

ZALWANGO BETTY KIYIMBA (2011-M102-20092)

An Evaluation of the Effects of Remuneration on Employee Job Satisfaction: A Case Study of Infectious Diseases Institute-Expanded Kibaale, Kiboga Project

Employee remuneration as a psychology concept calls for a thorough understanding of an employee's needs which enables the management to blend them with the corporate need in order to have an equitable mix that will enhance the realisation of the overall objectives of the organisation and employees. Despite the organisation's effort in improving staff remuneration in terms of increase in salary every year, staff benefits and workman's compensation, employee job satisfaction has continued to decline in the Infectious Diseases Institute-Expanded Kibaale, Kiboga Project (EKKP) which needed an intervention through research to form a basis of informing management about the situation before it gets out of hand. The study aimed at answering the following questions: How does salary affect employee job satisfaction? How do staff benefits influence job satisfaction? What is the impact of recognition awards on employee job satisfaction? The study was undertaken in one of the projects of Infectious Diseases Institute (IDI) which is the EKKP with the aim of evaluating the effect of remuneration on employee job satisfaction. The research was done because the project was experiencing high employee turnover, low productivity, late coming, absenteeism and grievances among employees expressing their dissatisfaction with the job mostly during the period between 2009 and 2011 when the project expanded from two districts to six. The study adopted both qualitative and quantitative methods of data collection on a sample of 100 staff members of the Infectious Diseases Institute-Expanded Kibaale, Kiboga Project (IDI-EKKP), who were subjected to individual questionnaires and some responded as key informants in the interviews. Out of the 100 questionnaires distributed at least 77 were returned which was a good representation that was based on to make a meaningful analysis of the findings. The study found out that there is a positive relationship between remuneration and employee job satisfaction which management should look into to raise the satisfaction of its workforce. All the dimensions of remuneration had a positive effect on job satisfaction. Conclusively, this means that IDI-EKKP should consider these factors that have led to the decline in employee job satisfaction in order to achieve the organisational goals and objectives. Further research is important especially for other variables to understand their effect on job satisfaction in different environments. The recommendation is that the organisation should provide a competitive package to its employees to enhance their satisfaction through good pay, recognition, promotions, career development, job rotation and enlargement among others.

Key words: Remuneration, Job, employee, Satisfaction