

**ASSESSING EMPLOYEE MOTIVATION STRATEGIES AT THE ELECTORAL
COMMISSION OF UGANDA**

**BY
KIYIMBA UMAR
2011/HD06/3267U**

SUPERVISOR: Dr. UMAR KAKUMBA

**A RESEARCH REPORT SUBMITTED IN PARTIAL FULFILMENT OF THE
REQUIREMENTS FOR THE AWARD OF MASTERS DEGREE IN BUSINESS
ADMINISTRATION OF MAKERERE UNIVERSITY.**

AUGUST, 2013

ABSTRACT

The study sought to assess employee motivation strategies as applied at the Electoral Commission (EC) of Uganda. The motivation strategies that were studied include; pay and rewards, career development, training, promotion, appraisal system, job rotation, employee support and job design among others. The study was based on the following objectives;

To examine the existing employee motivational strategies applied at EC; to assess the level of satisfaction among staff on the motivation strategies at EC; and lastly to establish possible ways of enhancing a motivated workforce at EC. Primary data was obtained directly from the field by use of data collection instruments. The questionnaires were designed in a way that reflects the objectives of the study so as to enable the researcher gather relevant data relating to the topic. Questionnaires were also preferred mainly because they were more convenient for both the researcher and the respondents' especially busy respondents and they are more flexible in data analysis. An interview guide was used to collect data from key informants. This enabled the researcher to have face to face interviews in order to obtain in-depth information about motivation strategies.

The results indicate that effectiveness of motivation strategies, increases performance, promotes a sense of belonging and commitment to the organization, creates awareness, promotes a good name for the organization and helps to promote good interpersonal relations among workers among others. A number of solutions to enhance employee motivation these include; increase on remuneration of staff as a motivating factor for improved Job Performance, organization should support and encourage timely feedback especially during the performance appraisal of the staff in order to provide training where necessary, use of proper job design channels, providing adequate training, fair promotion of staff, job rotation, job enrichment and employee support among others.

It was observed that EC has tried to apply some motivation strategies such as providing a good working environment, job security and employee protection and provision fringe benefits among others. EC is however faced with challenges related to inadequate funding from government.