

ABSTRACT

The influence of incentives on the Job satisfaction for the Engineers of the public sector in the Southern of the West Bank

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This study aimed to explore the influence of financial and non-financial incentives, both positive and negative ones, on raising and declining the level of the Job satisfaction for the engineers of the public sector in governmental professions .

The study, also, aims at knowing the quality which may raise the job satisfaction for the engineers in order to achieve creativeness . Moreover, it aimed to determine the means and methods which may enforce, support and improve the role which incentives must play to raise the job satisfaction.

The researcher used the analytical descriptive method, and chose the questionnaire as a means for collecting the required data. The population of study and the sample were taken from all the engineers working in the public sector in the southern of the west bank . The number was (260) engineers (both male and female) , According to information obtained from human resource management departments and various ministries. The researcher analyzed and manipulated the out products of the questionnaire statistically

and then manipulating and presenting it by SPSS statistical group by using mean , standard deviation and percentage.

The study epitomized the following results :

1. There is an influence and importance for working incentives - financial and non-financial – on job satisfaction of the engineers of the public sector in the southern of the West Bank.
2. There are statistical differences towards the effects of the incentives on the job satisfaction of the engineers related to variables such as : Gender , Social status , Age and Field of study . The results of the study show that there are no statistical differences towards the effects of the working incentives on the job satisfaction of the engineers due to variables such as : The number of family , the directory , the monthly salary , the nature of the present work and the years of experience .
3. The study proves that there is a relation between work incentives and the job satisfaction for the engineers , and the most effective incentive was the positive non-financial incentives , and then the positive financial ones. There was a relatively limited effect to the negative incentives both financial and non-financial.

In the light of these results , the research recommends that more attention should be given to raise the spiritual morale and the job satisfaction among the engineers by offering various kinds and forms of incentive both financial and non-financial, giving the positive non-financial incentives more attention and never neglecting them since they were ranked first in the study. It is necessary to adopt clear and fair principles and criteria for evaluating the performance .

The researcher also recommends that more field studies should be done in this area in others districts and other sectors .