

# **The Role of Reward and Compensation Management in Promoting Remote Learning: A Case of Public Universities in Nairobi Metropolis**

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## **Abstract**

The most predominant with ever increasing demand for remote learning in higher learning institutions, the role of HRM practices in promoting work culture that appreciate e-learning mode can never be under estimated. Under the umbrella of human resource management, reward and compensation management is responsible for the creation and execution of policies and strategies aimed at rewarding employees consistently, fairly, and in line with their performances and value to the firm, thus reward and compensation management is critical in motivating workforce towards achievement of expected behaviors and outcomes. The main objective of the study was to determine the role of reward and compensation management in promoting the implementation of remote learning by public universities in Nairobi metropolis. The study was anchored on resource based view theory, descriptive study was used to tackle the research subject. The study targeted public universities in Kenya that are located within Nairobi metropolitan zone. From the 29 public universities in Kenya, the study sampled 8 Universities from which the respondents were sampled from. The unit of analysis included university registrars and their deputies in every universities the study also included lectures tutoring online-classes. The study sampled 44 (28 lectures and 16 university registrars) respondents who took part in this study. Both qualitative and quantitative data was generated from the study. Qualitative data was analyzed through the use of thematic analysis while Quantitative data was analyzed using Inferential Statistics (Regression analysis). Descriptive statistics (frequencies, percentages, mean and standard deviation) was used to analyze data. For easy comprehension Tables, charts and graphs were utilized for presenting quantitative facts. SPSS version 24 was used as software to carry out the analysis. Both descriptive and inferential statistics confirm that wages and bonuses recognition promotes implementation of remote learning by public universities in Nairobi metropolis. This study concludes that reward and compensation promoted the implementation of remote learning by public universities in Nairobi metropolis. Thus the study recommends that Higher learning institutions must draw on both extrinsic and intrinsic reward strategies to improve retention levels through endorsing higher levels of workplace trust and work engagement levels.

**Key Words:** Reward and Compensation Management, Implementation of Remote Learning by Public Universities