ASSESSMENT AND EFFECT OF SALARY SCHEMES ON EMPLOYEE PRODUCTIVITY
(A CASE STUDY OF SONY SUGAR COMPANY-KENYA)

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A RESEARCH PROJECT REPORT PRESENTED TO UNIVERSITY OF AIOROBI IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE AWARD OF THE DIPLOMA IN BUSINESS MANAGEMENT

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DECLARATION

This research project is my original work and has never been submitted for the award of Diploma in any other University.

Signature: .................................................. Date: ..........16/1/2012...........

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

Signature: .................................................. Date: 27/7/2012

Supervisor  Moses Kimani
ABSTRACT

The topic of studying this research was the effect of welfare schemes on employees' productivity in Sony Sugar Company in Kenya. This was born out of the fact that welfare scheme is meant to improve employees productivity thus organization productivity. However this is often on contention as many employees seems to be the objectives in this study included to establish the effect of salary schemes on the performance and motivational level of the employees in the company, to identify the indicators of good employees productivity, to establish how career development opportunities act as intrinsic salary schemes to employees.

A review of literature was done, this was based on the variable identified which included the review based on previous studies carried out in the area of the finding where majority of the respondents felt that competition affected the growth of salary schemes of the Sony Sugar company as well as majority of welfare schemes of employees’ production for organization dealing with business in Kenya.

Employee sees themselves as performers where efficiency and effectiveness is concerned and they are mostly affected by welfare scheme practiced in the company.