

العنوان باللغة العربية

أثر عوامل التحفيز على إنجاز الموظفين في القطاع الخاص في المملكة العربية السعودية

العنوان باللغة الانجليزية

**The Effect of Motivational Factors on Influencing Employees' Performance in
Private Sector in Saudi Arabia**

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1. Proposed Topic:

The Effect of Motivational Factors on Influencing Employees' Performance in Private Sector in Saudi Arabia

2. Introduction:

As work is turning more and more dynamic and knowledge-based, it is very crucial to identify motivational factors of creative ideas and innovative impulses that increase employees' performance for business profit and productivity (Aldoghan et al., 2015) (Fischer et al., 2019). Career development and employees motivation are critical for the organizational success and competitive advantage as they facilitate a firm's goals achievement, product quality, and innovative power (Fischer et al., 2019). Provoked employees are continuously looking for improved practices to do a work. They perform tasks out of interest and enjoyment for its own sake (Amabile et al., 2016), so it is essential for organizations to persuade motivation of their employees (Manzoor et al, 2012).

3. Research Problem:

This research is to investigate the relation between the motivational factors and its impact on job performance in private sector employees' in Saudi Arabia. It does so by investigating the following research questions:

RQ1- What are the most important motivational factors in the private sector in Saudi Arabia?

RQ2- What is the relationship between these motivators and employees' performance in the private sector in Saudi Arabia?

RQ3- How different employees can be motivated differently?

4. The importance and objectives of the research:

This research aims for a clearer identification of the main motivators on creative and innovative performance in private sector in Saudi Arabia and how the relationship between motivational factors and their direct effects in improving employee performance can be described. It is also hoped that the end result of this research will be to show how it is important to understand that different employees are motivated differently.

5. Research hypotheses:

Based on the research problems and the literature review, the first hypothesis of this research assumes that motivational factors such as organizational environment, salary, leadership style, skills development, reward, and recognition have a positive and direct effect on motivating employees' performance in private sector in Saudi Arabia. The second hypothesis is that some

employees are motivated by material motivators such as cash while others' job performance is enhanced in quantity and quality by non-material motivators.

6. Literature review:

According to the previous literatures, motivation can be identified as an internal and external drive that enhances employee's energy and desire to be continually committed to their tasks and to achieve set goals and objectives by exerting constant effort and maintaining their focus on the desired output (Mathis *et al*, 2012) (Deckers, 2018). People are motivated when they anticipate that a course of action will result in achieving a goal and a valued compensation that satisfies their needs and desires (Muthuswamy *et al.*, 2022). Helmi *et al.*, (2021) claimed that there is a close link between job satisfaction and employee's general motivation to work. Motivated workers utilize their skills efficiently for the success of the organization. There have been many studies that explore the factors that affect overall employees' performance and job satisfaction all over the world. Denton *et al*, (1987) indicates maintaining the employee motivation, commitment and job involvement up, is always rewarding to a business; as motivated and committed employees are more productive. Motivation is influenced by a complex set of social, professional and economic factors. According to Aldoghan *et al.* (2015), Hijry *et al.* (2017), and Muthuswamy *et al.* (2022) the main motivational factors contributed to and primarily influenced employee performance, are positive organizational environment, salary, supportive leadership style, opportunities for career development, valued reward, and adequate recognition. Some organizations can keep their employees motivated by increasing salaries, benefits, and rewards. However, Cash is not the only motivational factor, and ignoring non-material factors could cause a lot of problems (Aldoghan *et al.*, 2015).

7. Research methodology:

In classifying sources of literature review, several databases were used, initial Google scholar was utilized to take an original sample of what types of articles were accessible. The search terms selected for this research were as the following: "Influencing", "Employees", "Internal Environment", "Private Sector in Saudi Arabia", "Employees' Performance" and these terms were combined in various ways by the word "AND" in the efforts to obtain the most appropriate articles to be reviewed and analyzed.

8. Research limits:

9. The General Perception of the research structure:

10. The initial references:

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