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RELATIONSHIP BETWEEN REWARD PACKAGE AND EMPLOYEE

PERFROMANCE IN MADRASSA SCHOOLS IN MUKONO DISTRICT, UGANDA

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ABSTRACT

The study focused on analysing the relationship between reward package and employee performance in Madrassa Schools in Mukono District. The study was guided by three objectives namely; to analyse the relationship between salary and employee performance, to analyze the relationship between bonuses and employee performance and to analyse the relationship between recognition and employee performance. The study used a correlation research design. A population of 81 respondents was used from which a sample of 72 respondents was got. A questionnaire data collection tool was used. Data analysis was carried out using statistical package of social scientists (SPSS) and the thematic content analysis method was used. The findings revealed that the relationship between salary and employee performance was significant (r (72) = .422, p < .05). The findings also revealed that the relationship between bonuses and employee performance was highly significant (r (72) = .505, p < .05). Findings also indicated a positive relationship between recognition and employee performance though was not significant (r (72) = .193, p < .05). So Institutions should invest more of the resources in bonuses and salaries as a way to enhance employee performance because, based on the findings in this study; bonuses and salaries predicted of employee performance.