

Parameters	Estimators	Standard error	t-Value	R ²
Remuneration \leftarrow employee satisfaction	0.78	0.06	11.23	0.3
Co-workers \leftarrow employee satisfaction	0.59	0.05	10.58	0.2
Promotion \leftarrow employee satisfaction	0.83	0.07	11.50	0.3
Job conditions \leftarrow employee satisfaction	0.86	0.07	11.87	0.3
Training \leftarrow employee satisfaction	0.92	0.07	12.72	0.3
Information flow \leftarrow employee satisfaction	0.90	0.06	11.36	0.4
Relation with supervisor \leftarrow employee satisfaction	0.79	0.07	12.04	0.3
Job security \leftarrow employee satisfaction	1.026	0.06	14.75	0.4
Job nature \leftarrow employee satisfaction	0.66	0.06	10.76	0.2
Job love \leftarrow employee satisfaction	0.74	0.07	10.71	0.2
INT1 \leftarrow intention to leave	1.28	0.01	7.26	0.6
INT3 \leftarrow intention to leave	1.28	0.09	13.23	0.5
INT5 \leftarrow intention to leave	1.26	0.09	13.08	0.5
SATISFACTION \rightarrow INTENTION TO LEAVE	-0.32	0.06	-5.51	0.1

Journals On Employee Motivation And Job Satisfaction

Nashra Rafiq



Journals On Employee Motivation And Job Satisfaction:

The Motivation to Work Frederick Herzberg, Bernard Mausner, Barbara Bloch Snyderman, 2011-12-31 Quality work that fosters job satisfaction and health enjoys top priority in industry all over the world This was not always so Until recently analysis of job attitudes focused primarily on human relations problems within organizations While American industry was trying to solve the unsolvable problem of avoiding interpersonal dissatisfaction problems with the potential for solution such as training and quality production were ignored When first published *The Motivation to Work* challenged the received wisdom by showing that worker fulfillment came from achievement and growth within the job itself In his new introduction Herzberg examines thirty years of motivational research in job related areas Based on workers accounts of real events that have made them feel good or bad on the job the findings of Herzberg and his colleagues have stimulated research and controversy that continue to the present day The authors surprisingly found that while a poor work environment generated discontent improved conditions seldom brought about improved attitudes Instead satisfaction came most often from factors intrinsic to work achievements job recognition and work that was challenging interesting and responsible The evidence marshaled by this volume called into question many previous assumptions about job satisfaction and worker motivation Feelings about intrinsic and extrinsic factors could not be validly averaged on a single scale of measurement Motivation and performance are not merely dependent upon environmental needs and external rewards Frederick Herzberg and his staff based their motivation hygiene theory on a variety of human needs and applied it to a strategy of job enrichment that has widely influenced motivation and job design strategies *Motivation to Work* is a landmark volume that is of enduring interest to sociologists psychologists labor studies specialists and organization analysts

Job Satisfaction and Motivation Ruth M. Walsh, Stanley J. Birkin, 1979

The Effects of Motivation and Job Satisfaction on Employee Retention. A Case Study on Zara Nashra Rafiq, 2023-06-05 Case Study from the year 2020 in the subject Leadership and Human Resources Employee Motivation Employee Satisfaction grade A University of Edinburgh College of Arts Humanities and Social Sciences language English abstract Employee retention is one of the biggest challenges that human resource management of organisations is currently faced with The uncertainty in the changed economic conditions diversity in workplace and increased competition has forced majority of the organisations to hold on their top performers at any cost that they have to pay It is very crucial task for recruiters in organisations to hire such professionals that have right skills and expertise to serve for the company Thus the focus of organisation has shifted from numbers to quality and from recruitment to retention Based on the research topic the researcher has gathered primary data regarding employee motivation and satisfaction at Zara and its effect on employee retention The study aimed to assess whether there exist a relationship between employee motivation satisfaction and employee retention The literature review has described major factors that influence job satisfaction while the levels of employee job satisfaction were found through surveys at Zara The literature also described the link between employee

