

**EFFECTS OF REWARDS ON EMPLOYEE PERFORMANCE**  
**(A CASE OF CFC STANBIC BANK-KENYATTA AVENUE BRANCH)**

**BY**

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## ABSTRACT

The overall objective of this Study was effect of rewards on employee performance with reference to CFC Stanbic Bank. Specific Objectives were to find out the effects of remuneration, growth opportunities, training programs and service awards on employee performance.

This study used a descriptive research design. The target population were 35 staff members from CFC Stanbic Bank. Census design was used in sampling. Data collection was through questionnaires which were analyzed both quantitatively and qualitatively after data collection.

As for the findings, respondents (66%) acknowledged the effect of remuneration on employee performance, 62% the effect of growth opportunities, 59% the effect of training programs on employee performance and (59%) acknowledged the effect of service awards on employee performance.

The study recommends that terms of service should be clear and well stipulated in the employment letter. It is important for staff to have clear evidence of employment by having valid letters of confirmation or valid and duly signed employment contracts. An employee performance appraisal process runs a few times during the year. The management should thus maintain effective communication with staff to identify their needs, allow for suggestions through open door policy and giving prompt feedback. Interdepartmental barriers should also be broken down and a well-designed structure established. The researcher recommends that the study be extended to manufacturing firms and other institutions with adequate time provision.