AN INVESTIGATION INTO THE influence of employee remuneration on the performance of Nairobi City Council Kenya

(A Case of the Nairobi City Council)

Name: Shanyisa Irma Mushila


This A Research Proposal Submitted In Partial Fulfillment of The Award of A Diploma In Human Resource Management of the University of Nairobi.

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DECLARATION

I hereby declare that this research project proposal is my original work, and it has not in part or whole been submitted elsewhere for a diploma, degree or in any institution of higher learning for examination purposes.

Name: Shanyisa Irma Mushila
Reg. No: L125/26112/2012.
Signature................................ Date ...........

Supervisor

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

Sign.......................... Date..................

Stephen Okelo

(ii)
ABSTRACT

This study intends to investigate the influence of employee remuneration on the performance of an organization with specific reference to the Nairobi city council Kenya.

The specific objectives of the study are: to determine how work environment influence performance of Nairobi City Council, to determine how communication influence performance of Nairobi City Council, to assess how motivation influence performance of Nairobi City Council and finally to establish how incentive influence performance of Nairobi City Council.

In chapter two, the influence of employee remuneration on the performance of an organization has been given an in-depth analysis and different literature reviewed. The research will allowed for location of literature from a variety of sources. The sources of literature were texts books, previous research works and observations related to the issue at stake.

This study adopted a case study design since it involves an in-depth collection and analysis of data to determine the characteristics of a unit or an organization. The primary purpose of the case study is to determine factors and relationships among the factors that have resulted in the behavior under study.

Chapter three entailed the analysis of data already collected which was later interpreted and presented to the consequent users of this project. The chapter presents the data analysis and interpretation using tables, bar graphs and pie charts for easy understanding.

In consideration of the findings, the researcher concluded that the general performance of NCC is influenced by various factors, namely; work environment, level of communication, employee motivation and finally the availability of incentive.