ABSTRACT
This study was set out to explore the relationship between motivation and employee performance in Kabale Municipal Council. The objectives of the study were to examine the relationship between motivation and employee performance for improved service delivery, find out the challenges of motivation that affect employee performance and explore the best strategies of motivation that affect employee performance in Kabale Municipal Council, Kabale District. The design of the study was a case study and it used both qualitative and quantitative approaches. A sample size of 169 was attained using Morgan’s table. Systematic, purposive and stratified sampling techniques were used to select 110 respondents from Kabale Municipal Council and 59 respondents from Municipal Divisions. Questionnaires were issued to public employees across all the departments; education, health, finance and planning, works and technical services, community based services, production and marketing as well as environment and natural resources. The researcher also conducted interviews with selected public employees. Data was analyzed using frequencies and percentages which were computed using Microsoft Excel 2007. The study found out that there was a relationship between motivation and employee performance, limited funds, dependency on the central government, inadequate fringe benefits; discrimination in appraising and promoting public employees, incompetence in leadership hampered motivation efforts for effective performance and among strategies required for effective performance and adequate rewarding; increasing salaries, recognition of employees’ achievement, adequate fringe benefits, career development, participative management. The researcher recommended that local government administrators should use the identified motivation strategies in restoring the lost value of motivation for employees to enjoy the benefits of motivation thus improving their performance.