

**IDENTIFICATION OF TECHNOLOGICAL ADVANCEMENT
CHANGES ADOPTED DURING COVID 19 ON EMPLOYEES
PERFORMANCE AT KILIMANJARO CHRISTIAN MEDICAL
CENTER**

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ABSTRACT

The study was on assessment of technological advancement adopted during COVID 19 at KCMC. The study focused on the objective of assessment of technological advancement adopted during COVID19. Concurrent research design was used with a mixed research approach involving quantitative and qualitative data collection. Target population was 1177 employees from KCMC. System theory was used to support study. Purposive sampling technique was used to select 6(six) representatives from different directorates, and simple random sampling techniques were used to obtain 100 respondents from different departments. The research tools were validated through theme and content for qualitative and reliability was ensured using the Cronbach alpha coefficient test for quantitates while for qualitative was done via member check .Data was collected through self-administered questionnaires and key informant interviews using an interview guide. Sample of 91 participants who are employees was used with 6 key informants' interviews. Then an analysis was done to get characteristics of the data gained. Afterward, an assessment of the technological advancement adopted during COVID19 was done using descriptive statistics analysis. It was found that, out of the eight (8) tested indicators, technology was adopted and it was suitable for the organization. All respondents in the tested indicators rated with a mean score of 2.42is higher compared to other indicators which was supported by system theory from the study. It is concluded that technological adoption at KCMC has helped to improve employee performance by managing and provision of strong communication via use of computer and email communication. The study recommends that to ensure effectiveness of technology adopted, KCMC should allow and provide awareness to employees on what is going on outside organizations so as to cope with environmental situations.by doing so it will help employees to fill part and parcel of organization because they were given a chance to learn from outside technology.

KEYWORDS: *Technology, Employee's Performance, COVID19 And Technostress.*

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