

Of all the resources available in an organization, the human resource is clearly not only the most significant, but also the most difficult to manage (Accel-team, 2010). According to Griffin (2002), the job of a manager in the workplace is to get things done through employees. To do this the manager should be able to motivate employees. The performance of an employee is generally determined by their desire to do the job (motivation), their capability to do the job (ability) and the resources needed to do the job (work environment). The capability to do the job can be provided through training and the required resources can easily be obtained. But it is when motivation is a problem that a manager is faced with a challenging situation. This is because motivation involves individual behavior which is a complex phenomenon and managers will be forced to figure out the precise nature of the problem and how to deal with it. This makes motivation very important in the work place because of its significance as a determinant of performance and because of its intangible nature.

This study aimed at determining factors that influence motivation of employees in private not for profit organizations in kabale district and ranking these factor to ascertain their levels of influence on motivation of these employees.

This was a cross sectional descriptive study that used both primary and secondary sources of data. Primary data was collected by means of a questionnaire administered to employees of non for profit health organizations (NFPHOs) in Kabale district. Secondary data was collected from existing literature dealing with the variables under study.

The following factors were found to influence employees most; employee pay, career development, recognition and interesting work.

Options such as job enlargement, job enrichment, promotions, internal and external stipends, monetary, and non-monetary compensation were also linked to good levels of motivation. Job enlargement can be used (by managers) to make work more interesting (for employees) by increasing the number and variety of activities performed. Understanding what motivates people is necessary at all levels of management. It is of particular relevance to managers in not for profit organizations like PNFs in Kabale District because the relationship between the administrators, managers or supervisors and junior employees is often on a personal, one to one basis pay by adding higher level responsibilities to a job and providing monetary compensation (raise or stipend) to employees for accepting this responsibility.