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**The Role of Monetary and Non-Monetary Rewards in Enhancing Employee Performance:
A Case Study of Kinderkare Pre-School, Makindye and Nakawa Divisions, Kampala District**

The study titled “*The Role of Monetary and Non-Monetary Rewards in Enhancing Employee Performance*” was carried out to examine the role that monetary and non-monetary rewards have on employee performance. It was conducted in Kinderkare Pre-School. The overall objective was to examine the role of monetary and non-monetary rewards in enhancing employee performance at Kinderkare Pre-School. The specific objectives included, to assess the relationship between working conditions and performance; to establish the relationship between recognition and promotion and performance; to examine the relationship between pay and performance. The researcher employed both quantitative and qualitative techniques in data collection. The research used both primary and secondary data to achieve the objectives. Major findings were that: Majority of the teachers agreed that the working conditions have an impact on their performance, praise and recognition play a big role in enhancing their performance, and pay does not necessarily mean that they will improve their performance. In addition, the non-monetary rewards seem to offer more satisfaction to the individuals, which is in line with the findings of Herzberg. The researcher’s recommendations include; The Director of the school should endeavour to put in place a health and safety manual and make it accessible for the staff to use; The opportunities for training should continue to take place so that the teachers are kept abreast with the new skills on the market; A policy for overtime should be enacted because the lack of it has a negative impact on the performance of staff; and there is need to contract the services of a human resources expert to develop a human resource policy for the school.

Key words: Monetary, Non-monetary, Employee, Performance. Reward