

Title :

Investigating the Impact of contingent of Reward Variables on Employee Satisfaction and Job Performance (Case Study: Isfahan Municipal Employees)

Abstract :

The purpose of this study was to investigate the contingency effect of reward variables on job satisfaction and job performance in Isfahan municipality staff. The present research is applied to the target and the method of data collection is descriptive-survey. To collect information about the library method, a field questionnaire has been used. Regarding the aim of the research and the subject of research, the statistical population of this research includes all the staff (staff and supervisors) of the municipality of Isfahan, whose number is clear; In this research, due to the lack of access to the population, Morgan's table was used to determine the sample size and 312 subjects were selected and the questionnaires were distributed as an available sampling. The content validity method was used to determine the validity of the questionnaires. Also, to determine the reliability of the questionnaire, Cronbach's alpha coefficient was used and the coefficients indicated that the information gathering tool had a high reliability. Descriptive statistics and inferential statistics were used to analyze the data. In descriptive statistics of the research, the research variables such as mean, standard deviation and variance and demographic variables such as gender, age, educational status and work history were investigated; Inferential statistics were used to determine the validity of the questionnaire and confirm the factor analysis. In order to investigate the research hypothesis, structural equation modeling(SEM) was used using SmartPLS3 software. From the estimation of the information in Chapter 4, it was found that the research variables in the statistical population are high. The findings indicated that reward variables affect job satisfaction and job performance, and with increasing Frequency, the Magnitude and Implementation speed of rewards will increase job satisfaction and job performance. Also, work experience and locus of control do not play a role in reducing or increasing the impact of the reward system on the job satisfaction variable, while supervisor support reduces the impact of the reward system on job performance and vice versa, the organization's support increases the impact of the reward system on job performance. Therefore, job satisfaction and performance on the reward system have the greatest impact, and organizational support and Supervisor Support have had the least impact on the reward system, and the locus of control and work experience is unaffected.

Keywords :

Reward system variables, job satisfaction, job performance, Perceived Supervisor Support, Perceived organizational support, locus of control, work experience