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MASTER OF PROJECT MANAGEMENT

دراسة مسحية لتأثير الحوافز الوظيفية منعكسًا على أداء الموظفين في
شركة وورلي

A SURVEY STUDY OF THE IMPACT OF CAREER MOTIVATION REFLECTING ON EMPLOYEE PERFORMANCE AT WORLEY COMPANY

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INTRODUCTION

Employee motivation is a crucial element in enhancing employee performance, which ultimately leads to the overall success of an organization. Career motivation has been found to be a significant factor in driving employee performance in organizations. Worley Company, like other organizations, recognizes the importance of employee motivation in achieving its goals and objectives. Thus, understanding The Impact of Career Motivation Reflecting on Employee Performance at Worley Company is essential.

The purpose of this research is to investigate The Impact of Career Motivation Reflecting on Employee Performance at Worley Company in Saudi Arabia (eastern province). The study aims to examine the factors that influence employee motivation and how they relate to job performance in the company. Additionally, the research seeks to explore the company's existing practices related to employee motivation and their impact on employee performance. By identifying the factors that influence employee motivation and their impact on job performance, the research seeks to offer recommendations for enhancing employee motivation and performance.

The research will adopt a mixed-methods approach, incorporating a questionnaire and semi-structured interviews with employees and managers in Worley Company. The questionnaire will collect quantitative data on employee motivation and job performance, while the interviews will provide qualitative data on the company's practices related to employee motivation and their impact on employee performance.

The study's findings will provide valuable insights into The Impact of Career Motivation Reflecting on Employee Performance at Worley Company. The research will contribute to the existing literature on the relationship between career motivation and employee performance and provide practical implications for organizations seeking to improve their employee performance. Ultimately, the research aims to help Worley Company and other organizations enhance employee motivation and improve their job performance, leading to increased organizational success.

RESEARCH PROBLEM

The research problem in this study is to examine The Impact of Career Motivation Reflecting on Employee Performance at Worley Company. Although employee motivation is essential in enhancing employee performance, there is a lack of research on the specific factors that influence career motivation and their impact on job performance in Worley Company. Therefore, the study seeks to identify the factors that influence employee motivation and how they relate to job performance in Worley Company. Understanding the relationship between career motivation and employee performance is crucial in developing effective strategies for enhancing employee motivation and improving job performance in the organization. Thus, the research problem in this study is to investigate the impact of career motivation on employee performance in Worley Company.

RESEARCH IMPORTANCE

The importance of researching The Impact of Career Motivation Reflecting on Employee Performance at Worley Company lies in the significance of employee motivation and its positive effects on individual and organizational outcomes. As an engineering company, Worley relies on a highly skilled and motivated workforce to ensure project success and maintain a competitive edge in the market. Therefore, understanding the factors that affect employee motivation, particularly in relation to career development and advancement opportunities, can help the company develop strategies to enhance employee performance, retention, and job satisfaction. The findings of this research can also provide valuable insights for other companies operating in the engineering industry, as well as other sectors, on how to improve employee motivation and performance.

RESEARCH OBJECTIVES

The research objectives of The Impact of Career Motivation Reflecting On The Employee Performance in Worley Company are:

1. To identify the factors that influence career motivation among employees in Worley Company.
2. To examine the level of career motivation among employees in Worley Company.
3. To explore the impact of career motivation on the job satisfaction of employees in Worley Company.
4. To investigate the relationship between career motivation and employee engagement in Worley Company.
5. To determine the extent to which career motivation affects employee performance in Worley Company.
6. To examine the role of leadership in enhancing career motivation and employee performance in Worley Company.
7. To explore the impact of training and development on career motivation and employee performance in Worley Company.
8. To identify the challenges faced by employees in achieving career motivation in Worley Company.
9. To provide recommendations for improving career motivation and employee performance in Worley Company.
10. To contribute to the existing literature on the relationship between career motivation and employee performance in the context of Worley Company.

RESEARCH QUESTIONS

1. How does career motivation affect the job satisfaction of employees in Worley Company?
2. To what extent does career motivation impact employee performance in Worley Company?

3. What are the factors that influence career motivation among employees in Worley Company?
4. What role do supervisors play in enhancing career motivation and employee performance in Worley Company?
5. How can Worley Company improve career development opportunities to enhance career motivation and employee performance?

LITERATURE REVIEW

Numerous studies have investigated the relationship between career motivation and employee performance in various industries. According to a study conducted by Al-Sabaie and Al-Rumaih (2018) in the Saudi Arabian context, career motivation has a significant impact on employee performance in organizations. They found that employees who were highly motivated towards their career were more likely to perform well and achieve their objectives compared to those who lacked motivation.

