The role of incentives in improving the employees' performance in the commercial companies in Kingdom of Bahrain

A field study on the commercial companies in Manama city

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Abstract

The Problem of the study:

The problem of this study is restricted in identifying the role of the incentives to improve the career performance of the employees in the businesses in kingdom of Bahrain, and identifying the methods of stimulating and identifying the obstacles.

The Aims of the study:

The current study aims to identify the actual condition of the incentive programs in the businesses of Manama city from the study sample members' point of view, Identify the methods used to activate the incentives' programs, spot the obstacles that limit the effectiveness of the incentives programs and discover the role of incentives in improving the career performance level.

The importance of the study:

The importance of the study springs from the importance of the effect of the incentives on the workers performance level in businesses in Manama (the capital city of Kingdom of Bahrain) aiming to raise the workers performance level which is reflected in the stability of these companies in achieving their goals and their growth and development under the tough competition.

The questions of the study:
1-What is the role of incentives in improving the career performance level of the employees of the businesses in Manama city from the study sample members' point of view?

2-What is the actual condition of the incentives programs in the businesses in Manama city from the study sample members' point of view?

3-what are the obstacles that limit the effectiveness of the incentives programs in the businesses in Manama city from the study sample members' point of view?

4-what are the methods of activating the incentives programs in the businesses in Manama city to improve the career performance from the study sample members' point of view?

**The Study sample population:**

The study population represents a sample of the workers in the businesses in Manama city in Kingdom of Bahrain. The comprehensive survey shows that the number of the businesses is (109) on the basis of their location in Manama the capital city of Bahrain. We took only 25% of the total businesses which counts (28) company, and the number of the workers in these businesses reached (1166). The researcher in this study uses the simple random sample method for a ratio of (15%) of the total study population, so the number of the study sample is (175) employees representing different levels.

**The tool that the researcher depends on:**

The questionnaire is the tool used by the researcher to collect data from the sample of the study, the questionnaire consists of two parts, the first part contains rudimental data while the second part contains questions regarding the axes of the study.

**The most important findings:**

1- We find that there is a variance between the study sample members agreement on the axis of the factual condition of the incentives programs as the agreement averages came between (2.68 to 3.88)
2- There is a variance between the study sample members agreement on the axis of incentives programs activating methods as the agreement averages on the axis of incentives programs activating methods on businesses came between (3.08 to 3.89)

3- It's apparent from the findings that there is a variance between the study sample members' agreement on the axis of the role of the incentives to improve the career performance level of the employees, their agreement averages on the axis of the role of the incentives to improve the career performance level came between (4.40 to 4.51).

**The most important recommendations:**

1- The importance of putting scientific terms and criteria for the incentives in a way that make the employees feel fair and equality so the incentives don’t affect negatively.

2- The importance of moral incentives like the decision making involving and authority delegation at work.