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# Factors affecting reward policy on staff retention in non governmental organizations in Kenya: A case study of christian foundation for children and aging at Mathare Valley Subcount Nairobi County

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**FACTORS AFFECTING REWARD POLICY ON STAFF RETENTION IN NON GOVERNMENTAL ORGANIZATIONS IN KENYA: A CASE STUDY OF CHRISTIAN FOUNDATION FOR CHILDREN AND AGING AT MATHARE VALLEY SUB-PROJECT NAIROBI COUNTY.**

**BY**

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## ABSTRACT

The purpose of this research is to find out the effect of reward policy on staff retention in Non –Government organization's in Kenya with Christian Foundation For Children and Aging as the reference. The study's specific objective is to establish how recognition, salary increment, promotion and internal equity affect the reward policy at Christian Foundation for Children and Aging. The study's target population is 200 and comprised of Top managers, Middle Managers and junior staff. A sample size of 60 is used from which respondents will be randomly selected to take part in the study. The researcher used stratified random sampling to represent all the employees from the entire population within Christian Foundation For Children and Aging, since the population is too large to carry out as per an individual. The collected data will be analyzed using various statistical methods, organized and codified for processing to generate the relevant information which will come from the research using computer page e.g. Excel and SPSS and presented in tables, figures and graphs. Based on the analysis 98% of the respondents indicated that recognition of employees affected reward policy on staff retention while 2% disagreed. 98% of the respondents indicated that salary increment had an impact while 2% did not agree. 95% of the respondents indicated that promotion had an effect on employees affected reward policy on staff retention while 5% did not agree. 95% of the respondents indicated that internal equity had an effect on employees affected reward policy on staff retention while 5% did not agree. It was concluded that there is need for government to intervene in non-government organizations so that there can be enough funds to carry on the in the business, also there is need to motivate the employees so that they can also manage to live a comfortable and a sustainable life. The research recommended that management should base their provision of service on technology this will be done through established modern equipment they should together with employees work hand in hand so as to perform to their perfection and deliver good quality service. The management should ensure those employees are involved on decisions making.