

REWARDS AND EMPLOYEE COMMITMENT IN MINISTRY OF HEALTH JUBA SOUTH
SUDAN

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Administration

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ABSTRACT

The purpose of the study was to establish the effect of rewards on employee commitment. The research objectives were to examine the effects of financial rewards on employee commitment, to determine the effects on non-financial rewards on employee commitment and to establish the relationship between rewards and employee commitment.

The study employed the descriptive cross sectional survey design. Correlation was used to establish the relationship between variables and testing of hypothesis. Triangulation method was used for both qualitative and quantitative approaches.

Stratified sampling was used to select a sample from each category of employees. Then purposive and simple random sampling was used to select respondents from each selected sample of respondents.

The study adopted self-administered questionnaire and interview guide. The findings revealed that rewards significantly influences employee commitment. Both financial and non-financial rewards positively influence employee commitment.

The study concluded that rewards positively correlated with employee commitment .the study noted that although rewards influences employee commitment, there could be other factors that employee commitment other than rewards. The study recommended that the ministry of health Juba should increase employee commitment through provision of recognition, respect, giving them bonus extra work and appreciation of workers.

The study also recommended that the Ministry of Health should train their employees on the need for employee commitment in the ministry as a ways of achieving better service delivery.