motivation and employee retention in addition to employee satisfaction and employee retention Survey and interview questionnaires were designed to gather primary data The interviews revealed what employee motivation and satisfaction measures were adopted by Zara The interviews also found the importance of employee retention from manager s point of view The study concluded that employee motivation and satisfaction has effect on employee retention It was also found that organisation found significant to make their employee feel happy motivated and satisfied so that they can give their best to achieve organisational goals Organisational productivity is dependent on employee s productivity and employee s productivity can be increased by making them best satisfied with their jobs For such reasons organisations provide their employees with flexible work culture benefits welfare services job promotion opportunities and other measures that keep them motivated and satisfied with their jobs By doing so the ultimate goal of organisation in retaining its best talent is achieved

Career Development and Job Satisfaction Josiane Fahed-Sreih,2020-09-09 This book Career Development and Job Satisfaction not only looks at how employees can develop their careers and create career paths that are meaningful for their lives it also looks at keeping employees satisfied with their jobs This book highlights how to work with the millennial generation and being able to motivate them and guide them through their careers It presents case studies on satisfaction and career planning The function of human resource management has an important implication on the performance of the whole organization and giving it acute attention can enhance the performance of the business

Employee Motivation John Correll,2012-02-10 Are you getting all the performance you need from both your enterprise and employees a k a team members Employee motivation is the big challenge facing organizations today including business organizations The fundamental question is HOW exactly do I motivate my team members to do their job the way it needs to be done and enjoy it too Everything a business does that amounts to a lasting forward step depends on deriving the correct answer to this question This book discloses that answer It gives you the top three top five and top ten motivators to building greater employee job performance both individually and as a team In short employee motivation is the vital ingredient to achieving performance progress and realizing enterprise goals That s why this book was created This is an EASY READ book small pages large text ample white space clearly written logically organized in step by step form It can be read in entirety in less than 60 minutes

A study on motivational theories and motivational factors for the job performance Rudolph Marmara,2018-09-19 Bachelor Thesis from the year 2017 in the subject Leadership and Human Resources Miscellaneous grade A language English abstract Motivation is an important research area for academics and practice area for managers Various theories approaches and concepts were developed to describe different forms of motivation Today it is widely accepted that motivation is very important for managers since it is a way that leads to better work performance This study investigates and ranks in order of importance the motivational factors that enhance motivation in the Maltese Courts of Justice MCOJ Moreover it evaluates the impact of motivation on its employees work performance Both qualitative and

quantitative techniques were used to collect and analyse information for this research The data was collected from a sample of 30 employees and another sample of the MCOJ Managers Later the responses are analysed with different methods and presented in different formats This study compares the findings with literature and provides areas for discussions The result is that MCOJ employees are motivated by different factors but the most influential are trust recognition praise and interpersonal relationships The impact of motivation on job performance is presented from two different perspectives the management and the employees These results are compared to each other where differences in opinion are revealed At the end of the paper the conclusion sums up all the findings and various recommendations to be implemented by the organisation are presented Finally the author recommends different areas where this research study can be used so that future research may reveal a better understanding of the concept of motivation and job performance

The Relationship Between Employee Motivation and Job Satisfaction of African-American Human Service Employees Bernard Grenway,2000

Work Motivation Uwe Kleinbeck,Hans-Henning Quast,Henk Thierry,Hartmut Häcker,Hans Henning Quast,2013-01-11 A unique compendium of international investigations into motivation and performance this book offers chapters by industrial and organizational psychologists from the United States Europe Australia and Japan as they share their theories concepts empirical evidence and practical evidence regarding the subject The volume focuses on three distinct themes the relationship between motivation and performance practical examples of building and strengthening the motivating potential with particular attention paid to productivity and the health of the employees the development of work motivation over time and the change of the relative importance of central variables Work Motivation provides an exceptional blend of modern theoretical approaches technologically sound techniques for solving practical problems and empirical results to prove theoretical and technical validities

The Motivation, Productivity, and Satisfaction of Workers Abraham Zaleznik,C. R. Christensen,F. J. Roethlisberger,2011-08-01 Additional Assistance And Collaboration Of George Caspar Homans Foreword By Bertrand Fox

