ABSTRACT

The study was set out to establish whether motivation influences employees' performance in Kabale Municipality. Kabale Municipality covers three zones, that is Northern division, Central division as well as Southern division. The objectives of the study were to establish the relationship between Intrinsic, extrinsic motivators and employees' performance, and find out the effect of demotivation on the levels of performance in Kabale Municipality. Data was collected using questionnaire and interview guide methods from employees and local council leaders of Kabale Municipality and during the study, the researcher adopted a combination of quantitative and qualitative approaches and a sample consisting of 75 respondents was used. The data collected was calculated, edited, tabulated and analysed using percentages and presented in form of tables. The presentation of the findings and discussion followed the arrangement of the research questions and thereafter the research study came up with a number of recommendations on how the management of Kabale Municipality should formulate appropriate policy instruments as well as human resource measures in a bid to improve on their performance The researcher therefore, concluded that most of the employees in Kabale Municipality rely on negative motivation which is characterized with fear, force and threats, and the researcher observes that much as this may contribute towards increased productivity in some situations, it cannot yield long term results in an organization It is against this background that the researcher recommends that management of Kabale Municipality should first provide a stable and consistent system that allows employees to perform at a high level whereby a working system should be developed in which the worker is provided with the right and pleasant work environment and such a system can be characterized by the right type of job, the right tool to work with, good interaction with peers and supervisors , fair system of rewards as well as incentives. The reader should therefore, note that, any organization which ignores the needs of its individual employee plunges itself into fundamental problems such as laying down tools, frustration, job dissatisfaction as well as negative change of behavior.