

**The employee motivation as a strategy to boost productivity: A case of the
University of Venda in the Limpopo Province.**

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ABSTRACT

This study was conducted at the University of Venda in the Limpopo Province of the Republic of South Africa. The study was on **the employee motivation as a strategy to boost productivity: A case of the University of Venda in the Limpopo Province.**

The University of Venda is governed through different policies that are formulated and passed after the involvement of different stakeholders. However, not all of the existing policies are implemented and some of these policies are aimed at boosting the morale of the employees.

This research employed quantitative research methodology; and through it the researcher was able to collect data using questionnaires with predefined questions and predefined options from which the respondents had to choose. Only administrative staff and academic staff members participated in the study and a sample of ten percent (10%) was selected to serve as respondents.

After data was analysed and interpreted it was found that:

1. The University uses different strategies to motivate employees.
2. Staff members are aware of different policies that they can boost their morale.
3. Staff members don't have problems with regard to working overtime.
4. Working conditions are good.
5. Supervisors fully appreciate jobs done well.
6. Majority of employees are not sure as to whether their jobs are interesting or not.
7. Employees' motivation is important for the overall productivity of the organisation.

It was recommended that the University must strive by all means to use strategies that can boost employees; such as motivation since it has serious influence on the overall productivity of the organisation.