The Motivated Worker Brad Ward,2020-11-11 How can managers and executives motivate workers to make them happier and more productive How can employees find meaning and motivation in their careers The classic Two Factor Theory a simple time tested model for conceptualizing job satisfaction is here re imagined for a modern world with relevant examples and backed by dozens of academic studies that organizational leaders can draw upon to improve worker motivation The Universal Dual Factor Survey UDS is introduced providing a means to assess workforce job satisfaction Managers will be able to understand which factors need improvement leading to more meaningful work Employees at all levels of business government and nonprofit organizations will be able to improve personal motivation facilitating a more cohesive and thriving workforce

ICMLG 2018 6th International Conference on Management Leadership and Governance Dr Vincent Ribiere,2018-05-24 These proceedings represent the work of researchers participating in the 6th International Conference on Management Leadership and Governance ICMLG 2018 which is being hosted this year by the

Institute for Knowledge and Innovation Southeast Asia IKI SEA a Centre of Excellence of at Bangkok University Thailand on 24 25 May 2018

One More Time Frederick Herzberg, 2008-07-14 Imagine overseeing a workforce so motivated that employees relish more hours of work shoulder more responsibility themselves and favor challenging jobs over paychecks or bonuses In *One More Time How Do You Motivate Employees* Frederick Herzberg shows managers how to shift from relying on extrinsic incentives to activating the real drivers of high performance interesting challenging work and the opportunity to continually achieve and grow into greater responsibility The results An ultramotivated workforce Since 1922 Harvard Business Review has been a leading source of breakthrough management ideas many of which still speak to and influence us today The Harvard Business Review Classics series now offers readers the opportunity to make these seminal pieces a part of your permanent management library Each highly readable volume contains a groundbreaking idea that continues to shape best practices and inspire countless managers around the world and will have a direct impact on you today and for years to come

The Korean Journal of Policy Studies , 2015

Recent Advancements in Tourism Business, Technology and Social Sciences Vicky Katsoni, George Cassar, 2024-04-27 The book features the second volume of the proceedings of the 10th International Conference of the International Association of Cultural and Digital Tourism IACuDiT with the theme Recent Advancements in Tourism Business Technology and Social Sciences which was held from August 29 to 31 2023 in Crete Greece It showcases the latest research on Tourism Business Technology and Social Sciences and presents a critical academic discourse on smart and sustainable practices in the tourism industry stimulating future debates and advancing readers knowledge and understanding of this critical area of tourism business in the post COVID 19 era COVID 19 produced dramatic effects on the global economy business activities and people with tourism being particularly affected The book discusses the resulting digital transformation process in a range of areas including its effect on the social sciences combined with special forms of tourism This accelerated digitalization encourages the emergence of new digital products and services based on the principle of flexibility The book focuses on the knowledge economy and smart destinations as well as new modes of tourism management and development and includes chapters on emerging technologies such as the Internet of Things artificial intelligence big data and robotics in connection with various tourism practices

Hospitality and Tourism

Norzuwana Sumarjan, Zahari Mohd Salehuddin Mohd, Radzi Salleh Mohd, Mohi Zurinawati, Hanafiah Mohd Hafiz Mohd, Bakhtiar Mohd Faez Saiful, Zainal Artinah, Saiful Bakhtiar, Mohd Hafiz, Mohd Hanafiah, 2013-11-18 Hospitality and Tourism Synergizing creativity and innovation in research contains 116 accepted papers from the International Hospitality and Tourism Postgraduate Conference 2013 Shah Alam Malaysia 2 3 September 2013 The book presents trends and practical ideas in the area of hospitality and tourism and is divided into the sections below Hospitality and tourism management Hospitality and tourism marketing Current trends in hospitality tourism Technology advancement and innovation in hospitality and tourism Green hospitality and tourism Food service and food safety Relevant areas in hospitality and tourism

Hospitality and Tourism Synergizing creativity and innovation in research will be useful to postgraduate students academia and professionals involved in the area of hospitality and tourism

