

This research concerns an investigation into the effectiveness of Health Benefit Schemes on the motivation of the academic staff members of Kenya Public Universities. This research work has established the important role played by the health schemes on the motivation of the academic staff members. The research was based on exploratory research design while the sampling techniques that were applied included census, stratified sampling, and simple random sampling. Data collection procedures involved acquisition of primary data through administration of mainly closed ended questionnaires, and partly by use of secondary data to supplement the primary data. Data analysis was conducted through descriptive statistics and the use of the SPSS. The analyzed data was then presented using tables, graphs and pie charts. The study revealed that the health scheme plays a major role in motivation of academic staff members and therefore improved work performance. From the findings arising from the study, the researcher provided a report and recommendations useful for the improvement of the management of the scheme to be more effective as a motivator.