EMPLOYEE PERCEPTION OF THE RELATIONSHIP BETWEEN MOTIVATION AND EMPLOYEE PERFORMANCE AT FINLAYS HORTICULTURE (K) LIMITED

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ABSTRACT

In modern world of globalization the workplace realities of (yesterday) past organizations no longer exists. It is matter of past and needs to be revised carefully. It is important for the organizations to meet and introduce new motivational needs of employees since change has been observed on the workplace realities in today’s organizations. Organizations today have totally changed therefore it is more important for the top management to carry out new methodologies of developing strong and durable relationship between the organization and employees for meeting the organizational goals and fulfilling the continually changing needs of both parties. The importance of motivating people at work is noticeable at all levels of organization starting from managers who need to be aware of factors that motivate their subordinates to make them perform well, through employees who need to think through what expectations they have of work, ending up with human resource professionals who have to understand motivation to effectively design and implement reward structure and systems. The objective of the study was to determine the employees' perception on the relationship between motivation and employee performance at Finlays horticulture (K) limited. Descriptive research design was used in the study. The population of the study was all (8253) employees of Finlays horticulture (K) limited. The study used Krejcie Robert V. Morgan W Table to determine the sample size in which 368 employees was determined to be the sample size. The data was collected using self-administered questionnaires. Data was analyzed using statistical package for social sciences and the findings presented in tables, pie charts, percentages, mean and standard deviations. The findings of the study were that motivation has an effect on performance of employees in the company. The study established that the company employees were motivated by the work environment factors that included job satisfaction, good working condition, conducive environment and team spirit. The study found out that employees in the company were motivated to adhere to the health and safety procedures, time keeping, arrive at agreed objectives and take full responsibility on their performance, communicate effectively, understand and have clarity on how the objectives are set, respect amongst colleagues and function well in a team result oriented environment. The study revealed that, management of the company can make use of different strategies and policies to motivate employees in the horticulture environment. Employees are interested in enhanced salaries, fringed benefits, and opportunities for growth, staff training and development, and job design as motivating elements sufficient to push employees of the company to give out their best. It is recommended that the management recognize that it does not only suffice to motivate employees but it is equally very important to use the performance management process to evaluate employee motivational level. This will create an opportunity for management to review employee motivation in relation to performance. Where performance is low, management need to put in place other strategies for greater motivation that will enhance performance.