Non Monetary Rewards and Organizational Performance of Kakamega County, Kenya

Abstract.

Despite the efforts of organizations and workers to increase performance there has been dissatisfaction based on the motivation approaches used. Effective motivation strategies include both monetary and nonmonetary rewards for employees to perform. The goal of this study was to investigate the relationship between non-monetary rewards and organizational performance of Kakamega County. Specifically the study sought to determine the relationship between recognition of staff and organizational performance of Kakamega County. The current study was based on Expectancy theory. This analysis used a descriptive and correlational research design, using quantitative approaches. The target population of the study was 3918 with a sample size of 363 workers working in Kakamega County. Questionnaires were used to collect quantitative data. Quantitative data was analyzed using SPSS statistical software (Version 23). Data was analyzed using descriptive and inferential statistics to determine the relationship between study variables. The results from linear regression indicated that recognition of employees ($B_1=0.495$, $P=0.000$) have positive and significant effect on organizational performance of Kakamega County. The study concluded that recognition of staff has significant influence on organizational performance of Kakamega County. The study recommended that county governments should regularly award employee at least on annual basis. This kind of recognition by the management as well as their supervisors would make employees feel appreciated for their input and therefore, help the organization to achieve their goals. This would improve the influence of recognition of staff on organisational performance.

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