

**AN ANALYSIS OF MOTIVATION ON PROCUREMENT STAFF TURNOVER: A
SURVEY OF SUPERMARKETS IN BUSIA COUNTY**

BY

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ABSTRACT

The purpose of the study was analysis of motivation on procurement staff turnover a survey of Busia supermarkets. The objectives for the study were: To identify and evaluate the current monetary packages at Busia County supermarkets, To explore the effects of the various none monetary motivational packages on employee Busia County supermarkets ,To determine how employee empowerment can lead to employee motivation and retention and To explore how career progression impacts on employee turnover in Busia County supermarkets.

Chapter one examined the background of the study, statement of the problem, its objectives as stated above, research questions and scope of the problem. Chapter two reviewed literature based on its four objectives as outline above inline with related theory of expectancy theory from which a conceptual frame work was drawn.

Chapter three was the research methodology from which descriptive survey design was used based on the target population of 90 respondents stratified sampling was utilized because the population was small .The primary data was collected using the questionnaire which were analyzed and interpreted into frequencies ,percentages and tables .

Chapter four is the findings revealed that monetary incentives, non monetary incentives can lead to staff turnover .Chapter five, the study recommended that employees should be well enumerated and given career progression and conducive environment to carry their work