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**The Impact of Employee Motivation on Organisational Effectiveness: A Case Study of Centenary Rural Development Bank, Nateete and Rubaga Branches**

In this research, the researcher analysed the impact of employee motivation on organisational effectiveness and in particular, in Centenary Rural Development Bank (CRDB) branches in Rubaga division (Nateete and Rubaga branches). For a company to survive, it must have a motivated workforce because employees are the key driving resource of any organisation. Therefore, managers need to focus on the key intrinsic motivational factors, that is, empowerment and recognition in order to achieve this. The main purpose of this study was to assess the impact of employee motivation on organisational effectiveness with specific objectives of analysing the value of empowerment and recognition on employee motivation and their relationship to organisational effectiveness. The study was conducted from CRDB Nateete and Rubaga branches which are located in Kampala District, Rubaga municipality covering a period of five financial years, 2007-2012. It was hoped that the study will enable policy makers and other managers to address issues of poor employee motivation through recognition and empowerment for their organisational effectiveness to avoid the costs that come from a de-motivated workforce.

Key words: Motivation, Employee, Effectiveness, Bank