ASSESSING THE REWARD SYSTEMS OF NATIONAL FORESTRY AUTHORITY

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ABSTRACT

The study sought to assess the reward systems of National Forestry Authority. The study was guided by four objectives namely; to examine the nature and components of reward system, to analyze the factors considered in designing reward systems, to assess the perceptions of employees on reward systems and to examine the possible mechanisms/strategies of improving reward systems in National Forestry Authority

Data was collected using self administered questionnaire and interview guide, where the sample of respondents was 40 employees of National Forestry Authority. The questionnaires were designed in a way that reflects the objectives of the study so as to enable the researcher gather relevant data relating to the topic. Primary data was obtained directly from the field by use of data collection instruments. The study design used was descriptive and case study design. Data was analyzed using Statistical Package Social scientists and data was presented in frequency tables and percentages.

The findings indicated that there is improper remuneration, National Forestry Authority is a functional organization, there is unfair bonuses to employees, profit sharing is ineffective and some strategies can be used in rewarding employees these include; open communication policy and government intervention in reward systems issues, Benchmarking from organizations, employee involvement in designing of reward system and consideration of labour market.

The study recommended that National Forestry Authority should review and improve reward systems, provision of other reasonable benefits like medical and study leave, benchmarking from competitive organization, establishment of effective communication, continue giving bonuses and generally there is a need for the organization to continue paying salaries in time. It was concluded that the study revealed that recognition programs, bonuses, monthly allowances and basic salary are the ways of remunerating employees in National Forestry Authority and analysis of findings from the qualitative and quantitative data was collected during the study that investigated the appropriateness of reward systems in National Forestry Authority.