



Midocean University

College of Management

Master of Health Administration

(Research Ethics Report)

**The Impact of Effective Motivational Strategies on Employee Satisfaction and
Organizational Success in Saudi Arabian Organizations**

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1. Introduction

Research ethics is the moral principles and professional standards guiding the planning, conducting, analyzing and publishing of academic research. It protects the fair, thorough and responsible conduct of research and respect of participants (Davies, 2020). Ethics play a particularly crucial role in studies on management and organization, given that these studies typically involve human subjects, work opinions, and information on employee experiences with sensitive content. This report is an analysis of the ethical concerns of the research paper entitled: The Impact of Effective Motivational Strategies on Employee Satisfaction and Organizational Success in Saudi Arabian Organizations. The investigation of employees' attitudes towards intrinsic motivation, extrinsic motivation, satisfaction, and organizational success is of course accompanied by ethical considerations like informed consent, confidentiality, anonymity, voluntary participation and correct presentation of the data collected. The aim of this report is to provide explanations of important research ethics principles and to set them into context by applying them practically in the context of this thesis.

2. Importance of Research Ethics

This is very important as research ethics guards the quality, credibility and social value of academic research. The ethical practice in human subject research guarantees that participants in research are treated with respect, their rights are protected, and their information is not used inappropriately. This is even more important in this study as it focuses on employee thoughts regarding motivation, satisfaction and success of the organization in Saudi Arabian organizations. They could relate to somewhat delicate workplace experiences, such as opinions on pay, recognition, promotion, management or performance.

Reliability and Credibility of Findings

Ethical research ensures the dependability and credibility of the results. When data is gathered with integrity, analyzed objectively, and presented candidly, it puts the research findings in a better light for both readers and organizations as well as for other future researchers. In this study ethics means the researcher should give the results to the questionnaires honestly and should not arrange

the results in such a way as to conclude something desired. This is relevant to the fact that findings will help to direct managers towards enhancing the level of motivation in a workplace and employee satisfaction.

Protection of Participants

The research ethics important protection is for the participant against potential harm. Employees may feel threatened or scared that such responses concerning their work environment can lead to job insecurity or work relationships. To this end, the parameters of confidentiality, anonymity and willing participation are needed so as to enable the participants to feel safe. Ethical approaches help to ensure that truly representative responses are provided, thereby enhancing the quality of the data.

Contribution to Society and Organizations

Ethical research is research that is more beneficial to society because it generates trusted and responsibly-used knowledge. Good practices are imperative when it comes to ethical issues in this study, because the recommendations for Saudi Arabian organizations draw from fair evidence and thus can foster healthier, more motivating, and more productive workplaces (Emmerich, 2016).

3. Core Principles of Research Ethics

There are some key principles of research ethics that can be used in conducting research responsibly, particularly when subject-matter is human. The significance of these principles in this thesis lies in the fact that use of the views of employees toward motivation, satisfaction and organizational success in Saudi Arabian organizations is collected in this research.

Scientific Honesty

This includes being honest in reporting research methods, data, and the results of research. The researcher is constrained in this study to report the true results of the questionnaire, even if the results do not produce intrinsic or extrinsic motivation as effective as they seem to be.

Integrity

Integrity involves the proper and honest use of research in an ethical and responsible way and in a respect to the rules of academic research. For instance, the researcher should employ validated measurement scales, and cite original authors appropriately, and should not repeat text found in previous studies.

Objectivity

Objectivity is a process of obtaining and processing information without being subjective, that is, personally biased. Before you analyses the SPSS result you have to check that the researcher shouldn't presume the monetary incentive is more relevant compared with the recognition or self-improvement. Draw conclusions from evidence, rather than personal opinion.

Confidentiality

Confidentiality refers to the privacy of participants' personal & work information. Because employees might express opinions on satisfaction, rewards and organizational practice, it should not be disclosed when a name is released, along with the employee's job ID and organization name (Macnamara, 2024).

Informed Consent

Informed consent is based on the principle that the individuals who are to participate in the study should be given information about the purpose of the study before consenting. Employees should be told that this is volunteer and anonymous, and the data will be used for academic purposes only.

4. Ethical Issues in Scientific Research

Ethical problems in science can affect the integrity of the study and have the potential to negatively impact on the participants, institutions and future researchers. Ethical awareness is considered in this thesis due to the fact that employee perceptions regarding the success of organizations, satisfaction and motivation are being collected in Saudi Arabian organizations.

Plagiarism

Plagiarism takes place when the researcher applies another researcher's/author's words, thoughts, concepts, theories or results without giving adequate credit. For instance, citing the concept of Self-Determination Theory, definitions of intrinsic and extrinsic motivation without citing the original sources would be unethical and academic dishonesty.

