

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

Odur Denis Oremo

Christine Nsisi

2021

The purpose of this study was to examine the effect of employee motivation on job performance in Local Governments focusing on employee of Otuke District Local government as a case study since employees performance was reported to have reduced between the periods of 2017-2019. Specifically, the study sought to examine the motivation practices in 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 137 employees. The study samples comprised of 102 representatives who are employees of Otuke DLG. Data was analyzed using descriptive statistics, correlation analysis and regression analysis. The result for spearman's rank correlation analysis revealed that all the constructs of motivation were positively correlated with job performance. The findings of the study revealed a positive significant of Job Security on Job performance in Otuke DLG (Coef. 0.413, $p < 0.01$). Secondly, the results on the effects 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 results of multiple linear 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. Based on the above findings, the study recommends that Otuke DLG should put more efforts on Job security by ensuring that staff 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, the recognition and remuneration. The study also recommends that Otuke DLG should work ways of 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 employees.

