



Motivation and job satisfaction in floricultural farms in Uganda: A case of Wagagai Limited

Acha Ritah²³

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Introduction

The study is significant because motivation and job satisfaction are vital in a workplace and in particular for this study, in floricultural farms. Motivation and job satisfaction both play an important role in employee commitment and in reducing employee absenteeism and boredom at work. Job satisfaction leads to cost reduction by reducing absenteeism, errors, and turnovers which therefore leads to greater productivity and industrial growth—a major driver of most floriculture organisations.

Objectives

1. To determine the influence of financial incentives on employee job satisfaction at Wagagai Limited,

²³ Acha Ritah graduated in February 2021 with a Master of Business Administration from Nkumba University.

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2. to assess how Wagagai Limited has established a favorable working environment for employees,
 3. to assess the effects of management style on employee motivation and job satisfaction at Wagagai Limited.

Methodology

A descriptive research design was employed as well as quantitative and qualitative approaches of data analysis. The study selected 240 respondents using Neumann's formula (2000) out of a target population of 600 Wagagai staff. The study used two types of sampling techniques, namely probability (representative) sampling and non-probability (non-representative) sampling.

Key findings

A significant positive relationship between financial incentives and employee job satisfaction, ($r=0.787$, $P<0.00$) was found. The study also found a significant positive relationship between a favorable working environment and job satisfaction ($r=.793$, $P<0.000$), and an effect of management style on motivation and job satisfaction ($r=.787$, $p<0.000$).

From the results of the multiple regression analysis, the findings show that the independent variables contributed to 79.4% of the variation in job satisfaction as explained by adjusted R Square of 63.2%, this indicates that motivation influences job satisfaction.



Recommendations

The study recommends that managers should mostly apply the democratic style of leadership whereby employees are given ample space and time to execute their tasks. Also, employees should be consulted when making key decisions for a department. This helps with boosting their morale and job satisfaction and in turn with improving their productivity. That has helped Wagagai to meet its goals and objectives.

Key references

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