This was a study on the factors affecting employee motivation in the public sector; It was an attempt more specifically to identify various strategies that the department of immigration has put in place to motivate employees and whether they have had any impact on performance. The literature review on factors affecting employees motivation borrows from various scholars and from various theories such as theory of motivation (Maslow and hierarchy of human needs, 1954), expectation theory (Vroom, 1964), (Armstrong, 2001), (crolefhoupe, 1968) among others. According to Maslow (1954), human needs operate at a number of different levels from basic, physiological needs to higher level needs such as self actualization. On the other hand, Vroom (1964), considers the question of job satisfaction as an aspect of motivation. To Armstrong (2001), money is the most obvious extrinsic reward. The research methodology adopted for the study employed several techniques. The study design was descriptive study. Data was gathered using predetermined questionnaires. The population selected comprised of immigration officers, personnel officers, clerical officers and support staff to mention but a few from all sections of the immigration department. This employed simple random sampling approach to help establish the objectives of the study. In the entire study, from a population size of 300 employees, a sample size of 30 employees was drawn from all the sections using the random sampling method as it provided an unbiased cross section of the population. The results on the findings from the data analysis showed that the policies and strategies used by the department of immigration are inadequate and that the currently introduced performance contracting was good and motivated several employees. It emerged from most of the employees that the current civil service rules and regulations do not comply with the employees needs and that their current pay and house allowances were poor. From the study it was recommended that the existing motivation policies should be reviewed, allowances revised and make the appraisal system more fair and objective.