

**MURAA CONSTANCE (2010-M102-20039)**

**The Role of Employee Motivation on the Performance of Donor Funded Organisations: A Case Study of World Food Programme Uganda**

This research explores the effects that motivation has on the performance of a donor funded organisation with World Food Programme (WFP) as a case study. The study objectives were; to examine the various ways employees are motivated in World Food Programme, to examine the relationship between employee hygienic factors and organisational performance in WFP, and to examine the influence of employee expectations on organisational performance at WFP. The study adopted a case study design with quantitative and qualitative methods of data analysis and employed the stratified random sampling technique to select a sample size of 153 respondents. Self-administered questionnaires and interview guides were used to collect the data which were analysed using descriptive statistics, Pearson's Correlation coefficient and simple linear regression analysis. The findings indicate that there was a positive significant relationship between employee motivation and the performance of an organisation meaning that to realise a high degree of organisational performance; the employees need to be motivated. The study recommends that staff should be motivated by recognition of their achievement to the organisation; managers should assign responsibilities to the employees as a way of trying to improve the employees' level of responsibility to rise up to challenges. Employees should be given opportunities of career development and advancement to boost their morale in order to achieve a high level of performance.

Key Words: Motivation, Employee, Performance