Data Falsification

Data falsification is the modification, fabrication or selective reporting of research data. Clearly, it would be unethical to delete negative survey answers or manipulate SPSS analyses here to conclude that the influence of motivational strategies on the organizational success is more powerful than it actually is.

Researcher Bias

When personal opinions by the researcher influence the research process, this is known as bias. For instance, if the researcher has in mind that financial remuneration is more significant than the other outcomes, such as recognition or the furtherance of the occupational development, then this interpretation of the results may be influenced. Objectivity needs to be observed.

Privacy Violations

Violation of Privacy occurs when participants share information about themselves or their workplace without anyone's consent (Miteu, 2024). Employees might offer information that is sensitive in regard to salary, satisfaction, leadership, and organizational practices, meaning that their names and their employee (orgs) should be kept confidential.

Conflict of Interest

Conflict of interest is a situation in which personal or professional concerns could be construed to be affecting the research. For instance, if the researcher is familiar with one of the organizations that is participating it should not influence the way the data is gathered, analyzed or reported.

5. Rules and Regulations Governing Research Ethics

Rules and regulations about research ethics are important because they offer a formal system for safeguarding the human subjects and for research conducted responsibly. When used as part of academic research, these rules help in the research process, starting from the planning phase to collecting and analyzing data, reporting it and publishing it. They are particularly significant in this study given that the study is conducted on employees who give insights into issues of motivation, satisfaction and organizational success in Saudi Arabian health care organizations.

Institutional Review Board

A research ethics committee (also known as an institutional review board) must review research prior to data collection. It is primarily responsible for ensuring that participants of the study are not subjected to undue risk. IRB of this thesis would check the appropriateness of questionnaire and whether the informed consent is explained performance of the questionnaire is voluntary and whether employee answers will be kept confidential (Xu et al., 2020). This review will ensure that the participants are not subject to potential harm or discomfort in their work.

APA Ethical Guidelines

Regulations by the APA for ethical guidelines are also important regarding the regulation of research. These guidelines involve honesty, citing sources accurately, respecting the participants, confidentiality and reporting findings accurately. For this study, APA applies to the need for the researcher to appropriately cite sources, to not plagiarize, to safeguard employee information, and to present results of SPSS accurately.

Importance of Ethical Regulations

Ethical guidelines improve the quality and credibility of research process. They ensure all the participants are respected, data is collected fairly, and findings are presented truthfully. Thus, the principle of research ethics rules is not just administered the necessary rules, but it is also a necessary condition to protect the integrity and trustworthiness of academic works.

6. Practical Application to the Research Topic

The ethical procedures that have been outlined in this report are applicable to this study that is entitled *The Impact of Effective Motivational Strategies on Employee Satisfaction and Organizational Success in Saudi Arabian Organizations*. The study gathers the information from the employees and online questionnaire; therefore, the researcher will make sure to protect the participants in every process of the research.

Firstly, data collection should be done in ethical manner such that participants are clearly informed about the purpose for which this collection is done before starting the questionnaire. Workers should be aware that the study is done for academic purposes examining only the motivation, satisfaction and good of the organization. They need to volunteer and to be able to back out at any time without being punished or suffering any consequences.

Second, confidentiality and anonymity are crucial as employees may be speaking candidly about pay, appreciation, professional growth, management and colleagues, and overall job satisfaction. The researcher shall not gather any names, employee ID numbers, contact information or other information about an organization that could be identifiable. All responses are to be kept securely and only used for academic analysis (Xu et al., 2020).

Thirdly, informed consent prior to involvement is required. A consent statement should inform the reader about the purpose of the study, that participation is voluntary, how much time is expected to be invested, measures for confidentiality, and how the data is going to be used.

The risks are discomfort with responding to questions regarding the workplace, with concern that such answers could impact employment. These risks can be minimized by using neutral language in questionnaires, anonymous questionnaires, safe data collection, and reporting group results only. Hence, ethical use enhances the safeguarding of the participants and strengthens the credibility of the findings of the research.

7. Conclusion

Research ethics is an essential prerequisite to do trustworthy, responsible and academically credible research. As has been expressed throughout this report, ethical principles like scientific

honesty, integrity, objectivity, confidentiality and informed consent are of paramount importance. Specifically, these principles are applicable to the motivational strategies - employee satisfaction - organizational success study based on employees' personal orientation towards experiences they have within an organization. To prevent conflicts of interest or privacy violations and to ensure the integrity of the data, issues like plagiarism, bias and data falsification should be avoided. The ethical practice in this study involves the anonymity of the questionnaires, the protective nature of the data, volunteer participation and honest statistical analysis. Such application of this standard will lead to valid research findings that can be utilized to enhance employee motivation and satisfaction in Saudi Arabian organization without their harm. Hence, observing the rules of research morals is important, not only for the immediate research but also for future research works.

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