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Assessing the Effect of some Employee Benefits on Employee Performance in the Private Education Sector: A Case Study of Selected Private Secondary Schools in Midia Sub-county, Koboko District.

The purpose of this study was to assess the effect of some employee benefits on employee performance in the private education sector. The research questions are: What are the types of employee benefits in the selected private secondary schools in Midia sub-county, Koboko district? What is the level of employee performance in the selected private secondary schools in Midia sub-county, Koboko district? What is the extent to which employee benefits affect employee performance in the selected private secondary schools in Midia sub-county, Koboko district? A case study research design was adopted majorly taking a qualitative approach. It involved two schools from Media sub-county, Koboko district that were selected by probability sampling. A total of 28 respondents were involved: 4 members of board of governors, 2 head teachers and 4 heads of departments were purposively chosen; 14 teachers and 4 parents were chosen using simple random sampling. Data were collected through interview guides, semi-structured questionnaires, documentary reviews and observation checklists and analysed both qualitatively and quantitatively. The findings revealed that a number of employee benefits existed in these schools. Though the benefits were found to be motivating, they were considered to be insufficient, hence, the need for their improvement. It was also established that informal performance management processes and appraisal exercises took place in these schools. It was found out that where there were benefits in place, the employees felt more appreciated and, therefore, motivated to work hence performed better. The study then concluded that there is need for these schools to improve on the employee benefits in order to motivate their employees, adopt more formal performance management and appraisal processes, and find other ways of motivating the employees to work much more harder than what they were doing at the moment of this study.

Key Words: Employee Benefits, Performance, Private Education Sector, Secondary Schools, Koboko District.