

THE IMPACT OF MOTIVATION FACTORS ON JOB SATISFACTION

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ABSTRACT: Currently, many scholars assented argued that job satisfaction might have been reliant on worth of effort motivation. The main research purpose is to investigate the impact of selected motivation factors (reward, incentive and recognition) on Job satisfaction. A quantitative methodology was utilized to accomplish the purposes of the study. Four research questions were analyzed based on these three motivation factors, first question whether reward has influence on job satisfaction, the findings revealed that reward has positive impact on job satisfaction. Second research question whether incentive has positive impact on job satisfaction; the findings revealed that incentive has positive impact on job satisfaction. Third research question whether recognition has positive impact on job satisfaction; the findings revealed that recognition has positive impact on job satisfaction. And last research question, the findings revealed that reward had the highest value among all motivation factors. The research limitations were short time period for doing the analysis was short as a consequence of which numerous truths have been left unexplored.

KEYWORDS: component; Incentive; job satisfaction; motivation; recognition; reward

1. INTRODUCTION

There would huge numbers investigations which investigated those existing patterns with respect to job satisfaction Likewise fill in motivation around the globe Be that there might have been shortage of this work in the region environment. Numerous scientists assented to their finding that job satisfaction might have been reliant on worth of effort motivation [1]. Previously, secret word papers, each specialist need characterized every variable and to a few extend something like those associations about fill in motivation with job satisfaction.

Operative satisfaction impacts authoritative execution to the extent that client satisfaction. Employees need encouragement the inside clients of the business; they satisfy the present workspace and need aid ready to coordinate with those benefits of the business with satisfy business objectives. Therefore, academic staffs necessities must a chance to be satisfied will enhance that workplace also empower them to accomplish significant Look into and educating support performance. Something like that it will be in the premium from claiming colleges on hold academic disappointments and outrage on his/her staff and minimize turnover [2,3]. The real goal of a director is to guarantee that business and corporate targets are figured it out. This is just conceivable if employees who are the key resources of an association have uplifting demeanor towards their associations. What's more, an administrator needs to have sufficient information of the wants/needs of different classes of his subordinates, in order to give them the chances to accomplishing them, while finishing the targets of their association simultaneously.

The premises are centered on the motivational components to expand the efficiency of workers. One of the few strategies used to expand the motivation of representatives is the incentive application. It is extremely basic at such premises that there are frequently monetary and non-money related motivating force applications [1,3]so as to recompense the workers with a superior level and to energize the ones with lower execution levels for higher execution. motivation can make possibly extrinsic or intrinsic. Motivation is such an element, to the point that applies a main impetus on our activities and work.

1.1 Reason for the research

The reason for the study might have been analyze that organization about motivation on the performance of workers in organization such as ABC Company. Scientists have broken down that there are numerous mechanisms that can impact the job satisfaction of the workers; employee's motivation is one of the variables. Our study will cover the impact of motivation at job satisfaction

1.2 Research Questions

- II. Does reward have impact on job satisfaction?
- III. Does Incentives influence employee job satisfaction?
- IV. Does recognition have impact on job satisfaction?
- V. Which factors have more effect on job satisfaction comparing with other?

1.3 Objective of the study

- I. To find out the impact of reward on job satisfaction.
- II. Determine whether or not incentive influence employee job satisfaction.
- III. To find out the impact of recognition on employee job satisfaction.
- IV. Finding out factors have more effect on job satisfaction comparing with other.

2. LITERATURE REVIEW

2.1 Motivation

Various ongoing authors described the clue about motivation. Motivation been portrayed as the result of the coordinated effort the middle of those individual and the situation [1,4]. Consequently, inspiration will be the execution or methodology for introducing a plan that beginning an individual on catches a percentage achievement. Encouragement will be determined from those expression motivate, intends to move, push alternately impact to proceed for satisfying a need [5]. Their are a large number investigations that need investigated those relationship between motivations Furthermore employment satisfaction What's more its association between and around different related variables. Low payment and salaries, physical working conditions, low-status positions and tiring employments are around those regular reasons that cause issues in administration segment organizations [6]. In this study, the motivation factors bring been sorted under four significant headings. Including Reward, incentive, recognition and job satisfaction.

