of the six statements that were used to measure data transfer practices, the respondents generally neither agreed nor disagreed on whether it influenced performance of NPS. This is shown

by the weighted average means of between 2.48 and 3.19 which are all close to 3. However, out of the six statements, the respondents rated the statement that the organization sensitizes its staff on the scope of the move and what needs to be transferred highest with a weighted average mean of 3.19 while the statement that There are realistic deadlines and allocates sufficient resources for relocation received the lowest rating with a weighted mean of 2.48. The weighted average of 2.86 shows that generally, the respondents were undecided on whether data transfer influenced performance of NPS.

The study findings are corroborated by Melbourne (2008), who posited that demographic changes in the labor market have led to the establishment of a workforce that values and expects flexibility. An increasing number of employees are facing difficulties in balancing their familial responsibilities with their work obligations.

### Performance of NPS

The dependent variable of the study was performance of NPS. Descriptive statistics for the analysis are shown in Table 3.6 below.

**Table 3.6: Descriptive Results of Performance of NPS**

Statements	SD	D	N	A	SA	Mean	Std. Dev.
The staff effectively fulfils their assigned tasks and meets deadlines	20.40 %	19.00 %	3.20 %	22.60 %	34.80 %	3.32	1.59
Staff maintain professional conduct at work	20.40 %	14.00 %	0.90 %	33.90 %	30.80 %	3.4	1.53
Officers provide good work quality and maintain standards	20.80 %	12.20 %	0.90 %	35.30 %	30.80 %	3.42	1.53
Staff use resources availed to them very effectively	20.80 %	12.70 %	1.40 %	43.40 %	21.70 %	3.32	1.47
Officers complete the volumes of work assigned	21.30 %	15.40 %	4.10 %	36.70 %	22.60 %	3.23	1.49
Average						3.29	1.31

The dependent variable was also measured by five statements. Out of the five statements that were used to measure it, the respondents generally neither agreed nor agreed on whether performance

of NPS was influenced by administration of transfer practices. This is shown by the weighted average means of 3.29.

## Inferential Statistics

### Correlation

Correlation is used to explore the relationship among a group of variables. Correlation analysis shows the direction, strength and significance of the relationships among the variables of study (Sekaran, 2000). The correlation analysis shows the direction, strength, and significance of the relationships among the variables of the study. A positive correlation indicates that as one variable increases, the other variables will also increase. On the other hand, a negative correlation indicates that as one variable increases the other variable decreases (Sekaran, 2003). The results of the correlation analysis are presented in Table 3.7.

**Table 3.7 Correlation among Study Variables**

Variables	RELOC	PROMO	WELFARE	DATA	PERF
RELOC	Pearson Correlation 1				
PROMO	Sig. (2-tailed) Pearson Correlation .393**	0	1		
WELFARE	Sig. (2-tailed) Pearson Correlation .420**	.0000	.307**	1	
DATA			0	.443**	1
PERF		.407**	.391**	.654**	.768**
	Sig. (2-tailed) 0	.719**	.585**	0	0



**\*\*.** Correlation is significant at the 0.01 level (2-tailed).

As it can be inferred from Table 3.7 above, there is a high correlation between the study independent variables ( $X_1$ ,  $X_2$ ,  $X_3$  and  $X_4$ ) and the dependent variable ( $Y$ ).

Specifically, the association between relocation practices ( $X_1$ ) and performance of NPS is positive and significant ( $r = 0.719$ ;  $p = 0.00$ ). This implies that for every unit increase in relocation practices, there is a positive increase of 0.719 in performance. However, this does not show causation. Similarly, the association between promotional practices and performance of NPS is positive and significant ( $r = 0.585$ ;  $p = 0.00$ ). This implies that for every unit increase in promotional practices, there is a positive increase of 0.585 in performance. Additionally, the association between family welfare and performance is positive and significant ( $r = 0.654$ ;  $p = 0.00$ ) implying that for every unit increase in family welfare, there is a positive increase of 0.654 in performance. Lastly, Table 4.13 shows that the association between data transfer practices and performance is positive and significant ( $r = 0.768$ ;  $p = 0.00$ ). This implies that for every unit increase in data transfer practices, there is a positive increase of 0.768 in performance.

## Regression

Regression analysis helps to explain the statistical relationship between variables thus enhancing the ability of the study to make substantive conclusions and recommendations (Young, 2014). For the present study, the regression was run based on the predicted regression model below;

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \mathcal{E}$$

$Y$  = Performance of NPS,  $X_1$  = Relocation Practices,  $X_2$  = Promotional Practice,  $X_3$  = Family Welfare Practices,  $X_4$  = Data Transfer Practices

$\beta_0$ ,  $\beta_1$ ,  $\beta_2$ ,  $\beta_3$  and  $\beta_4$  = Regression Coefficients for the independent variables

$\mathcal{E}$  = Error term, which was assumed to be normally distributed.

