Motivation of employees as human resources is poorly understood and poorly managed in our work organizations. The main thrust of this study was to establish factors motivating employees in Tanzanian work organizations and match the motivators with the implementation of performance management. Given the nature of the research problem, it was deemed fit to use the case study method because of the need for a rich understanding of the problem in context and the need to relate some motivational theories to work practices. The study was conducted at the University Computing Centre Ltd, from which the researcher believed that data would be a fair representative of the entire ICT industry in the county and other Tanzanian work organizations in general. The findings Rom analysis of the current situation of UCC's HRM in general, and motivation policy in particular, have confirmed to the researcher that HRM programmes are poorly designed and implemented. In principle, however, almost all key HRM programmes are in place, but what is lacking is good design and elective implementation. Each organization has a unique human resource situation, reflecting its stage in the relevant industry. Accordingly, there is no overall blueprint on how to best improve worker motivation. However, establishment of an independent HRM department is recommended for all organizations and UCC Ltd in particular. This will be responsible for effective development and implementation of HR Policies, which include but not limited to Orientation: Training and Development; Remuneration, Performance Appraisal policies. The involvement of employees in the development of the said policies is strongly recommended. For UCC to have an improved motivation policy, it is highly recommended that equitable remuneration schemes should be designed and implemented. Employees' capabilities and performance should be considered in designing reward schemes. It is also important that the company appreciates employees' contribution towards accomplishment of its goals and opportunities for employees to participate in decision- making should be created. In addition, top management should provide support to HRM department by incorporating human resource plans in the company's strategic plans.