



**The effect of extrinsic rewards on the performance
Of employees in tertiary institutions in South Sudan:
A case of university of juba**

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Introduction

The study was about the effect of extrinsic rewards on the performance of employees at the University of Juba, South Sudan. According to Truneček, 2004), such a study is important because the key to corporate commercial success is optimally motivated employees, who collectively form teams of knowledgeable employees, who as a team, have enough knowledge, experience, and necessary skills. However, they are also interested in dedicating their knowledge, skills, and energy to teamwork, and in reconciling personal objectives with those of team and organisation.

Study objectives

The study was guided by the following objectives;

1. to establish how timely and higher pay affect employee performance at the University of Juba,
2. to analyze how job security affects employee performance at the University of Juba,
3. to examine the challenges faced by administration and management in rewarding staff at the University of Juba

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Methodology

This presents the study approach, research design, study population, sample size and selection, sampling techniques and procedure, data collection methods and instruments, the procedure of data collection, data analysis and measurement of variables as well as ethical considerations and limitations with their corresponding delimitations of the study.

Key findings

The study found that staff members at Juba University were generally satisfied with their remuneration and incidental to that they generally have the motivation to work. Staff members are paid according to their rank, qualifications, experience, and technical proficiency.

The study found that there are academic disciplines such as agriculture, pharmacy, and accounting for which it is difficult to find lecturers and professors. Lecturers are also entitled to per diem when they go on study tours with students and are entitled to a range of non-financial rewards. This explains why the majority of respondents indicated that they were satisfied.

From thAT, it can be inferred that this bears positively on employee performance. This is in line with studies that have established a positive correlation between employee happiness/motivation and performance. In particular, results from a series of experiments carried out by economists at the University of Warwick showed that happiness made employees around 12% more productive,



while unhappy workers showed to be 10% less productive (Oswald et al, 2015).

The study also found that non-academic staff members are offered long-term contracts, assuring them of security of tenure, while the academic staff can teach until retirement age. As a result, the study found that employees are pleased with their work.

Nonetheless, the study also found that although remuneration and compensation of staff were generally satisfying, there were reservations. The study found that staff members were concerned that the reward system at the University was poorly designed; there were tendencies by the University management to downgrade pay, and also complained of an unfavourable working environment.

Key recommendations

The study recommended that there should be a constant enhancement of the salary and continuous improvement of the workplace environment. The management of the Juba University should consider reviewing the reward system.

Key references

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