- I. **Reward**
Fill in rewards have been characterized Similarly as “potential wellsprings for remunerates of the worker”. It speaks to the thing that the people need to acquire from fill in or the thing that they recognize. Past exploration indicates how occupation rewards are solid determinant from claiming occupation fulfillment. For instance, reference [6] found that rewards would fundamentally identify with professionalism Furthermore job success. Rewards assume a basic part in figuring out those critical execution to career what's more it will be positively connected with the methodology about motivation. Ultimately employment rewards and work qualities are the intrinsic and extrinsic profits that laborers get from their jobs. Researchers contended that occupation fulfillment is influenced by both these variables yet remunerates identified with budgetary piece of employment prizes are all the more altogether identified with employment satisfaction versus occupation values which are identified with natural piece of employment rewards. Clifford had separated employment rewards into classes, an applied division like intrinsic and extrinsic rewards [4,6].
- II. **Incentives**
There are significant number investigations in the literature, which analyze the financial and non-financial incentives. Also, their impacts ahead a few variables. It might have been inferred in the study that those restorative employees, who benefited starting with these money related incentives were positively Inspired Toward this requisition [3].The reason that in length term rewards as opposed transient rewards assistance will rouse researchers over their fill in and pushes Generally speaking more excellent Innovativeness [1,7].non- monetary incentives act effectively in motivating employees
- III. **Recognition**
Recognition today is most lifted convincing reason as expressed by most of the bosses while a reward which consolidates every single one of monetary What's more compensative decreases can't make those sole motivation for workers' motivation venture. Delegates are induced completely at their needs would meet [8,9]. A basic piece of procedure of creating self-regard and self-esteem lies in the nature and levels of recognition agreed to the accomplishment of specific objectives. The requirement for recognition itself in this way turns into a commute (10). People have a tendency to seek after objectives that will be perceived and esteemed by those whose sentiments and judgment is essential to them.

2.2 Job satisfaction

Recently motivation is the great matters that have been argued in every organization. Motivation described by many experts in different way, according to their perspective, position and environment [1,11]. However, the context for this research is about the impact motivation on employee satisfaction and performance. Job satisfactions is the task to variety between satisfactions and dissatisfactions that employee practices with several type of job. This involves what should employee assume from work and what they will obtain (11). Job satisfaction depends on the employee estimation for the level of work which employee accepts for their work.

3. METHODOLOGY

In research Design, A quantitative methodology was utilized to accomplish the purposes of the study. The quantitative methodology was utilized to evaluate their personality, opinions, and feelings, practices that appeared to be boundless in subjective procedures. 5-point Likert scale was utilized as a part of all inquiries of the survey going from 1 to 5-point.

The research was done in light of both primary and secondary data. Primary data was collected from ABC Company located at Arbil, Kurdistan regional Government at Iraq. An organized survey was given to 130 staffs to gather essential information. Out of them, just 88 sample respondents (67%) out of them took part by filling the survey and sending it back to me. Be that as it may, 84 out of 88 (64% of 130 example respondents) test respondents partook effectively in study exercises by offering an explanation to all inquiries properly and rest of them missed some part. Secondary data was utilized also to represent distinctive motivation components. As mentioned previously primary data collected from field survey was tabulated using Microsoft Office Excel, and all data was plugging in to Spss program to analyze all. Various statistical measures such as tally, frequency distribution, mean and standard deviation were used in describing the variables.

A questionnaire survey was adopted to collect the primary data in this study, the questionnaire comprises two sections, the first section is to covers the demographic information (Gender, Age, Level of education, years of experience in current position). The second section represents the instrument that comprised four questions in relation to employee's motivation (Recognition, Reward, Incentive and Job Satisfaction)

4. FINDING AND DISCUSSION

Factor analysis was engaged to assessment Employee motivations, Job satisfaction and organizational implementation attributes to identify the essential factors. Reliability tests founded according to Cronbach’s alpha and corrected item-total correlation coefficients were used to analysis the internal consistency of questionnaire responses.

