

The purpose of the study is to establish the effect of the pay systems on the performance of workers in Public Organizations. The researcher focused on a public organization i.e. Ministry of Labour and Human Resource Development. It was of interest to find out how payment systems affect Public organizations especially the Bargaining Agreement and the wage guidelines by the Ministry of labour, with - industrial court as an arbitrator. Interviews were arranged with key personnel in the organization in order to solicit for information regarding their role. The study is divided into three chapters, namely introduction, literature review and research methodology. The introduction chapter deals with the recommendations made by Harmonization Commission to look into pay dispersion in the Government sector. (Gazette Notice No. A3817 of 24th July 1998) The literature review of the study focuses on the critical appreciation, statement of knowledge in the field, theoretical framework and previous relevant research of the study. Chapter three of the study deals with the various techniques the researcher intends to adopt in the development of the study. The study challenges the logic in pay dispersion in public organizations. Dess and Beard (1984) contend that uncertain environments are unpredictable, complex and difficult to understand and manage, uncertain environment also imposes potentially severe risks in the managers operating in them, and so they potentially significant impact on managerial behaviour. Public organizations work under completely certain environment and therefore they operate under well-established framework and policies. There is no justification whatsoever why there should be "yawning" gap in packages between administrators, clerical officers and the subordinates in the public sector.