

Motivation and Staff Performance in The Parastatal Sector in Uganda: A Case Study of National Water and Sewerage Corporation, Entebbe Branch

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Introduction

The study was about the role of motivation in staff performance in the parastatal sector in Uganda based on a case study of National Water and Sewerage Corporation (NWSC), Entebbe Branch.

Objectives

The study was based on three research objectives, namely;

1. to examine how the NWSC, Entebbe branch, ensured career and capacity development for its staff,
2. to examine how the NWSC, Entebbe branch, paid salaries and benefits bearing a fair and reasonable relationship to work performed, and
3. to examine how the NWSC, Entebbe branch, offered opportunities for the promotion of productive employees.

Methodology

The study adopted a phenomenological approach and used a sample size of 80 respondents out of whom 76 participated. Data were collected through primary and secondary sources, which were edited, coded, and cross-checked using Ms Excel and exported to SPSS for analysis.

Key findings

Findings revealed that the Adjusted R Square for hypothesis 1 was .731, meaning that career development contributed to 73.1% of the changes that occurred in staff creativity. The findings further showed that there was a significant relationship between the payment of salaries & benefits and the competence of employees, ($r(76) = .479, P < 0.01$). The Adjusted R Square for hypothesis 3 was .694, meaning that 69.4% of changes in staff flexibility could be accounted for by opportunity for promotion.

Key recommendation

The NWSC should be more flexible in motivating and promoting employees with exceptional performance levels.

Key references

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