ABSTRACT
This research was carried out to assess the role of non-monetary incentives as a motivational tool in Non Governmental organizations operating in Musanze District, period of 2010-2012. The purpose of this study is to discover the extent to when non monetary incentives are utilized in the NGOs operating in Musanze District and whether non-monetary incentives have the potential to increase the motivation of employees as much as the monetary incentives. Non-monetary incentives such as participation in decision making, verbal or written recognition of good work, etc, are the kinds of incentives that do not involve direct payment of cash. To realize the objectives of the study, a questionnaire was administered at the four NGOs operating in Musanze District. The NGOs studied are, DFGFI, MGVP, IGVP and AOC. Forty six (46) respondents were selected. Twelve (12) key informants were also interviewed. According to the results of the study, most of the employees think that the level of utilisation of non-monetary incentives in their organization is important in motivating them. Thus, within the limitations of the study, it is conclude that non-monetary incentives have the potential to increase the motivation of personnel in these Nongovernmental Organisations (NGOs)