

The Employee Motivation and Job Performance in Local Governments: A Case Study of Otuke District Local Government.

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Background: The purpose of this study was to examine the effect of employee motivation on job performance in Local Government as a case study since employees' performance was reported to have reduced between the periods of 2071-2019. Specifically, the study sought to examine the motivation practices on Otuke District Local Government, to assess the level of job performance in Otuke District Local Government and determine the extent to which motivation affects job performance in Otuke District Local Government. The target population for the study was 173 employees. The study sample comprised of 102 representatives who are employees of Otuke District Local Government.

Methods: Data was analyzed using descriptive statistics, correlation analysis and regression analysis.

Results: The result for spearman's rank correlation analysis revealed that all the construct of motivation was positively correlated with the job performance. The findings of the study revealed a positive significant effect of job security on job performance in Otuke DLG. (Coef. 0.413, $p < 0.01$). Secondly, the result on the effect of reward system on job performance in Otuke DLG further revealed a positive significant effect (Coef. 0.558, $p < 0.01$). Thirdly, the effect of leadership relation on job performance in Otuke DLG was found to be negative and insignificant (Coef. -0.106, $p < 0.05$). Finally, the result of multiple liner regressions yielded an adjusted R Square value of 0.454, which meant that employee motivation contributes about 45.4% to job performance in Otuke DLG.

Recommendations: Based on the above findings, the study recommends that Otuke DLG should put more effort on the above ensuring that staffs are recruited following the right channel, through the right qualification and are confirmed timely in their current positions and reward systems must be very transparent with clear scheme in place for staff promotion, recognition and remuneration. The study also recommends that Otuke DLG should work ways for improving leadership relations in Otuke DLG for a better performance of employees by the district leaders coming up with plans that aim at improving staff welfare and with practices that promote good leadership relations with the employees.

Keywords: *Employee Motivation and Job Performance.*