
An Experimental Examination of Human Resource Management (HRM) based on the Effect of Employee Motivation on Job Satisfaction

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Abstract

This paper presents the findings of an experimental inquiry that examined the relationship between HRM practices, staff inspiration, and happiness at work. The influence of several HRM strategies, like as performance evaluations, education and growth, and acknowledging employees, on staff inspiration is examined in this research. The research looks at the connection between motivated employees and better job fulfilment, which has an impact on output, retention rates, and overall success of the company. Using quantitative approaches, this research aims to provide empirical information into the critical role that HRM performs in fostering an enjoyable place of work and promoting employee fulfilment and drive. Since people and their understanding are the primary components that determine an organization's productivity, HRM is becoming more and more important in today's corporate environment. The objective behind this study was to examine how HRM controls representational job fulfilment and how that affects work satisfaction. The appraisal of employee satisfaction is one of the fundamental pieces of human resource management. To increment productivity, responsiveness, quality, and acknowledgment administration, organizations should guarantee that specialists are happy with their positions. The reason for this study is to inspect representative fulfilment and inspiration at work. It additionally addresses the impact of lifestyle on worker satisfaction. The concepts of job satisfaction, motivation, and rewards differences are all incorporated into the theoretical framework of this thesis. The rapport and communication between a manager and staff is one of the affiliation's strongest points.

Keywords: HRM, motivation, satisfaction, employee, manager.

1. Introduction

Today, many businesses understand that respect between management and employees are necessary for motivating workers. Including employees in decisions that affect them, listening to them, and acting on their suggestions when necessary are all examples of respect. One of the most critical however presumably least figured out parts of the human resource management (HRM) process is the motivation capability. Additionally, the success, survival, and competitive power of the organizations depend on their members' dedication. In order for members to be committed to their organization, it is expected that job satisfaction is a crucial requirement for their commitment. Human asset the executives have an impact to play in building a commonsense common association among firms and their laborers concerning shared

trust and commitments. As per Mehwish et al. 's "social exchange theory," representatives offer their administrations to associations in return for advantages and different advantages [1].

These days, the issue of employee satisfaction at work and the structure of rewards is a concern for every organization. Each association needs to have a decent and qualified HR division that can coordinate the work so the hierarchical objectives are met and the association can ascend higher than ever. Without the coordinated efforts of specialists, it is difficult to imagine a strong business, which is therefore unlimited without extraordinary honour and motivational systems. The advantages of these prizes incorporate a profoundly fulfilled labor force. When a positive and supportive environment is created within the organization and a compelling pay package is intended for representatives, fulfilment, inspiration, and responsibility all add to

the improvement of the association's general working. Considering the meaning of HR to an organisational success [2]. Companies are increasingly placing a greater emphasis on employee satisfaction and work motivation.

This theory demonstrates the significance of employee satisfaction, motivation, and productivity for an organization's success. Prize and occupation satisfaction unbelievably impact the demonstration of an expert as well as the connection similarly; The investigation into the connection that exists between these two elements unquestionably evolves into a topic that is of extreme interest for research and evaluation [3].

Organizations are realizing more and more in the modern business management landscape how crucially important their human resources are. Ensuring long-term sustainability, improving efficiency, and accomplishing organizational goals all depend on effective human capital management. In the field of human resource management (HRM), job satisfaction and employee motivation are key elements that immensely affect an association's general presentation and success.

The psychological forces that propel people to participate in behaviors and actions at work are alluded to as representative inspiration. Motivated workers are bound to be dedicated to their jobs, creative, and productive, all of which improve the atmosphere within the company. Conversely, job satisfaction is a measure of an individual's general level of satisfaction with their employment and considers various aspects such the work environment, job security, pay, and prospects for professional growth [4].

Comprehending the complex relationship among HRM procedures, worker motivation, and job contentment has emerged as a key concern for academics and professionals. Since engaged employees are inclined to display signals of job fulfillment, businesses are always seeking for strategies to increase staff inspiration, which in turn means they will stay involved and dedicated to their jobs. Consequently, studies have connected higher job satisfaction with lower rates of

employee turnover, more productivity, and better overall organizational success.

Even with the wealth of research in the subject of human resource management, empirical studies that examine the direct effects of different HRM methods on employee motivation and, consequently, job satisfaction are still needed. This calls for a thorough analysis of HRM tactics including leadership philosophies, employee recognition programs, performance evaluation systems, and training and development activities. A unique chance to collect quantitative data is offered by an experimental method to this investigation, which enables a greater comprehension of the causal linkages between HRM practices, employee motivation, and work satisfaction [8].

This study attempts to close this knowledge gap by investigating HRM practices experimentally in a variety of organizational contexts. Through a thorough assessment of the effects of particular HRM techniques on work satisfaction and employee motivation, this research aims to offer evidence-based insights that can help HRM practitioners and organizational leaders. These insights are crucial for developing HRM practices and policies that are successful, creating a happy workplace, and ultimately helping businesses succeed and last in the cutthroat business world of today.

