

EFFECT OF EMPLOYEE MOTIVATION ON EMPLOYEE PERFORMANCE IN THE KENYAN PUBLIC SECTOR: A CASE OF TEACHERS SERVICE COMMISSION

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ABSTRACT

The trend in the employee performance is on efficient management of its employees which seeks to increase their loyalty thus reducing level of high labor turnover. Most studies carried out link employee performance to employee motivation through which employee can ultimately improve their performance. This study examined the effect of employee motivation on employee performance in public institutions in the Kenyan public sector with specific attention to the Teacher's Service Commission. The study was guided by the following specific objectives; to establish the relationship between employee benefits, perks and financial incentives on employee performance at the Teachers Service Commission, Kenya. The researcher used descriptive survey in the study. The target population of this study was all the 1379 staff members of TSC working at the head office in Nairobi. The study concluded that availability of motivational packages to employees has caused TSC to perform well. Because of these packages high level of employees' loyalty in the institution is observed. The study also concludes that the management has made effort towards improving and maintaining effective communication system between the three levels of management such as top, middle and subordinates. The study concluded that there is obvious difference between properly motivated workers and those who are not.

Key Words: *Employee benefits, Perks, Financial incentives, Employee performance*

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