Impact of Career Motivation on Employee Performance: Career motivation refers to the drive and ambition of an employee to progress in their career path. Many studies have indicated that career motivation can have a significant impact on employee performance. When employees are motivated, they tend to perform better, are more engaged in their work, and show higher job satisfaction levels. In contrast, a lack of motivation can result in lower productivity and job dissatisfaction, which can ultimately lead to employee turnover (Suliman & Iles, 2000; Batool, 2016).

Studies have shown that career development opportunities can significantly impact employee motivation and performance. A study conducted by Kassim and Bateh (2019) on the impact of career development on employee motivation in the UAE found that employees who had access to career development opportunities were more motivated and had higher levels of job satisfaction than those who did not have such opportunities. Similarly, a study by Al-Khatib et al. (2018) on the impact of career development on employee performance in Saudi Arabia found that employees who had access to career development opportunities performed better and were more committed to their organizations than those who did not.

RESEARCH METHODOLOGY

The purpose of this research is to investigate The Impact of Career Motivation Reflecting on Employee Performance at Worley Company in Saudi Arabia. To achieve this aim, a quantitative research approach will be employed, utilizing a survey questionnaire to collect data from employees in the company. And qualitative research approach by conducting semi-structured interviews with employees and managers in Worley Company. This methodology will outline the research design, sampling strategy, data collection method, and data analysis technique.

Research Design

The research design selected for this study is a cross-sectional survey design. This design allows for data to be collected at a single point in time, making it efficient and

cost-effective. A survey questionnaire will be developed to collect data from the employees of Worley Company. The questionnaire will be designed to measure employee motivation and performance.

Sampling Strategy

The population of interest in this study is employees of Worley Company in Saudi Arabia. The sample size will be determined using a confidence level of 95% and a margin of error of 5%. A total of 100 employees will be selected using a simple random sampling technique. The inclusion criteria for the study are employees who have been working in the company for at least one year.

Data Collection

Data will be collected using a self-administered survey questionnaire. The questionnaire will be distributed to the selected employees, and they will be given a period of two weeks to complete and return the questionnaires. The survey questionnaire will consist of two main sections. The first section will collect demographic data, while the second section will assess employee motivation and performance. The second method to collect data is to conduct semi-structured interviews with some employees and managers in Worley Company asking about The Impact of Career Motivation Reflecting on Employee Performance at Worley Company.

Data Analysis

Data collected from the survey questionnaires and interviews will be analyzed using descriptive and inferential statistics. Descriptive statistics will be used to summarize the data, while inferential statistics will be used to test the hypotheses. The data will be analyzed using Microsoft Excel.

CONCLUSION

In conclusion, this research will use a cross-sectional survey and interviews designed to investigate the impact of career motivation on employee performance in Worley Company. A sample of 100 employees were selected using a simple random sampling technique. The survey questionnaire was used to collect data, which was analyzed using descriptive and inferential statistics.

This research will contribute to the existing literature on the relationship between career motivation and employee performance and provide practical implications for organizations seeking to improve their employee performance.

The research problem of the study is to examine the impact of career motivation on employee performance in Worley Company. The importance of researching The Impact of Career Motivation Reflecting on Employee Performance at Worley Company lies in the significance of employee motivation and its positive effects on individual and organizational outcomes. The research objectives of the study are to identify the factors that influence career motivation among employees, examine the level of career motivation among employees, explore the impact of career motivation on the job

satisfaction of employees, investigate the relationship between career motivation and employee engagement, determine the extent to which career motivation affects employee performance, examine the role of leadership in enhancing career motivation and employee performance, explore the impact of training and development on career motivation and employee performance, identify the challenges faced by employees in achieving career motivation, provide recommendations for improving career motivation and employee performance, and contribute to the existing literature on the relationship between career motivation and employee performance in the context of Worley Company.

The literature review of the study shows that career motivation has a significant impact on employee performance in organizations. Career development opportunities can significantly impact employee motivation and performance. A lack of motivation can result in lower productivity and job dissatisfaction, which can ultimately lead to employee turnover.

In addition, the findings of this research will provide valuable insights into the impact of career motivation reflecting on employee performance at Worley Company. The study will offer practical implications for organizations seeking to improve their employee motivation and performance. This research will contribute to the existing literature on the relationship between career motivation and employee performance, and ultimately help Worley Company and other organizations enhance their employee motivation and improve their job performance, leading to increased organizational success.

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