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Motivational Strategies and Employee Performance in Local Governments: A Case Study of Mbale District Local Government

The study sought to establish the importance of motivational strategies and employee performance in Mbale District Local government. The major objective of the study was to find out the effect of motivational strategies on employee performance in Mbale district local government. The specific objectives included: 1. to establish how reward systems affect employee performance in Mbale district local government, 2. to find out the how human resource policies affect employee performance in Mbale district local government, 3. to find out how leadership behaviour affects the performance of employees in Mbale district local government. A number of 60 respondents were chosen out of a total population of 70 using the Slovin formula. The sampling method used to determine the number of respondents was purposive and random sampling. The tool used for data collection was a questionnaire. All the respondents were literate and used English. Quantitative and qualitative data were collected, captured and analysed in form of tables, cross tabulation tables and bar graphs. The study revealed that the majority of respondents preferred salaries, allowances, promotion, training, recognition and they also agreed that they are given paid leave. They believed that motivational strategies need to be improved and motivational strategies once improved would create a high chance of increased employee performance. The researcher found out that the recent increase in the employee salaries did not motivate the employees. The data revealed that there were low level motivational strategies; that recruitment was carried out and selection procedures were fairly followed but these human resource policies have no effect on employee performance; and democratic governance and autocratic governance indeed have an effect on employee performance and that there is a strong relationship between motivational strategies and employee performance. The study recommends the following: The current motivational strategies need to be changed to base on performance, and new types. Other types of motivational strategies need to be introduced in the district. These could include scholarships for all employees, transport allowance, a pay as you earn tax exemption, study tours, get together parties, contracts for retired and hardworking staff, and soft loans majorly for those about to retire.

Key words: Motivational, Employee, Performance, Government, Local