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Relationship Between Employee Welfare Practices and Performance of Non - governmental Organization

Performance is a key pillar to the accomplishment of the goals of all organizations, whether private, public or non- profit. Employees are the intellectual assets of the organization and they are an avenue to achievement of competitive advantage. An employee welfare service in an organization is vital in fostering employee motivation and improving their productivity. In view of this, the main goal of this research was to determine the relationship between employee welfare practices and performance of non-governmental organizations in Kenya. The study was guided by four objectives namely: to establish the relationship between employee economic support, to determine the relationship between employee recreational facilities at workplace, to evaluate relationship between counselling services and to assess the relationship between employee social support and performance of non-governmental organizations in Kenya. The study utilized survey design using both qualitative and quantitative approaches. In this study, purposive, stratified and simple random sampling technique was used to arrive at a sample of 355 respondents who comprised top managers, middle level managers and lower managers out of the targeted population of 14,283 employees of NGOs working in Nairobi County. The primary data collection tools were questionnaire supplemented by an interview schedule; while secondary data was obtained from reviewed journals, published books and articles. Data analysis was done using Statistical Packages for Social Sciences Software version 23. The study utilized multiple linear regression and structural equation model. The findings of the study were that: employee welfare practices had a positive and significant relationship with performance of NGOs in Kenya. The study recommended that management of NGO boards in Kenya should come up with a comprehensive policy document on employee welfare practices in order to enhance performance of NGOs in Kenya.

Keywords: Welfare practices, Economic, Recreational facilities, Counselling, Social Support and Performance.

Key Words

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