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# Effects of motivation on employee performance ( A case study of Tana and Athi River Development Authority)

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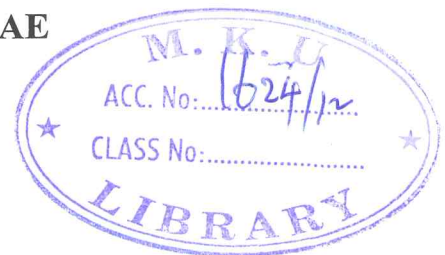
**EFFECTS OF MOTIVATION ON EMPLOYEE PERFORMANCE**

**(A case study of Tana and Athi River Development Authority)**

**BY**

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**A RESEARCH PROJECT SUBMITTED TO MOUNT KENYA  
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## ABSTRACT

The purpose of this study was to investigate on the effects of motivation on employee performance in TARDA. The main objectives of the study were to identify the factors that influence employee motivation, understand the behavior of motivated employees and determine what measures to be taken to motivate employees in TARDA. Theories like Maslow, were used to describe the effects of motivation on employee performance. The researcher used descriptive research design is collecting data from the respondents. The design was preferred because it is concerned with answers and questions such as; how much, what, which and who thus answering phenomenal in its current state. The data collection instrument that was used in the study was the questionnaire. The questionnaires were first pre-tested to determine their validity and reliability before being used in the study. The researcher used simple random sampling procedure to select a sample of 34 that represented the entire population of 170. This procedure was preferred since all the target population had an equal chance of being selected. The researcher recommended the use of management style, participation enumeration and training of employees within the organization to increase motivation. This will enable the organization achieve its intended goals and help employees in gaining a positive perception of the work and also build self esteem to manage their own developments and help others too.