

## الموضوع

Motivation and Job Satisfaction Affected by Reward: A  
Comparative Analysis in the Kingdom of Saudi Arabia

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بسم الله الرحمن الرحيم

I want to thank Allah, family and my dearest friends Sarah and Raghad.

الإهداء

I gave this to my dad for believing in me .

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## **Abstract**

An employee's motivation has a big impact on how their performance changes over time. It has grown in popularity across the globe among practitioners as well as researchers, and as a result, the subject of human resources management is one that is frequently discussed. Employees can be motivated in a variety of ways, the majority of businesses and employers use rewards programs. The purpose of this study is to compare how rewards affect employees' motivation and job satisfaction in Saudi Arabia's governmental and private sectors.

This study is significant because it aims to comprehend how the two industries differ in terms of employee motivation and job satisfaction in relation to the reward system. A survey was utilized in the research, with 50 individuals from the public and private sectors participating. The results showed that employees in Jeddah, Saudi Arabia, working in the public and private sectors differed somewhat in terms of their job satisfaction, motivation, and reward structure. In terms of motivation and work satisfaction, private sector employees are paid more than those in the public sector.

## 1. Introduction

### 1.1 Background Information

To compete with their opponents and, more significantly, to remain in the market, most firms in the modern world strive for success. Since they are valuable assets to the company, their retention methods center on keeping the staff members. According to Maurer and Lippsteu (2006), they increase the company's profitability. In order for employees to be highly motivated and content with their work and to perform effectively in order to increase the efficacy and efficiency of the business, they must be treated well. The driving force behind employees' constant rotation and unwavering dedication to their task is motivation. According to Moran (2013), an employee that is motivated exhibits a strong will to carry out and complete the tasks assigned to them, as well as excitement and interest towards their work. Nguyen (2017) states that "achieving goals leads to a feeling of satisfaction and enjoyment for the employees and creates a positive working attitude in the workplace." Various organizations use various strategies to inspire their workforce. "Knowing what your employees need and applying the right incentives to meet those needs can help boost motivation levels," stated Gleeson (2016). According to Nguyen (2017), some people are motivated by intrinsic factors, while others are motivated by extrinsic factors, and in other organizations, a combination of the two is used. "Competitions, appraisals, external rewards, or punishment" were among the extrinsic motivators mentioned by Dewani(2013). This study will focus on elements of the reward system that will improve motivation and bring about a rise in the output of labor

performed by Saudi Arabian workers in the public and private sectors.

## 1.2 Problem Statement

When they receive recognition for their contributions to the organization, employees are often happy and motivated. This study will compare the private and public sectors in Saudi Arabia in an effort to gain a thorough understanding of the influence of rewards on workers' levels of motivation and job satisfaction. The following query is raised by the research:

Q) How does Saudi Arabia's compensation system impact employees' motivation and job satisfaction in both the public and private sectors?

### 1.3 The study's aim and objectives:

The following are the research's objectives:

1. Explain and emphasize the ideas of motivation, reward, and job satisfaction.
2. Relationships between these ideas.
3. Draw attention to the disparities in employee rewards between the public and private sectors in terms of their impact on job satisfaction and motivation.

#### 1.4The significance of the study:

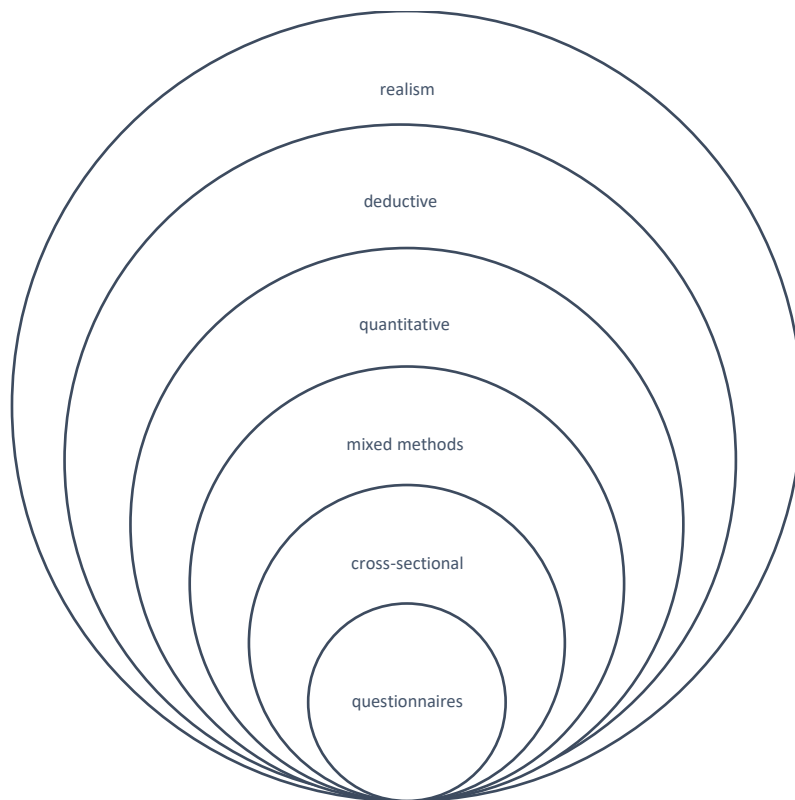
This study will add to the body of knowledge on the subject and aid in understanding the differences in the job satisfaction and reward systems of private and public employees in the various organizations in Saudi Arabia .

### 1.5 Research Methodology:

**Methodology for quantitative research:** Surveys and questionnaires will be used in this study. A sample consisting of 50 employees from the public sector and 50 from the commercial sector will be administered a standard questionnaire. After that, the gathered data will be entered and examined using GRAPHS for statistical analysis and regressions.

### 1.6 Sections of the study:

The introduction is the initial section of the study. The research design and methodology are presented in the second section after the literature review. The survey results are presented in the fourth section, and the conclusion and discussion, which includes closing thoughts regarding the study, its shortcomings, and ideas and recommendations for further research, is the final section.



## 2. Review of the Literature:

The definition of various terms and concepts, their relationships, and an analysis of the effects of reward differences between the public and private sectors on employee motivation and job satisfaction are the next steps in the literature review for this study.

### 2.1 Motivation:

#### 2.1.1 Concept of motivation:

It is always necessary to have motivation, whether it is for academic research or practical application in an organization. One of the main focuses of human resources management is motivation. The organization's most valuable resource is its workforce, which must be developed in order for them to perform better and for the firm as a whole.

This subject has received a lot of attention in an effort to meet the needs and demands of workers, who are becoming more demanding due to technology advancements and globalization, and who also want the organization to provide them with motivational benefits.

Therefore, it is necessary to inspire employees to perform their jobs effectively and efficiently in order for them to be productive. Along with the importance of work comes the willpower and drive to see it through to completion. The quality of the work being done and the employee's level of satisfaction are important factors to consider because they affect both the performance of the employees and the companies.

thankfully employees are happy with what they are doing or doing at work, they can accomplish both personal and organizational goals. Because it creates a desire to work, commitment and devotion also become components of motivation, and this is only achievable if workers in all professions are completely satisfied with their current place of employment.

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