

**THE CORRELATION BETWEEN WORK MOTIVES AND ORGANIZATIONAL
BEHAVIOURS FOR EMPLOYEES IN THE KENYAN HOSPITALITY INDUSTRY**
A CASE STUDY OF NAIROBI TOWN

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ABSTRACT

This study was conducted in Nairobi county, a section of three hotels namely, Stanley Sarova, Inter-Continental and Hilton Hotels. The study mainly aimed at looking into the correlation between work motives and organizational behavior in hospitality industry in Kenya. The objectives of the study were to look into the various motives in the Kenyan hospitality industry, to look at the correlation between work motive and job satisfaction, work motive and Organizational Citizen Behavior, Employee job satisfaction and Organizational commitment and lastly Organizational Commitment and Organizational Citizen behavior. The study involved 120 respondents selected using simple random sampling. The data was collected using structured questionnaires, entered, coded and analyzed in SPSS and Ms. Excel softwares. From the study, it was found that the hotels employ mainly two motives; need for affiliation and need for achievement in the employee motives. Promotion and appreciating performing employees were very important to the employees. There was a positive and significant correlation between work motives and job satisfaction, work motives and Organizational Citizen Behavior, Employee job satisfaction and Organizational Commitment. Organizational commitment and Organizational Citizen Behavior had a positive but a non-significant relationship.