



*Thesis
Title:*

THE RELATIONSHIP BETWEEN EMPLOYEES' MOTIVATION
AND JOB SATISFACTION AT THE GENERAL SECRETARIAT OF
BAHRAIN'S COUNCIL OF REPRESENTATIVES - GSCOR

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Abstract

Motivation and job satisfaction are common words in the study of organizational behavior. They are being studied all over the world due to their significance to the success and prosperity to any organization. In the General Secretariat of the Council of Representatives – GSCOR, there is a fact that not every motivated employee is satisfied with his/her job. On the contrary, not every employee who's satisfied with his/her job is motivated. This fact led me to find out whether the motivation level of the GSCOR employees varies according to age, hierarchal level and gender, and to know to what extent it is connected to job satisfaction. Based on the research literature review, the findings of the empirical study and the validation of hypothesis, the answer to the research question is achieved in the conclusion with some recommendations to the GSCOR. Due to the Bahraini cultural effect on employees' behavior, the implication of this research's recommendations is not merely beneficial for the GSCOR; their implication will be useful for the prosperity of any other public organization in the Kingdom of Bahrain, by increasing employees' commitment to their organizations and by reducing the level of employees' turnover and absenteeism.

Abstract

La motivation et la satisfaction au travail sont des mots courants dans l'étude du comportement organisationnel. Ils sont étudiés partout dans le monde en raison de leur importance pour le succès et la prospérité de toute organisation. Au Secrétariat général du Conseil des représentants - SGCDR, tous les employés qui sont satisfaits de leur emploi ne sont pas forcément motivés. Ce constat m'a amené à vérifier si le niveau de motivation au SGCDR varie selon l'âge, le niveau hiérarchique ou le genre de l'employé. Sur la base de la revue de la littérature de recherche, des résultats de l'étude empirique et de la validation des hypothèses, la réponse à la question de recherche est atteinte dans la conclusion avec quelques recommandations au SGCDR. En raison de l'effet culturel Bahreïni sur le comportement des employés, l'implication de cette recherche n'est pas seulement bénéfique pour le SGCDR; ses résultats seront utiles pour la prospérité de tout autre organisme public du Royaume de Bahreïn, en augmentant l'engagement des employés envers leurs organisations et en réduisant le taux de roulement des employés et l'absentéisme.