

**EMPLOYEES' EVALUATION OF THE RELATIONSHIP BETWEEN REWARD
MANAGEMENT AND ORGANISATIONAL STRATEGY: A CASE STUDY OF
ZIMBABWE NATIONAL FAMILY PLANNING COUNCIL (ZNFPC)**

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ABSTRACT

The study explores employees' evaluation of the relationship between reward and organisational strategies in the Zimbabwe National Family Planning Council. Theoretical propositions and empirical research evidence have highlighted the significance of direct links between rewards and organisational performance. A sample of sixty-seven (67) participants comprising top and middle managers and, lower level employees based at Head Office in Harare were interviewed using a self-administered questionnaire. Data were analysed using descriptive analysis. The key findings showed that the majority of the participants reported lack of integration between rewards and organisational strategy. They further reported low levels of appreciation for their efforts and contributions by the organisation. The key recommendations are that the organisation should continuously review human resource management practices and consider performance-related remuneration that can be directly related to accomplishment of operational and strategic goals. In addition, top management need to engage the parent ministry and key stakeholders to support implementation of reward strategies and HRM practices that enhance organisational performance.

KEYWORDS: Reward Management, Organisational Strategy, Strategic Human Resource Management