

Reward System and Performance of Employees in Dokolo District Local Government

Odiambo David

Cpa Hasahya Nathan Hagobi

Assoc. Prof. Edward Ojuka

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Background: The purpose of this study was to examine the effect of reward systems on employee performance in Dokolo District Local Government. Specifically, the study sought to: determine the effect of promotion on employee performance, establish the effect of giving awards on employee performance and examine the effect of emolument on employee performance in Dokolo District Local Government.

Methods: The study employed a cross sectional research design; employed both quantitative and qualitative approaches from a sample size of 94 respondents that was drawn using the Krejcie & Morgan (1970) method. The study used a questionnaire and an interview guide as research techniques to collect quantitative and qualitative data from primary and secondary sources. Reliability and validity tests were determined using KMO, Barlett's test of sphericity and Cronbach's Alpha to ensure quality control. Quantitative data analysis was done using SPSS package version 23 where univariate and multivariate analysis was carried out while thematic and content analysis was employed to analyze qualitative data.

Findings: The study revealed that promotion and emolument was positively associated with employee performance while giving awards had a low impact (Mean=2.419). on the level of employee performance, the study revealed that employees' performance in attendance (mean=4.11) and timely reporting (mean=3.45) was high while service delivery (mean=2.31) and accountability (mean=2.19) registered low level of performance. On the effect of reward systems, the findings of the study revealed a positive significant effect of promotion (coef. 0.360, $p < 0.05$), giving award (coef. 0.302, $p < 0.05$) and emolument (coef. 0.314, $p < 0.05$) on employee performance in Dokolo District Local Government. Finally, the results of multiple linear regression yielded an adjusted R square value of 0.557, which implied that jointly, rewards system (promotion, emoluments) contributed about 55.7% variation in employee performance in Dokolo District Local Government.

Conclusions: Based on the above findings, the study concluded that promotion, emolument and giving awards are very instrumental in improving employee performance in Dokolo District Local Government (contradiction: you said giving awards was not).

Recommendations: The study therefore recommended that Dokolo District Local Government should use promotion, giving awards and emolument to improve employee performance since the study has found out that they all improve performance.