

Critical Success Factors Affecting Individual Performance of Employees at a Sugar Plantation in Mozambique

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ABSTRACT In this paper, the authors examine how human resources are managed at a selected private company in Mozambique. This paper aimed to examine how the human resource management practice has evolved at the company and discuss how it could be improved. It investigated the success factors of individual performance. The study's population, consisting of *Xinavane* Sugar Mill local (nationals) employees, comprised of 88 respondents. In order to achieve the paper's objective, the researchers developed and distributed a questionnaire and collected and analyzed the data using Statistical Package for the Social Sciences (SPSS). The paper presents two key findings which argue that salary is the main driver of individual performance at *Xinavane* Sugar Mill and that Job Security offered by *Xinavane* Sugar Mill to the employees plays a role in motivating the employees.