

THE ROLE OF WORK MOTIVATION ON EMPLOYEE PERFORMANCE

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BY

ILHAM DAHIR SHEIKH MOHAMOUD

Supervised By

Associate Professor Dr.Mohamed Yazam Sharif

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Dedication

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 Abdulkhaliq Osman Sheikh and my Daughter Amiira Abdulkhaliq 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

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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

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