

**REWARD MANAGEMENT STRATEGIES AND DISCIPLINE OF EMPLOYEES  
IN PRIVATE UNIVERSITIES IN UGANDA**

**BY**

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## **ABSTRACT**

In private universities, like any other organisation reward management is one of the strategies used by Human Resource Managers for attracting and retaining suitable employees. This study investigated the relationship between reward management strategies and employee discipline in private universities in Uganda. The specific objectives were; to analyse the relationship between remuneration and discipline of employees, to examine the relationship between employee benefits and discipline of employees in private universities in Uganda and to determine the relationship between promotion and discipline of employees in private universities in Uganda. Victor Vroom's Expectancy Theory and Stacy Adam's Equity Theory guided this study. The study employed a descriptive cross-sectional survey research design, by Qualitative and Quantitative approaches and also involved seven private universities. The results were analyzed with the help of Statistical Package for Social Scientists (SPSS) computer program, which helped in the computation of responses into frequencies and percentages. The research hypotheses were tested with the use of a Pearson Product Moment Correlation Coefficient because of the nature of the hypotheses as they mainly aimed at testing relationships. The findings revealed that there was a significant positive correlation between remuneration and employee discipline ( $r = .341$ ;  $p = .000$ ), employee benefits and employee discipline ( $r = .590$ ;  $p = .000$ ) and promotion and discipline of employees ( $r = .679$ ;  $p = .010$ ). From the results there was a strong positive relationship between reward management strategy and discipline. It was concluded that promotion is the highest predictor of discipline while remuneration is the lowest. This meant that if management has better reward systems this will directly improve the discipline of staff. The study recommended that management of private universities should promote their staff and devise non-monetary reward strategies to motivate employees to be disciplined at work.