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ABSTRACT

Organisations offer their employees huge cash salaries and bonuses which could easily justify improved labor performance. However, changing work places and low productivity are still amidst them which could probably mean that, there could be other non cash offers financial which could guarantee labor retention, efficiency and effectiveness. The study was therefore conducted to establish the effects of non financial rewards on employees' performance in organizations of Uganda with particular case study of Kabale District. Specific objectives of the study were to assess the effects of staff training on employees' performance in organizations, to analyse the impact of delegation on employees' performance in organizations and to establish the impact of work place leave on employees' performance in organizations of Uganda especially in Kabale district. The study adopted a case study design which was frequently supported by a cross sectional survey method that involved a mixed (triangulation) approach. 40 respondents were covered in a questionnaire survey and 8 key informants were interviewed. Data processing which involved editing, coding, classification and presentation in form of frequency tables was done, data was fed in the statistical package for social scientists (SPSS) for analysis. The findings revealed that, although job training, delegation and offering work place leave are important for better performance, many organizations hardly offer them to employees. Organizations believe that they are costly, prepare some people for take over's and at times they are time consuming. It was thus, concluded that, non financial offer should take an equal treatment like financial ones when better employees' performance is to be achieved. It was recommended that, organizations should invest in research and development to establish what should be intrinsic factors their employees require and offer them for better outcomes.