

Abdifatah Musse

The Influence of Rewards and Satisfactions on Employees' Performance in Organization

Rewards and Employees' Performance

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**THE INFLUENCE OF REWARDS AND
SATISFACTIONS ON EMPLOYEES'
PERFORMANCE IN ORGANIZATION**

By

ABDIFATAH MOHAMED MUSSE

A research Project Paper Submitted in Partial Fulfillment of the Requirements
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ABSTRACT

While performing their duties in an organization, an employees' performance can be viewed through the provision of rewards, benefits, pay levels and pay for their administration. It was named work performance. The study was based on conceptual method which is focusing on relation to the satisfaction of reward and employee's performance; it has 4 items, which are pay level, Salary administration, raise and benefits satisfactions. Furthermore, benefit satisfaction has roughly three main items, namely training, health and rights. It is because; this research's title is aimed to determine the Relationship between reward satisfaction and work performance. Moreover, the objective of this study is that to examine the influence between pay level and work performance, and to examine the influence between benefits and work performance, also to examine the relationship between raise satisfaction and work performance and to examine the influence between salary administrative and work performance. This study was conducted in a conceptual method. As we have intended to study about the influence of rewards and satisfactions on employee's performance in organization, information that we have used were gathered from distinct areas such as text books, scholarly writing, research materials, journals, related articles and the Internet sources were resourceful in the process of gathering the information, however our point of view on those sources were also interpreted in a concept that we have aware to be relevant and potentially directed to this topic. In result, this study shows that the whole variables were significantly contributed with dependent variable, meanwhile, pay level satisfaction has substantively related to work performance, whereas raise satisfaction has also influenced with work performance. Salary administration satisfaction is also positive relation to employees' work performance. However, the most significantly variable was benefit satisfaction which is extremely contributed to work performance.

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