



*Thesis
Title:*

EXAMINING HERZBERG'S MOTIVATOR FACTORS THEORY TO
EVALUATE JOB SATISFACTION AMONG THE EMPLOYEES OF
BAHRAIN MINISTRY OF INTERIOR (MOI)

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Abstract

Whether job satisfaction is an attainable desire or not, it is important for organizations to evaluate their employees' level of job satisfaction to come up with solutions in case there is a real problem with motivation and commitment. This paper aims to evaluate the level of job satisfaction among the employees of Bahrain Ministry of Interior (MOI) against Herzberg's motivator factors. The study does not aim to evaluate the ministry's application of Herzberg's two-factor theory or even Herzberg's motivator factors. The study only uses Herzberg's motivator factors as a basis for measuring or evaluating MOI employee job satisfaction. The study utilized the qualitative approach with in-depth semi-structured interviews to collect relevant data. The data collected was analyzed by means of grouping similar responses. The results showed that some motivator factors are totally or partially ignored by MOI management. This indicated that the level of employee job satisfaction in Bahrain MOI is not high enough to enhance motivation and commitment among the employees. The study recommended that MOI management should develop new ways and practices to demonstrate recognition and achievement in particular because they are very insufficiently considered in Bahrain MOI. It was also recommended that all the motivator factors should be considered as a whole, not individually or separately, because each of them fills a certain gap and adds to the total outcome of job satisfaction.