

EFFECTS OF COMPENSATION ON EMPLOYEE MOTIVATION IN BANKING SECTOR IN KENYA; A CASE OF EQUITORIAL COMMERCIAL BANK LIMITED.

Degree Programme: [DIPLOMA IN HUMAN RESOURCE MANAGEMENT](#) [1]

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ABSTRACT

[The purpose of this study is to analyze the effects of compensation on employee motivation in Kenya with special reference to Equatorial Commercial Bank Ltd. The specific objectives are to find out how pay, benefits and incentives affect employee motivation in an organization. The study will benefit the management of ECB, other financial institutions and researchers to understand the importance of compensation on employee motivation. Descriptive researcher design was adopted to collect data from respondents. The population of interest comprised of all the staff members who include the management, supervisors and the supporting staff of Equatorial Commercial Bank Ltd. The target population comprised of 20 employees. A census survey was carried out because the target population is small. The researcher employed semi-structured questionnaire for data collection and was administered by the researcher himself. The collected data was analyzed both qualitatively and quantitatively. The findings are to be presented using tables, pie charts and bar graphs.](#) [9]

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