

**AN ANALYSIS OF WORK ENVIRONMENT PRACTICES ON EMPLOYEE  
MOTIVATION IN THE PUBLIC SERVICE: A CASE OF KENYA WILDLIFE  
SERVICE.**

**PETER LEKEREN ESIMSIDELE**

**A RESEARCH PROJECT SUBMITTED IN PARTIAL FULFILMENT OF THE  
REQUIREMENT FOR THE AWARD OF THE DEGREE OF MASTER OF PUBLIC  
ADMINISTRATION IN MOUNT KENYA UNIVERSITY.**

**NOVEMBER, 2015**

## ABSTRACT

The work environment can implicate the social relation at workplace and also maintain the relationship between colleague, supervisor and the organisation. It describes the neighbouring circumstances in which employees are working together. A satisfied, happy and hardworking employee is the biggest asset of any organisation. Effective results and productivity for any organisation is depend on the level of satisfaction of employees and work environment is one of the most important factor which influence the motivation level of employees. A logical supposition is that the environment and its evolution impact the behaviour of the people who work within it, as well as the work product. This study analyses how work environment affect employee motivation at the Kenya Wildlife Service (KWS) by first, analysing staff relationship at work place and its impact on employee motivation; secondly analysing employee personal growth at work place and its impact on motivation; and thirdly, analysing how system upkeep at work place affect employee motivation. A review of theories and empirical literature relating to employee motivation and work environment is provided. To undertake the study, a descriptive study design utilizing a previously validated tool; the Working Environment Scale (Moos 1994) is applied. The population of interest for this comprises of all the employees of KWS serving in the eight Conservation Areas and the Headquarters. A sample size of 151 employees from each of all the work area is then obtained for the study. This was done using proportionate stratified sampling method. Primary data collection method using a semi-structured questionnaire administered using the drop-and-pick-later method was applied. The study undertook descriptive data analysis and presentation as well as correlative analysis using regression analysis.