Results for the regression analysis are explained in Table 3.8, Table 3.9 and Table 3.10 for model summary, ANOVA and the regression coefficients respectively.

**Table 3.8: Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.927 <sup>a</sup>	0.859	0.855	4.76657

a. Predictors: (Constant),  $X_1$ ,  $X_2$ ,  $X_3$ ,  $X_4$ 

b. Dependent Variable: Y

As shown in Table 3.8 above, there is a positive combined association between the variables and performance. This is shown by the multiple correlation coefficient value of 0.927. The coefficient of determination value ( $R^2$ ) of 0.859 shows that the combined variables measuring administration of transfer practices predict 85.9% of performance with the remaining 14.1% being predicted by factors not included in the model.

**Table 3.9: ANOVA**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9646.13	4	2411.53	441.511	.000 <sup>b</sup>
	Residual	884.833	29	5.462		
	Total	10531	33			

a. Dependent Variable: Y

b. Predictors: (Constant),  $X_1$ ,  $X_2$ ,  $X_3$ ,  $X_4$ 

The ANOVA summary above shows that the whole model is statistically significant in predicting performance using the transfer practices. This is revealed by the F-value of 441.11 which is significant at  $p = 0.00$ .

**Table 3.10: Regression Coefficients**

Model	Unstandardized Coefficients	Standardized Coefficients			t	Sig.
		B	Std. Error	Beta		
1 (Constant)		1.775	0.86		2.064	0
X1		0.205	0.095	0.251	2.165	0.001
X2		0.302	0.077	0.302	0.02	0
X3		0.253	0.01	0.268	0.487	0
X4		0.294	0.018	0.369	2.486	0

a. Dependent Variable: Y

From Table 4.16 above, several inferences can be derived. After the analysis, and based on the results from the analysis, the following model was fitted in the study;

$$Y = 1.775 + 0.205X_1 + 0.302X_2 + 0.253X_3 + 0.294X_4$$

Results in Table 3.10 shows that relocation practices ( $X_1$ ) has a positive statistically significant effect ( $\beta = 0.205$ ,  $p = 0.000$ ) on performance. This implies that holding all factors constant, a unit increase in relocation practices leads to a 20.5% significant increase in performance of NPS in Migori County.

Table 3.10 shows that promotional practices ( $X_2$ ) have a positive statistically significant effect ( $\beta = 0.302$ ,  $p = 0.000$ ) on performance. This implies that holding all factors constant, a unit increase in promotional practices leads to a 30.2% significant increase in performance of NPS.

Regression results show that family welfare practices ( $X_3$ ) have a positive significant effect on performance ( $\beta = 0.253$ ,  $p = 0.000$ ). The implication of this finding is that a unit increase in family welfare leads to a 25.3% increase in performance of NPS.

Regression results show that the data transfer practices have a positive significant effect ( $\beta = 0.294$ ,  $p = 0.000$ ) on performance. This implies that when all other factors are held constant, a unit increase in data transfer practices results into a significant increase in performance by 29.4%.

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## **CONCLUSIONS AND RECOMMENDATIONS**

### **Conclusions**

The study results showed that relocation practices had positive statistically significant effect on performance. This implies that holding all factors constant, a unit increase in relocation practices leads to significant increase in performance of NPS in Migori County. The study concludes that promotional practices have a positive statistically significant effect on performance. This implies that holding all factors constant, a unit increase in promotional practices leads to a significant increase in the performance of NPS. Regression results also showed that family welfare practices had a positive significant effect on performance. The implication of this finding is that a unit increase in family welfare practices leads to an increase in performance of NPS. Lastly, the study sought to find out effect of data transfer practices on performance of NPS in Migori County. Regression results showed that the data transfer had a positive significant effect on performance. This implies that when all other factors are held constant, a unit increase in data transfer practices results into a significant increase in performance.

### **Recommendations**

The study recommended; that organizations should implement effective relocation practices since they motivate employees to perform more effectively in order to advance their settlement at work, organizations should implement a promotion practice as it leads to career progression within the organization, coupled by an increase in job responsibilities. organizations should implement family welfare practices that allows for flexible scheduling of transfers. This approach not only promotes a healthier workforce but also fosters a sense of care and support from the organization, contributing to overall job satisfaction. that government institutions should implement data transfer practices since it has been linked to improved employee outcomes. They help mitigate legal risks and maintain trust within workforces.

### **Suggestions for Further Study**

The study generally sought to establish the influence of transfer practices and performance of NPS in Migori County. Therefore, the findings, conclusions and recommendations from thus this study may not be used to reflect practices in other Counties or organizations. It is therefore suggested that a study be conducted in devolved County Governments across Kenya particularly on similar or more variables that may not have formed part of this study.

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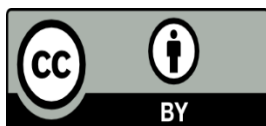


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