

The Relationship between Extrinsic Motivators and Local Government Employee Teams' Performance in Iringa Municipal Council, Tanzania

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Abstract

While it appears clear that the choice at the exposure of government institutions has been extrinsic motivation over intrinsic motivation, there is no sufficient evidence to whether extrinsic motivators contribute to higher performance of the employees in the public sector organizations. This study examined the relationship between extrinsic motivators and the performance of employees in Iringa District Council by administering a structured questionnaire over 130 team supervisors. The findings show that changes in any of the three selected forms of extrinsic motivation namely career development initiatives, improving working and employment conditions, and rewards could affect the performance of employees and their teams. However, career development initiatives and improving working conditions could have more significant effect on the performance of employees and teams. One important reason is that career development and working and employment conditions improvement arrangements were within the reach of the teams and their supervisors. On the other hand, rewards implementation could not be feasible without endorsement and approval from the central government and the top management of the council.

Keywords: Extrinsic motivation, employees' performance, local government authorities, Tanzania



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