



REWARD SYSTEMS, LEADERSHIP STYLES, JOB SATISFACTION AND EMPLOYEE RETENTION: A CASE OF THE UGANDA CANCER INSTITUTE

ABSTRACT

The purpose of the study was to establish the relationship between, Reward Systems, Leadership Styles, Job satisfaction and Employee Retention in the Uganda Cancer Institute located at Mulago in Kampala. A cross sectional survey design was adapted and data collected through the use of quantitative techniques. The researcher used simple random sampling design and questionnaires were distributed to a representative sample of 152 respondents. The correlation results revealed a positively significant relationship between, Reward System, Leadership Styles, and Employee Retention.

The regression model results indicated that Reward System, Leadership Styles, Job satisfaction linearly and positively relate to Employee retention in the Uganda Cancer Institute ($F=4.191$, $Sig=.007$). Reward Systems and job satisfaction explain 33.1% of the variance in Employee Retention. Reward system ($\beta=.224$, $Sig=.029$) explained more of retention than job satisfaction ($\beta=.201$, $Sig=.035$). Leadership style was not a significant predictor of employee retention ($\beta=.184$, $Sig>0.05$). The researcher basing on the findings and literature review recommended that, the management of the Uganda Cancer Institute should create an environment for building and strengthening the financial and non-financial reward systems that

improve job satisfaction. Job satisfaction is a very important area that the administrators of the Uganda cancer institute need to work on so as to improve retention.