

Motivation and Employee Job Performance in the Private Sector: A case Study of Mukwano Group of Companies, Lira Branch

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Background: The purpose of the study was to investigate on employee job performance in the private sector with a case study of Mukwano group of companies Lira Branch. The study was based on the following objectives; to investigate the effects of the monetary factors on employee's job performance in Mukwano group of companies Lira Branch, to analyze the non-monetary factors on employee's job performance in Mukwano group of companies Lira Branch and finally to examine the effects of organization motivational policy on employee's job performance in Mukwano group of companies Lira.

Methods: The study used a cross-sectional research design. The study employed both quantitative and qualitative methods to collect and analyze data. A total of 95 respondents were interviewed. The study findings revealed that; monetary factors were not satisfactory to the employees and the non-monetary factors were neglected by the company.

Results: The study revealed that the company employs various motivational policies though recruitment policy affects worker's performance most since it comes with very good promises. The study also revealed that there is a direct strong and positive relationship between employee motivation and their performance. As far as policies are concerned, the company implements recruitment policy more than other policies.

Conclusions: The study concludes that there is a very strong positive relationship between motivation and job performance.

Recommendations: The study recommends that; the company should improve on non-monetary rewards. The study also recommended that there should be performance appraisal as a tool for proper management and that there should be timely payment of salaries to the employees.

Keywords: *Motivation, Job Performance, Private Sector, Mukwano Group of Companies, Lira City.*

