

## ABSTRACT

### **“A study on impact of employee motivation on employee performance with special reference to Schools in Ibra, Oman**

**Researchers:** Sail Ali AL Mukhalladi  
Muneera Salim AL Jabri  
Manahel Khalid AL Maskari

Motivation has the basic role to evolve the desire of the organization's members to work effectively and efficiently in their jobs. It is something that moves a person to act and work in better way. This research aims to evaluate and analyze one of basic factors that leads to high level of employee performance. The main purpose of this study is to find the effect of motivation parameters on employee performance in Schools in Ibra, Oman. The target population of this study was 100 teachers that have been selected randomly from different schools located in Ibra. The Data has been collected by using structured questionnaire as a research instrument. Also that data has been analyzed by using, frequencies, graphs, percentages, regression analysis and Pearson's correlation with the assistance of Statistical Package for Social Science (SPSS). The findings of our study have indicated that motivation parameters have significant and positive effects on employee performance. This relationship showed that employee motivation influences employee performance in Ibra schools, Oman. Therefore, the researchers recommend that in purpose to get high level of employee's performance, those employees need to be motivated and it is also important to know what kind of motivation can positively affect their nature in this way there will be no doubts that employee's performance and effectiveness can be improved.

**Key words:** *Motivation, Performance, Employees, Compensation, Rewards, Relationship, Communication & Work Environment*