THE ROLE OF WORK MOTIVATION ON EMPLOYEE PERFORMANCE

A thesis submitted to the graduate university in partial fulfillment of the requirements for the Master Degree of Human Resource Management, University Utara Malaysia
The January semester 2008/2009

BY

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I dedicated this book for my lovely and sweetly husband DR.ABDULKHALIQ OSMAN SHEIKH, and my heart and beloved children such as my Son Abdullah Abdulkhalilq Osman Sheikh and my Daughter Amiira Abdulkhalilq Osman Sheikh
ABSTRACT

The main purpose of this study was to "the role of work motivation on employee Performance". This study in an assessment of this purpose used deductive approach in which a qualitative research was carried out among students at of MUGDISHO UNIVERSITY (MU) who are assumed to be future employees. The research was intended to get their responses on what they feel is (are) the best factors that could motivate them as future employees among a list of ten motivational factors. In this light the study sets to identify the most ranked factors among the ten motivational factors. The analysis from the empirical findings showed that Job satisfaction was the most ranked factor for both sub groups that made up the sample research. However a study from previous researches used in this study showed that different results could be obtained from different groups of already working employees. This study therefore can be seen as an introduction to a more detailed study to be carried by future researchers on the field of employee’s motivation.
ACKNOWLEDGEMENT

First, I would like to express my deepest gratitude to my Allah who facilitated me to complete my graduate thesis successfully and easily.

After my almighty Allah who endowed me the completeness of this research, I would like to express deepest thanks to my supervisor Associate Professor Dr. Mohmad Yazam Sharif, for the help guides, encouragement, constant support, tireless guidelines, instructions and suitable corrections that he provided me. Without his guidance, this thesis wouldn’t have been published.

I like to express my deepest and special thanks to my lovely Husband Dr Abdulkhalilq Osman Sheikh who encouraged me to continue in my Master Degree and also for giving me endless caring and support, thanks for being in my side always and motivating me to be tolerance for faced challenges and making scarifies to achieve my objectives, thanks for being the source of my intuition & creativeness, overall he supported me morally and financially and without him I didn’t achieve any success in my education and my life.

I would like to thank my Uncle Mr. Abdulqadir Khalif Mo’alim who helped me to give feedbacks and appropriate comments also harmonizing my chain of thoughts and giving me a directions and effective guides to handle my project paper.

Last but not least, I wish to thank all my dearest family members, especially, my beloved Mother Hakima C.Raxman Mohamed and my Father Prof. Dahir Sheikh Mohamoud and my great brothers Mr. Mohamed Dahir Sheikh, Mr. Isma’il Dahir Sheikh, and Prof. Omar Dahir Sheikh for being my side since I left home. Also I would like to thank my beloved sisters Miss Amal Dahir Sheikh, Mrs. Idil Dahir Sheikh, Mrs Ayan Dahir Sheikh, Miss. Mariam Dahir Sheikh, and Miss Badria Osman Sheikh, and particular thanks goes to my beloved young sisters Miss. Asma Dahir Sheikh and Miss. Rahma Adam Sheikh Nur who helped me in caring my children during my studies.

Finally, I would like to thank my special dear friends Miss. Su’ad Ibrahim Haj Habibullah & Miss. Ikram Abdi Mohamud that give me a lot of efforts and endless supports to get my data and to make it suitable arrangement and also formulate scarified to finish my thesis and helping the study as whole, and also Mrs. Hani Abdurrahman Mohamed and all my friends.
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CHAPTER I

INTRODUCTION

1.1 INTRODUCTION

This chapter starts by presenting a background and discussion of the selected topic of this research. At the end of this discussion the research question is formulated and the main purpose of this research is established. Hopes this research to contribute and get more reliable data about employee performance. When looking at factors that affect job satisfaction, I find that Agency theory might be helpful as it explains the extent to which organization needs to think of their human resource responsible in producing the output needed by organizations to meet shareholders value.

Agency theory is concerned with issues related to the ownership of the firm when that ownership is separated from the day-to-day running of the organization. It assumes that in all but owner- managed organizations the owner or owners (known in agency theory as the “principal”) of an organization must vest authority to an “agent”-corporate management- to act on their behalf. Harrison R and Kessels J. (2004, Pp 25-26) The principal recognizes the risk, here and act on the assumption that any agent will look to serve its own as well as the principal interests as it fulfils it contract with that principal. However, this is not the situation in real life situation. All agents are perceived to be opportunistic (Williamson, 1985; Seth and Thomas, 1994).

These approaches to examining the problems of human exchange derived from the field of finance and economics but they are often applied to the study of shareholders Risk
The contents of the thesis is for internal user only
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