

**Motivational packages and job satisfaction among Employees:  
the case of International NGOs in Tanzania**

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Different motivation theories and models have been established in literature. These theories have been correlated with job satisfaction in different working settings. In this study the researcher opted to analyze different aspects of employee motivation and its contribution to job satisfaction among employees within international NGOs; to study motivation factors that employees get in International NGOs in Tanzania. Specifically, the study aimed to study motivation factors employees get in International NGOs in Tanzania, to assess the relationship between motivation packages and employee satisfaction within International NGOs and to analyze factors that contribute to the nature of the motivational packages and job satisfaction attributes. A Case Study design involving qualitative and quantitative research methods was adopted. Data were collected through the use of structured questionnaires and interview guides which were submitted to the respondents in advance. The research findings revealed that different motivational factors exist within international NGOs comprising of short courses and workshop/seminar and training opportunities, annual bonuses, high salary packages and allowances. Poor implementation of motivation packages is highly associated with job dissatisfaction which was identified as failure of the organization to create opportunities for additional benefit allowances and failure of the organization to recognize employee's contribution in organization service delivery. On the other hand, respondents are motivated to do the type of work they are performing and complete it in an accurate way if they are provided