

**TITLE:**  
**Career Incentives, Performance Base Pay, Organizational Benefits  
Influencing Employee Performance: A Case on Libyan Tobacco  
Company.**



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## **Abstract**

This study discusses all the antecedents which influence employee performance in Libyan Tobacco Company Tripoli. The antecedents which are used in this study are career incentive; performance based pay and organizational benefits. This study has distributed 250 questionnaires among the Libyan Tobacco company. The questionnaire return was 200 and among them 158 were valid questionnaire, which are used in the analysis. Employee performance in Tobacco Company at Tripoli of Libya defined by the underpinning expectancy theory which is predicated on a belief that individuals will exert effort if they expect it will result in an outcome they value. However, reinforcement theory also posits a direct relationship between a desired target behavior such as performance and its consequences such as pay. The aim of this research is to investigate the influence of career incentives; performance based pay and organizational benefits influencing employee performance in Libyan Tobacco Company. This study has hypothesized that there is a positive relationship of career incentives; performance based pay and organizational benefits with employee performance. The research has been conducted in Libyan Tobacco Company in Tripoli and the questionnaire was distributed among the employees in Libyan Tobacco Company. The study has used frequency, factor analysis, reliability, correlations and regression analysis to analyze the data. The findings have indicated that performance base pay is the best predictor of employee performance.

## **Chapter One**

### **Introduction**

#### **1.1 Introduction**

To win the competition across the countries in this competitive age, a country should response its industrial competencies with increasing productivity and performance to meet the global economics challenges. Global companies are moving toward task, targets and performance base strategies. Mean while it become a challenge for Libyan company Tripoli to bring to attract keep holding their talented employees who can help these Libyan organization to grow and contribute to economy. If these organization need to control their turnover rate these organization need to offer good compensations, incentives, rewards and attractive salary to accomplish their mission, visions and goals. In learning this direction of organization behavior employee motivation is an important faction that can increase by proper career incentive plans.

The process of designing possible outcomes and on the same time what should be evaluation tools and methods to increase performance is a strategic target for Libyan companies. In many organizations, performance management is a setting for implementing, evaluating and rewarding performance, all with continuing feedback and coaching. In addition, performance base pay is a concept that more you work- more you will be paid in term of incentive rewards and other benefits. The employee who is performing exceptionally will receive more reward and can avail more organizational benefits. Every year at a major freight and delivery company, managers complete a salary planning process during which they make decisions about pay increases or what should be pay base strategy to increase the performance. The employee's last performance evaluation is an important factor in making these pay decisions (Dalita and Kanni , 2006).

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