



**REMUNERATION AND EMPLOYEE MOTIVATION IN PUBLIC
SECONDARY SCHOOLS IN UGANADA A CASE STUDY
PUBLIC SECONDARY SCHOOLS IN
TORORO DISTRICT**

BY

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BU/UP/2019/3086

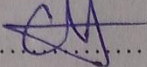
**A RESEARCH PROPOSAL SUBMITTED TO THE FACULTY OF MANAGEMENT
SCIENCES, DEPARTMENT OF ECONOMICS AND MANAGEMENT IN
PARTIAL FULFILLMENT FOR THE REQUIREMENT OF AWARD
OF A DIPLOMA IN BUSINESS ADMINISTRATION
OF BUSITEMA UNIVERSITY**

MARCH-2023

DECLARATION

I, Omal Wyclife, hereby declare that the contents submitted in this work for the partial fulfillment of the requirements for the award of a diploma of Business Administration of Busitema University, are entirely my own and have not been submitted to any institution of learning for any award.


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Signature..... 

APPROVAL

This is to certify that this research proposal entitled “The Effect of remuneration on employee motivation of public secondary schools in Tororo, Uganda” has been prepared by Omal Wyclife under my supervision and is now submitted with my approval.

Supervisor.

Signed..........Date.....30/03/2023.....

Mr. Wadambisha Brian

DEDICATION

This research is dedicated to my Mother Mrs Ajambo Margaret and my father Mr. Anjong Joseph. To my beloved sisters Athieno Dorcus and Nyadoi Dorothy and brothers Muzaale Gerald(musoga),Owor Francis and Omal Emmanuel.

ACKNOWLEDGMENT

Work of this nature can only be accomplished with support and guidance. I therefore wish to extend my sincere gratitude and appreciation to my supervisor Mr. Wadambisha Brian whose devotion time and corrections for improvement at different stages of my research made this work better than I would have managed on my own. I cannot forget to acknowledge the inspiration from my Father Anjong Joseph and mother Ajambo Margaret.

It was because of his encouragement that I decided to enroll for this course. And to my classmates and my friends Kisakye Rhoda, Namutego Andrew and Muzaale Gerald that have been instrumental in one way or the other for my academic progress

I thank my respondents in advance for the time they will take to share regarding my study questions and to all swell-wishers and my friends who support me spiritually, morally and financially. Be blessed.

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LIST OF ABBREVIATIONS

CVI.....	Content Valid Index
DES.....	Directorate of Education Standards
NCDC.....	National Curriculum Development Centre
SACCOs.....	Savings and Credit Cooperatives
SEM.....	Structural Equation Modeling
SPSS.....	Statistical Packages for Social Science
UK.....	United Kingdom
UNEB.....	Uganda National Examination Board

ABSTRACT

The study is to be carried out with the purpose of examining the effect of remuneration on employee motivation in public secondary schools in Tororo district. The objectives for the study are; to determine the effect of financial remuneration on employee motivation, to determine the effect non-financial remuneration on employee motivation and to determine the effect of remuneration policies and procedures on employee motivation. The researcher will use cross sectional research design using quantitative techniques. A total of 210 respondents will participate in the study and will selected using purposive and random sampling method. The data will be collected using questionnaires and presented using tables, for easy analysis. The data collected will be analysed using SSPS version 20

CHAPTER ONE

INTRODUCTION

1.0 Introduction

This chapter presents the background of the study, statement of the problem, purpose of the study, research objectives, research questions, scope of the study, significance of the study, conceptual framework and then operational definition of key terms and concepts

1.1 Background of the study

The term motivation is derived from the Latin word '*movere*' which means to move (Deci & Vansteenkiste, 2003). Ștefănescu (2019) describes motivation as giving people incentives that cause them to act in desired ways. Motivation in the work context is expressed as an individual's degree of willingness to exert and maintain an effort towards organizational goals (Deressa & Zeru, 2019). According to Noels et al. (2019) motivation can be intrinsic or extrinsic. Intrinsic motivation comes from within, while extrinsic motivation arises from outside. When you're intrinsically motivated, you engage in an activity solely because you enjoy it and get personal satisfaction from it. He further added that employees are extrinsically motivated; they do something in order to gain an external reward. This can mean getting something in return, such as money, or avoiding getting into trouble, such as losing your job. Motivating employees makes them enthusiastic, driven and takes pride in their work. They accomplish tasks quickly, take action and want to do a good job, both for themselves and for the company.

Globally, according to Sage (2022) motivation statistics, Only 15% of employees worldwide feel engaged, Engaged employees are 87% less likely to resign from their companies, 39% of employees feel underappreciated at work, 81% of employees are thinking of quitting their jobs for better offers, thus implying that employees are highly demotivated to do their job. 60.9% employees in Turkey reported having intention to quit the present workplace within 1 year due to lack of job satisfaction or motivation by majority of them (Deressa & Zeru, 2019). In the UK, according to (Mather, 2021) the employee turnover rate is very high (30%). Thus since turnover rate is one of the indicators of low motivation and it implies that employees are highly demotivated

In sub-Saharan Africa, according to (Onyiego Orina et al., 2021) employees have low levels of job satisfaction and they are poorly motivated. He finally concluded that most schooling

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