

The purpose of this study was to get the effect of employee welfare programmes on job satisfaction of employees at Sueka Company Limited. Employee welfare entails all those activities of employer which are directed towards providing the employees with certain facilities. Welfare includes anything that is done towards the comfort and improvement of employees and is provided over and above the wages. Other specific objectives cover equitable rewards, career development opportunities, employee's safety and health, effective and efficient HR policies and practices and involvement of employees decision making. The study was considered important to various stakeholders including management of the company, trade unions, flower business community as well as other researchers. The research adopted a descriptive research design and the population size was 500 employees that included the management and the staff. A sample size of 10% was drawn from the population. Stratified random sampling technique was used to select the respondents. Data were collected by use of questionnaire method which had both closed and open-ended questions. Data were analyzed using descriptive statistics frequency distribution tables, percentages and charts in a bid to determine the status of employee-welfare programmes at Sueka Firm. At the end of the study, the researcher established the effects of employee-welfare programmes on job satisfaction of employees in organizations within the flower industry in Kenya, a case of Sueka Firm. In addition, the study established how equitable rewards, involving employees in decision making, career development opportunities, health and safety and good HR policies and practices contributed to job satisfaction. The study came up with the following recommendations: There should be proper training of supervisors, salary increments, introduction of an insurance policy, better terms of employment and a health policy to improve the employee-welfare programmes. There should be documented job descriptions, performance appraisal and communication between managers and subordinates to enable job satisfaction among the employees. Employees should be allowed to participate in the selection of the committee and regular meetings between employees and management. Employees should be offered leaves, punitive measures should be taken against sexual harassment and methods of retention and recruitment to increase the employee-welfare levels be improved.