

**Addis Ababa University School of Commerce Graduate Program
Department of Business Administration and Information Systems**



Assessment of Reward System:

On the Case of Federal Courts

**A Thesis Submitted in Partial Fulfillment for the Requirements of Master
of Arts Degree in Human Resource Management**

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Declaration

I, Dawit Mekonnen, do declare that the project entitled “*Assessment of Reward System: on the case of federal Courts*” is my original work and has not been presented to any other universities or institutions for any academic award whatsoever.

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Certification

This Thesis entitled “*Assessment of Reward System: on the case of Federal Courts*” has been submitted for examination of Requirements of Master of Arts Degree in Human Resource Management by the approval of the undersigned advisor.

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**This thesis is dedicated to my special grandmother.
For her everlasting love**

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ABSTRACT

The main objective of this study was to assess the reward system of Federal courts; while the specific objectives were: (1) To assess the financial reward system of the organization.(2) To assess non-financial reward system of the organization.(3) To assess the attitude of employees towards the Reward System. The study was based on both primary and secondary data in form of questionnaires and literature respectively. The study was descriptive in nature and it employed quantitative techniques of data collection system. In this study samples were selected based on proportional stratified sampling technique, after selecting the sample for the distribution of the questionnaire random sampling data collection technique were applied. And data was analyzed by using descriptive statistics frequency, percentage, mean and standard deviation in the table format. the findings revealed that, majority of the employees were Female, age group of 18 to 29, had a diploma and serve above 10 years in the organization. And both payment and benefit packages of financial reward scored below the minimum satisfactory point. Like the financial reward, the components of non-financial reward promotion, recognition, working condition and work content gained less than the minimum satisfactory point. Based on the findings this study concluded that both financial as well as non financial rewards provided by the organization were unsatisfactory and the employees were working in a state of dissatisfaction. Based on this, the study recommended that the organization should communicate its employees with regard to the current status of reward system provided by the organization also the organization must create an opportunity for its employees in order to participate on the formulation phase of reward system. in order to solve the existing problems with regard to financial rewards Federal Courts either press on Ethiopian Civil Service Agency to improve its current salary scale and benefit packages or federal courts should be an independent organization to formulate their own financial reward scale and package With regard to promotion packages the organization should lay down the foundation of fair, transparent and equitable promotion package. In order to enhance the moral of employees the organization should instigate staff appreciation and recognition ideas like selecting employee of the month, Golden hand shake, post thank you note on an employee's door and include an employees in a special meeting.

Key words- *Financial Reward and Non- financial reward*

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APPENDIX

Addis Ababa University
School Of Commerce
Master of Human Resource Management

Dear Respondents,

I am conducting a research which shall be submitted in partial fulfillment of the requirements for MA Degree in Human Resource of management. The purpose of this study is to assess the Reward system the case of Federal Courts.

I am inviting you to participate by filling in this questionnaire. Your honest and accurate response will make this study more valuable. So, please read it carefully and give your opinion. It is not needed to write your name. And I assure you that the information you provide will be kept confidential.

Thank you for your participation and contribution to the completion of this study. If you have any question, please do not hesitate to contact at any time via:-

Tel:- +251 912 00 19 01 and E-mail dawitmw19@gmail.com

THANK YOU VERY MUCH INDEED FOR YOYR TIME AND CO-OPERATION!!

PART I

Demographic Question

Instruction: - Please put a tick “√” mark just inside the given box

1. Gender Male Female

2. Age 18-29 30-39 40-49
 50-59 60 & above

3. Educational Level Below 12th Grade High school graduate/Technical school
 Diploma Degree masters Degree PhD

4. Year of Experience (Tenure) Less than one year 1-3 Years
 4-7 Years 8-10 years above 10 Years

PART II
Questionnaire Data

Instruction: - Describe your feelings by indicating to what level you agree or disagree with the statement. Please mark “√” on one, answer assuming 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree and 5 = strongly Agree

No.	Questions	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
1	Payment/Salary					
1.1	The existing salary is satisfactory and equivalent with the volume of work and amount of risk I presume					
1.2	I earn the same as other people get in similar job grade in the organization					
1.3	I am satisfied with my salary compared with that of other employees work in a similar position and industry					
1.4	The salary increment is decided on fair and objective manner					
1.5	The way bonus payment distribution is fair and equitable					
1.6	Bonuses which are given at the special day/new year have a great role to enhance the motivation of the employee					
1.7	All tasks to be accomplished are associated with incentive					
2	Benefit					
2.1	My pension or provident fund benefits enhance my motivation					
2.2	I never have problems with my leave arrangement					
2.3	In case of needs, its effective to give short period vacation times instead of financial rewards to enhance my motivation					
2.4	my transportation and Telephone allowance are fair					
2.5	My cloth and other materials scheme is satisfactory					
2.6	I am satisfied with the benefit offered through this job					
3	Promotion					
3.1	The opportunity for promotion exist in federal Courts					
3.2	the promotion paths are clearly stated and communicated					

3.3	Everyone has equal chance to be promoted					
3.4	Staffs are promoted in a fair and transparent way					
3.5	I am satisfied with the promotion system of federal Courts					
4	Recognition					
4.1	I am admired regularly for my work					
4.2	I receive constructive criticism about my job					
4.3	I get credit for what I do					
4.4	The recognition system is based on objective criteria					
4.5	The recognition system of the organization creates peaceful competition and enhance employee motivation					
4.6	The recognition system affect employee motivation					
5	Working condition					
5.1	My working hours are reasonable					
5.2	I never overworked in this organization					
5.3	I get the opportunity with my colleagues to communicate on aspect of our work					
5.4	The arrangement of office lay-out is convenient for employees					
6	Work Content					
6.1	I am interested in my work					
6.2	My work consists of variety of activity					
6.3	I receive new training which are related with my work					
6.4	My job offer me the opportunity to mature					
6.5	I feel that my job has great value in my department					
6.6	The organization encourage employees to develop new way of doing things					