AN INVESTIGATION INTO FACTORS AFFECTING EMPLOYEE MOTIVATION

Case Study of P J Dave flower farm – Isinya

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A project submitted in partial fulfillment of the requirements for the Diploma in Business Management at the University of Nairobi

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DECLARATION

I declare that this project is my original work and has not been presented in any other university or institutions of higher learning for examination /academic purposes

Signature: .......................................................... .................................

Date: 12/9/2012

Esther Simaloi Polong

L123/13721/2011

This proposal has been submitted for examination with my approval as a University Supervisor

Signature: .......................................................... .................................

Date: 12/9/12

Miss Mary Mbii
ABSTRACT

The main purpose of this study was to find out how flower plantations farms in Kenya can fully interact and with their employees within the organization. The study was intended to ascertain the factors affecting employee motivation in flower plantation. The objective was to investigate the working environment affect employee motivation, remuneration and leadership styles that affect employee motivation in the P J Dave company. The targeted population was employees in the human resource department, descriptive research design was used which involves a field survey on issues that affects motivation of employees at the flower plantation. The total numbers of employees was 400 of which 120 were in top management, 200 were in middle management and lower management was 80. Research design involves a field survey on issues that affects motivation of employees at the flower plantation.

Stratified random sampling was selected in the study to ensure inclusion. This procedure was preferred since all the targeted population had equal chance of being selected. Descriptive research was selected to ensure completed description of the situation, making sure that there is minimum bias in collecting data and reduce errors in interpreting the data collected.

Data was analyzed through qualitative and quantitative methods. Semi structured questionnaire was used as a main tool to collect data. The study findings indicated that remuneration affects employee motivation, leadership styles affect employee motivation and also working condition affects employee motivation. Comparison of the respondent views was made clear through the use of charts; this explained the relationship Motivation to work and remain in an organization is easily met by better remuneration, attractive allowance and good working condition.