The Role of Incentives in Promoting Job Satisfaction  
- Applied study in Public Institution for Youth and Sports of the Kingdom of Bahrain

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Abstract

This research aims to identify the types of incentives offered to staff in the Public Institution for Youth and Sports, and to identify the relationship between the incentives system for staff in the Public Institution for Youth and Sports and their job satisfaction for the work, The search includes four chapters:
Chapter One discusses the theoretical framework of the research related to financial and moral incentives in terms of their significance, type and effective factors as well as the job satisfaction, kits characteristics and effective factors. Chapter Two discusses the methodology of research in terms of its significance, problem, and hypothesis as the main research hypothesis provides for the existence of a moralistic relationship having statistical evidences between incentives and job satisfaction of PIYS employees in the Kingdom of Bahrain.

The research community comprises a number of (276) employees in PIYS in the Kingdom of Bahrain as well as the research community and specimen whereas the study specimen comprises a number of (50) employees that is (18%) of the research community, and the research model and variables. The most significant statistical techniques used in selection of the hypotheses. However, Chapter Three discusses the practical side related to presentation and analysis of the research outcome. From the results, it was clear that PIYS gives to its employees incentives (at an average degree). However, it gives (a moderate degree) of moralistic incentives to its employees meanwhile it gives (a small degree) of financial incentives to its
employees. Also, the results showed that the highest level of financial incentives given to PIYS employees comprise the monthly salary, financial remuneration and promotions procedures meanwhile the highest level of moralistic incentives given to PIYS employees comprises the employees participation in PIYS celebrations, assigning a distinguished employee to leading jobs and naming the Distinguished Employee in the Organization.

The results showed that PIYS employees are satisfied in (a moderate degree) with their job. The highest level of job satisfaction of PIYS employees was their satisfaction with (workplace ergonomics) then comes (psychological satisfaction) then comes (performance assessment) and then comes (the level of ambition).

The results showed the existence of a positive connective relationship at the statistical evidential level between the incentives given to PIYS employees and their job satisfaction. The incentives interpreted a ratio of discrepancy at the level of job satisfaction of PIYS employees which attained five incentives: promotions, training courses, assigning in a leading position, housing allowance and participation in decision-making whereas these incentives taken altogether could interpret some (0.749) of the discrepancy at the level of job satisfaction of PIYS employees. Hence, reliant upon these results, the researcher submitted a number of recommendations to those concerned.

The following are a number of the results concluded:
1- Adoption of a fair health insurance system, provision of sufficient housing allowance to PIYS employees as these have a huge role in their feeling of security on the job and in their living.
2- Re-considering the currently applicable system of promotions in PIYS so as to make it more fair and updated.
3- Giving PIYS employees enough powers to make decision commensurate with their position in order to encourage them for more dedication and creativity on the job.
4- Re-considering the currently applicable basic salaries scale in PIYS so as to match with the duties and responsibilities assigned to each employee.
5- Increasing the incentives given to PIYS employees as these incentives had been proven to have a huge role in increasing the level of employees job satisfaction.