THE EFFECTS OF JOB DESIGN ON EMPLOYEE SATISFACTION AT THE
KENYA BUREAU OF STANDARDS, NAIROBI COUNTY, KENYA.

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DECLARATION

This research project is my original work and has not been presented for any other Award in any other University.

Signature  

Date 31/5/2013

ASENATH KENGÁYA ONGUSO.

This research project has been prepared by the candidate under my supervision as the university supervisor.

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This research project has been submitted for examination with my approval as chairman of Department.

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ABSTRACT

Employee job satisfaction has been cited as a key factor towards addressing the issue of productivity in organizations. The purpose of the study was to investigate the effects of job design on employee job satisfaction in Kenya Bureau of Standards. The more specific objectives of the study were to find out how employee relationship with supervisors affects employee job satisfaction, to determine the effect of the job conditions on employee job satisfaction, to establish the extent to which opportunity for advancement affects employee job satisfaction, and finally, to examine the relationship between job compensation and employee job satisfaction. The study was carried out at the Kenya Bureau of standards Headquarters in Nairobi County. There were 200 of staff members from which a sample of 20% was drawn. The study involved all employees in the organization except those in the management positions. A descriptive research design was adopted in conducting the. The data was collected using questionnaires arranged and grouped according to particular research questions. The collected data was analysed using descriptive and inferential statistics and content analysis by software package for social sciences (SPSS). The study reviewed that job compensation affects satisfaction, worker-supervisor is crucial in day to day business of the institutions and therefore affect job satisfaction. Career advancement on the other hand influence career growth and job satisfaction. The study therefore recommends that KEBS management should formulate proper policies aimed at promoting job satisfaction through compensation, good working environment.