ABSTRACT

This study was about motivation of employees as a factor in the productivity of an organization, adopting a case study approach focusing on Rwanda’s Higher Institute of agriculture and animal husbandry (I.S.A.E) BUSIGO. The problem behind this research is that many people drop out or change jobs for different reasons usually summarized as the lack of satisfaction. The first objective of this study was to explore strategies used to motivate employees in ISAE and challenges encountered in that process; to examine cases of unmotivated employees’ consequences in ISAE BUSOGO and to analyze current relations between employees and employers in ISAE – BUSOGO. Commitment to the organization, employees’ loyalty feeling, better industrial relations, organizations reputation in labour market, whole – hearted labour, higher efficiency, high and improved performance, high productivity, reduced causes of employees turn- over and behavioral modification depend on money, training, job design, recognition, quality of working life and decision making desire affiliation. The findings of this study generally revealed that the employees of ISAE – BUSOGO do not menace their employers because of the poor motivation. Nevertheless the study recommends that it would be ideal to increase motivational instruments and to strengthen existing ones so as to maintain and strengthen the existing good relation between employee and employers; for better performance. The study further recommends that employers of ISAE – BUSOGO should utilize the assets in ISAE – BUSOGO, as a remote place. For the future, the study suggests that further research should investigate and analyze the impact of individual needs’ on the quality of motivation provided by the employers.