Employee Motivation in Saudi Arabia Rodwan Hashim Mohammed Fallatah, Jawad Syed, 2017-11-29 This book investigates the relevance of Maslow's hierarchy of needs as a theory of motivation whilst taking into account variances in culture and individual experiences and perspectives Focussing on higher education the book responds to the call for providing alternative conceptual models other than those originating from the Anglo Saxon world The authors take a contextual approach and use the case of Saudi Arabia to understand motivation in a collectivist highly religious and conservative society of the Middle East Providing empirical findings from a study carried out at two Saudi universities differing in their religious outlook this book reveals a hierarchy of needs that is significantly different from the theory proposed by Maslow Religion culture and gender are explored in detail as the authors investigate the relevance of Maslow's theory in a region that is of growing interest to policy makers and practitioners in North America and Europe offering a truly insightful read to an international audience

Achieving Sustainable Business through AI Technology Education and Computer Science Allam Hamdan, 2024-11-08 This book aims to explore the intersection of AI technology education and computer science with sustainable business practices It delves into the application of cutting edge technologies such as artificial intelligence machine learning and blockchain in various business domains including healthcare education government services and digital transformation

Job Satisfaction C. J. Cranny, Patricia Cain Smith, Eugene F. Stone, 1992 In this era of frequent corporate restructuring and rapid technological change successful companies must have employees who are open to innovation and to changing roles and are able to work together productively Research shows that employees most likely to be adaptable cooperative and productive are those who are satisfied with their jobs Therefore it is essential that leaders of American business understand how to enhance job satisfaction within their organizations In *Job Satisfaction* top academic researchers in the field share state of the art information on creating job satisfaction its resulting benefits and the risks of having too many employees who are dissatisfied with their jobs As they show job satisfaction is also an extremely useful predictor for management An employee's level of job satisfaction is the single most important piece of data a manager or organizational psychologist can have to predict an employee's rate of absenteeism decision to resign or retire desire for union representation or level of psychological withdrawal Before they can enhance job satisfaction managers must understand its components Research demonstrates that an employee's level of satisfaction is based not only on events in the present and past but also on his perceptions of the future Foreseeing future opportunities for advancement for increased pay for participation in decision making or for networking lead to a high level of job satisfaction In fact the authors reveal perceiving future opportunity can actually be more motivating than actually receiving a raise getting promoted or being given additional responsibilities *Job Satisfaction* dispels the notion that job stress necessarily leads to dissatisfaction and shows how an organization should focus on increasing satisfaction rather than just reducing stress It is especially

important for managers to stimulate job satisfaction by improving their employees sense of achievement through making tasks and their objectives clear as well as giving feedback Academics and managers alike will find Job Satisfaction a source of new and useful information for understanding and enhancing satisfaction on the job **Journal of Collective Negotiations in the Public Sector** ,1996 **Motivation to Work** Frederick Herzberg,2017-10-27 Quality work that fosters job satisfaction and health enjoys top priority in industry all over the world This was not always so Until recently analysis of job attitudes focused primarily on human relations problems within organizations While American industry was trying to solve the unsolvable problem of avoiding interpersonal dissatisfaction problems with the potential for solution such as training and quality production were ignored When first published The Motivation to Work challenged the received wisdom by showing that worker fulfillment came from achievement and growth within the job itself In his new introduction Herzberg examines thirty years of motivational research in job related areas Based on workers accounts of real events that have made them feel good or bad on the job the findings of Herzberg and his colleagues have stimulated research and controversy that continue to the present day The authors surprisingly found that while a poor work environment generated discontent improved conditions seldom brought about improved attitudes Instead satisfaction came most often from factors intrinsic to work achievements job recognition and work that was challenging interesting and responsible The evidence marshaled by this volume called into question many previous assumptions about job satisfaction and worker motivation Feelings about intrinsic and extrinsic factors could not be validly averaged on a single scale of measurement Motivation and performance are not merely dependent upon environmental needs and external rewards Frederick Herzberg and his staff based their motivation hygiene theory on a variety of human needs and applied it to a strategy of job enrichment that has widely influenced motivation and job design strategies Motivation to Work is a landmark volume that is of enduring interest to sociologists psychologists labor studies specialists and organization analysts

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