1.1 Objectives

Objective 1: This study set out to investigate the relationship between staff satisfaction with work and the administration of human resources.

Objective 2: This theory seeks to highlight the importance of employee satisfaction, motivation, and productivity in the success of an organization.

2. Literature Review

2.1. HRM Practices

As indicated by some researchers, HRM rehearses are important for a methodology for drawing in, creating, rousing, and holding representatives to secure an association's proceeded with progress and endurance [4]. Such practices can well affect representatives' presentation by empowering them

to work not simply harder, because they feel they have more command over their work, yet in addition more intelligent and all the more dependably as their abilities and skills create.

2.2. Job satisfaction

Industrial and organizational psychologists have studied employee satisfaction extensively. Work fulfillment tells how much individuals like their positions. According to Anwar (2017), the most studied area of organizational behavior is job satisfaction [5]. There are numerous reasons why knowing how satisfied employees are at work is important, and the findings of studies on job satisfaction have an impact not only on the workforce but also on the business. It is evident from the workers' perspective that people value fairness. The perception of a satisfactory treatment may assume that doctors feel valued and fulfilled in their work. Stable job satisfaction, according to the association, can result in improved employee performance, which has an impact on the organization's overall success [6].

2.3. Employee motivation

Extending motivation, satisfaction and responsibility levels are key legitimate viewpoints nowadays. The process of inspiration frequently begins with someone recognizing a need that has not been met. Following that, an objective is laid out to fulfill the prerequisite. Prizes and motivators can urge individuals to more likely achieve the expressed objective. Abogses et al. claim that (2017), an individual's degree of motivation is likewise impacted by their social setting, which incorporates not just the qualities and culture of the association yet additionally the administration and the executives of the gathering or group in which they work [7]. Extrinsic or intrinsic motivation can exist. The method involved with being spurred by work itself to the extent that it meets the individual requirements of the representative is known as intrinsic inspiration. How much exertion that others put into inspiring an individual is extrinsic inspiration.

2.4 Theoretical Framework: Expectancy Theory, Herzberg Theory, and Maslow Theory of Motivation

Theories of motivation offer a conceptual foundation for comprehending the psychological mechanisms behind human behavior in the workplace. Three widely accepted theories of motivation—the Expectancy Theory, Herzberg's Dual Factor Theory, and Maslow's Hierarchy of Needs—provide useful insights into the factors influencing employee drive and fulfillment in work within the framework of human resource management [9].

1. The Hierarchy of Needs by Maslow:

Abraham Maslow hypothesized Maslow's Ordered progression of prerequisites in 1943, which proposes that a various leveled plan of necessities oversees human inspiration. Maslow affirms that individuals are headed to fulfill their most basic physiological necessities (such food and sanctuary) prior to continuing toward more intricate requirements like security, regard, social having a place, and self-realization. HRM procedures that meet these needs have a big impact on job satisfaction and motivation at work. Physiological and safety needs are met, for instance, by offering competitive compensation, while social belonging, esteem, and self-actualization needs are met by recognition and possibilities for professional and personal growth, increasing motivation and job satisfaction overall [10].

2. Herzberg's Two-Factor Theory:

This theory, which is also known as the Motivation-Hygiene Concept, distinguishes between variables that encourage fulfillment at work (motivators) and ones that protect it from dissatisfaction (hygiene factors). By meeting people's innate desires for achievement and self-fulfillment, motivators including recognition, difficult work, and chances for advancement and progress directly impact job happiness. Conversely, hygiene factors encompass elements such as pay, job stability, and working environment. Although the existence of hygiene variables does not always equate to increased job satisfaction, their absence

might nonetheless result in discontent. In order to promote long-term employee motivation and happiness, HRM approaches that are centered on improving motivators are essential [9].

3. Theory of Expectations:

Victor Vroom's expectancy theory, which goes back to the 1960s, states that individuals are more inclined to behave in a certain manner if they believe their actions will produce the intended outcomes. This theory highlights three important concepts: valence (the value attributed to outcomes), performance-to-outcome anticipation, and the imagined effort-to-performance anticipation. Employees who believe that their attempts will result in efficient operation (expectancy) and the achievement of desired results (instrumentality), and those outcomes have personal significance (valence), they will be more motivated at work. Motivation and job satisfaction are increased by HRM methods that make performance requirements clear, connect performance to important results (such awards or recognition), and match individual goals with corporate objectives [10].

3. Methodology

3.1. Research analysis

The purpose of the investigation was to determine how the improvement of the inspiration affected

job satisfaction. The specialists utilized four persuasive viewpoints reward, remuneration, motivation, and client to gauge the ongoing review. Prior referenced inspiration points of view are autonomous variables in the ongoing concentrate then again job satisfaction at banking area is dependent variable.