Table 01, Descriptive Statistics

Items	N	Minimum	Maximum	Mean	Std. Deviation
Reward	84	1.00	5.00	3.2976	1.16338
Incentive	88	1.00	5.00	3.2557	1.30157
Recognition	88	1.00	5.00	3.1420	1.24556

According to the research findings, as seen in above table (01) the descriptive statistics results. After analyzing each motivation factors (Reward, Incentive and recognition) the researcher found the following: in terms of reward as one of the motivation factor, the researcher analyzed 6 different questions regard Extrinsic and Intrinsic, the first question was I make my own decisions in the performance of my work role. The mean =3.29. The second question was my work is interesting and challenging. The mean =3.1. The third question was my work is really important and worthwhile. The mean =3.51. The fourth question was I believe my colleagues are supportive and helpful. The mean =3.6. The fifth question was I feel my salary is comparable to others performing the same or similar jobs. The mean =3.37. The sixth question was I found supervisors as perceived, are supportive and helpful in job matters. The mean = 3.31. The researcher found out that the mean of reward as one of the motivation factor = 3.29 which indicates that the majority of respondents reported as agree and strongly agree that reward has an impact on job satisfaction. Accordingly, since the mean is (3.29 > 3.00) this indicates that the reward had positive influence on job satisfaction.

In terms of Incentive as second motivation factor, the researcher analyzed 6 different questions regard financial incentive and non-financial incentive, the first question was it provides enough payment to meet the requirements of life. The mean =2.88. The second question was it provides rewards for skilled employees commensurate with their performance. The mean =3.2. The third question was it provides overtime payment to employees after working hours. The mean =3.42. The fourth question was it ensures appropriate social security and health insurance for employees. The mean =3.44. The fifth question was It allows career opportunities and development for employees. The mean =3.45. The sixth question was it is keen to give a fair opportunity for employees in complaints and suggestions. The mean = 3.32. The researcher found out that the mean of Incentive as one of the motivation factor = 3.25 which indicates that the majority of respondents reported as agree and strongly agree that Incentive has an impact on job satisfaction. Accordingly, since the mean is (3.25 > 3.00) this indicates that the Incentive had positive influence on job satisfaction.

In terms of Recognition as third motivation factor, the researcher analyzed 6 different questions; the first question was Formal letter describing my accomplishments. The mean =2.8. The second question was Participation in professional or career development opportunities (workshops, conferences, career-counseling, etc.). The mean =2.88. The third question was the opportunity to work on an interesting assignment or project. The mean =3.17. The fourth question was a personal "thank you" or note from my supervisor, manager, or co-worker. The mean =3.53. The fifth question was the opportunity to improve my job-related skills or knowledge. The mean =3.15. The sixth question was Acknowledgement and recognition by my clients or members of the public. The mean = 3.33. The researcher found out that the mean of Recognition as one of the motivation factor = 3.14 which indicates that the majority of respondents reported as agree that Incentive has an impact on job satisfaction. Accordingly, since the mean is (3.14 > 3.00) this indicates that the recognition had positive influence on job satisfaction.

Finally, The researcher found out that the mean of reward as one of the motivation factor = 3.29 which indicates that the majority of respondents reported as agree and strongly agree that reward has an impact on job satisfaction. Accordingly, since the mean for Reward is bigger than other motivation factor (3.29 > 3.25 and 3.29 > 3.14) this indicates that the Reward factor has more effect on job satisfaction comparing with other.

5. CONCLUSION

Employee would dependably that key asset of the Company. Furthermore, at times, they would frequently all the dismissed in their jobs, which prompt their disappointment to perform. Consequently, here Researcher need with get it what motivates employee what's more entryway they get satisfied from their work that prompts authoritative performance. Motivation might a chance to be depicted Likewise a main incentive that makes employee willingly need to place in their best to what they do [1,2,11]. Similarly, as Researcher accepted that motivation encourages a raise employee's implementation under different level What's more certainly those encouraging impact dives to company's presentation. The aim of the study was to search the impact of reward, recognition and Incentive as the motivation factors on job satisfaction. Researcher analysis four questions based on these three motivation factors; first question was does reward have impact on job satisfaction? Researcher analyzed that question and Researcher find out that reward have impact on job satisfaction because most people are agreeing and strongly agree with it. Second question was Does Incentives influence employee job satisfaction? Researcher analyzed this question too, and Researcher find out that Incentives influence employee job satisfaction but in lower rate than reward. Third question was does recognition have impact on job satisfaction? Analysis has shown recognition along with work itself and operating procedures have shown low mean values and insignificant relationship. Finally, Researcher ask about which factors has more effect on job satisfaction comparing with other? Researcher find out that reward has more effect on job satisfaction comparing with other because reward factor has higher mean value, which were 3.29. It means that most employee are agreeing or strongly agree.

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7. REFERENCES

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