FACTORS INFLUENCING EMPLOYEE MOTIVATION IN AN ORGANISATION:

A CASE OF LONDON DISTILLERS COMPANY NAIROBI, KENYA

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DECLARATION

This is my original work and has not been submitted for any award in the university or any other institution

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This project has been submitted for research with my approval as university supervisor.

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CHAPTER ONE
INTRODUCTION

1.1 Background of the study

Employee motivation is a misery to most managers, though it does not have to be a problem. Understanding how motivation impacts employee performance, and understanding how motivation impacts employee performance and understanding how to use motivation to improve performance can be reduced to having a properly skilled HR manager. The role of the successful manager is to learn how to identify what motivates each employee and learn how to leverage those motivates to simultaneously fulfill the goals of the organization, as well as the goals of each employee.

Employee motivation may be influenced by certain factors in an organization. Theories that define employee motivation for example theory of (Marlow Abraham H.1954) and (Herzberg 1954) they explain the variable factors that affect each individual’s assessment and perception of their relationship with their work and thereby their employer’s awareness and cognizance of the wider situation and crucially comparison feature and more strongly in equity theory than in other motivational theory.

The equity theory applies mainly in fairness, equity by comparing balance of effort and reward and other factors of give and take, the ratio of input and output with the balance of ratio enjoyed by others. When employees are well motivated the output in the organization is improved, good compensation also comes a long way in improving motivation in the organization. A Human Resource Manager should also train employees. It comes a long way in improving motivation. Employees become more hardworking and acquire more skills in their fields this improves output since they will have more courage to continue doing their work.

According to Herzberg (1959) the research used a pioneering approach, based on open questioning and very few assumptions to gather and analyze survey respondents. Herzberg’s clever open interviewing method gleaned for more meaningful results than the conventional practice of asking closed (basically yes or no) or multiple choice or extent based questions which assume or prompt a particular type of response, and which incidentally remain the most popular and convenient style of surveying even today.