

**AN ASSESSMENT OF THE MOTIVATIONAL FACTORS INFLUENCING
EMPLOYEE PERFORMANCE, THE CASE OF WAJIR COUNTY**

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ABSTRACT

Managers most often fulfill their organizational goals through the work of employees. Thus, managers need to have highly efficient and productive staff members. Although many factors contribute to productivity, job performance is viewed to be the most influential one. Job performance itself is a function of four variables: ability, understanding of the task, environment, and motivation. The general objective of the study is to examine the motivational factors influencing employee's performance in Wajir County. Target population in statistics is the specific population about which information is desired. The study will focus on senior, middle and lower level managers in the 13 department while three (3) respondents in each department will be target 91 respondents. Stratified sampling technique will be used to select the sample because the technique produce estimates of overall population parameters with greater precision. Therefore, a total of 48 respondents will be selected and involved in the study. The questionnaires to be used will have both open and close-ended questions. The close-ended questions will provide for more structured responses to facilitate tangible recommendations. The open-ended questions will provide additional information that might not have been captured in the close-ended questions. A content analysis and descriptive analysis will be employed. The content analysis will be used to analyze the respondents' views about the motivational factors influencing employee's performance in Wajir County. This study will be carried out during the months of September to December.