3.2. Data collection

The data for the study were selected through a method known as random sampling and stored in various banks. An amount of 150 overviews was coursed, however 132 individuals fittingly wrapped up the survey.

3.3. Data technique

The current study was analyzed using a quantitative method. Test configuration alludes to the framework or strategy the examiner will recognize in picking things for the sample.

4. Results and Discussion

132 respondents provided data, which was collected and analysed. The circulation of the sample is shown in the table below based on the respondents' gender and age.

Figure 1 show responses from a sample of about 61% male and 39% female takes part in the survey.

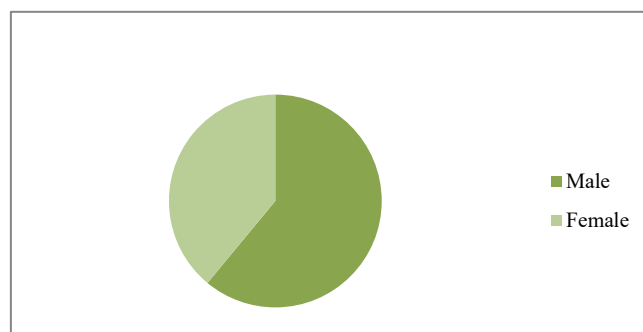


Figure 1: Gender description

Figure 2 shows that around 69% of members are between the ages of 15 and 25 years, 23 percent are

between the ages of 25 and 35 years, and the excess 8% are beyond 35 years old.

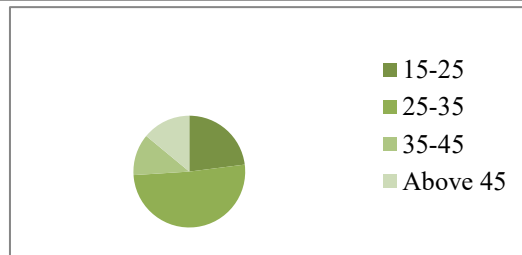


Figure 2: Age description

Table (1) displays saw data association structure which drove by applying factors examination for all elements. The discoveries uncovered that all elements range from 0.001 to 1.00, demonstrating that all variables can be utilized to quantify work satisfaction.

Table 1: Matrix for correlation

variables	incentive	reimbursement	inducements	customers
incentive	1			
reimbursement	.89	1		
inducements	.65	.70	1	
customers	.44	.45	.53	1

The SAS PCA yield displayed in Table 2 is the aftereffect of applying factors examination to the factors (reward, incentive, customer and compensation). The outcomes demonstrated the way that the factors can be all used to gauge work satisfaction.

Table 2: Output of SAS PCA

variables	eigenvalue	difference	proportion	cumulative
Reward	2.0167	0.3178	.2822	.51811
compensation	2.5657	1.4331	.3041	.7131
incentives	1.1615	0.2602	.2041	.8102
recognition	.75122	.10214	.0516	1

The correlation analysis shows that job satisfaction is a dependent factor and that organizational learning are independent factors (table 3).

Table 3: Correlation analysis

Variables		rewards	compensation	incentives	customers	job satisfaction
Rewards	Person correlation	1				
	Sig. (2 tailed)					
	N	132				
Compensation	Person correlation	.389	1			
	Sig. (2 tailed)	.003				
	N	132	132			
Incentives	Person correlation	.420	.531	1		
	Sig. (2 tailed)	0	0			
	N	132	132	132		
recognition	Person correlation	.589	.480	.490	1	
	Sig. (2 tailed)	0	.001	0		
	N	132	132	132	132	
job satisfaction	Person correlation	.539	.603	.495	.615	1
	Sig. (2 tailed)	0	0	0	0	
	N	132	132	132	132	132

5. Conclusion

The review inspects the connection among the concordance thoughts on scorecards and occupation contentment in the banking sector. Because they encourage them to be more ecologically aware, the findings demonstrate that non-reward motivating forces have a greater impact on representative achievement. It is proposed that non-reward drives be utilized related to remunerate measures to further develop inner organization cycles to safeguard the climate. For instance, it is suggested that activities associated with useless and the use of explicit resources be taken rather than standard drives that would persuade viable change. The fundamental results further element the meaning of learning and improvement as a reliable stage rather than an infrequent movement.

Like different examinations, the proposition is restricted by a couple research restrictions. Consider the disadvantages when planning future research projects as one method. The primary basic is the example size range. It's hard to extrapolate from the findings because the investigation used a case-based review. In addition, to fully comprehend the energy market, the expansion of control factors such as political and administrative factors is necessary due to its capital significance. This issue can be moved toward by future specialists by thinking about extra factors, like political and administrative issues, sociocultural variables, etc.

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