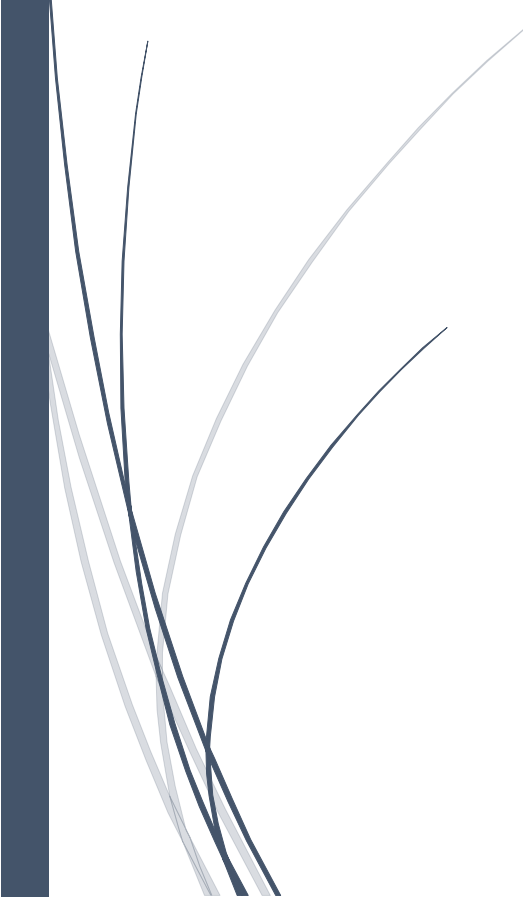




Final Project 2

PMG 497

Project Template



Midocean University
Faculty of Management
Department/ Specialization



Salary Restructuring to Enhance Efficiency and Compliance

Your Name
Yahya Alamar

Final Project - 2
Faculty of Management - Midocean University

Dr. Mona Mostafa Al-Ashry
Dr.
Faculty member- Faculty of management- Midocean University

Semester Number

Dedication

I would like to express my deepest gratitude to my supervisor, Dr. Mona Mostafa Al-Ashry, for her continuous support and guidance throughout this research. I am also grateful to my family, friends, and colleagues who provided encouragement and assistance during the research process. This project is for my family and mentors who supported my academic and professional journey.

Abstract

Purpose:

This research investigates the impact of salary restructuring on enhancing operational efficiency and ensuring compliance with GOSI regulations in Saudi Arabia. The study focuses on optimizing salary components to achieve both legal compliance and employee satisfaction.

Design/Methodology/Approach:

A mixed-methods approach was adopted, combining structured surveys, interviews with HR and finance managers, and analysis of organizational financial data. Statistical analysis, including descriptive statistics, T-tests, and regression analysis, was conducted using SPSS.

Findings:

The results reveal that organizations implementing structured salary models experienced a 5–10% reduction in GOSI contribution costs, a 20% increase in regulatory compliance scores, and a 15% improvement in employee satisfaction levels due to enhanced salary transparency.

Research Limitations/Implications:

The study was limited to engineering and construction firms in Saudi Arabia and constrained by a short research timeline. Future research could explore different industries and conduct longitudinal studies to assess long-term effects.

Practical Implications:

Organizations are encouraged to restructure salary components by clearly defining basic salary, housing allowance, and transportation allowance to enhance compliance and employee retention while optimizing financial performance.

Originality/Value:

This study bridges the gap between theoretical compensation models and practical applications in compliance-driven environments, offering a structured framework for salary restructuring in Saudi organizations.

Keywords: Salary restructuring, GOSI compliance, financial efficiency, employee satisfaction, labor law adherence.

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1. Chapter 1: Introduction

2. Chapter 2: Literature Review

3. Chapter 3: Research Methodology