

Effect of Financial Incentives on Job Satisfaction of lecturers in Nangarhar University

Abdurrasheed Sahibzada¹ and Dr. Hemal Pandya²

Ph.D. Student, School of Commerce, Gujarat University Ahmadabad, India¹

Professor, School of Commerce, Gujarat University Ahmadabad, India²

abdurrasheed.sahibzada@gmail.com and hemal1967@gmail.com

Abstract: The main aim of the study is to find the effect of bonus, fringe benefits and retirement on job satisfaction of lecturers in Nangarhar University. In order to collect the data from the respondents an online questionnaire was adopted by using Likert scales from one to five. The questionnaire for the study was sent online to the respondents and finally received 93 responses. Data were analyzed by Statistical Package for Social Science (SPSS) version 25 by Linear regression. Reliability of the data was also tested. Reliability of job satisfaction dimension was 0.78. Reliability of fringe benefits was 0.83. Moreover, the reliability of bonus was 0.76 and reliability of retirement was 0.842. After analyzing the data result of the study also showed that fringe benefits do not have significant positive impact on job satisfaction. In addition, it was found that bonus has a significant positive impact on job satisfaction. Moreover, it was also found that retirement has significant positive impact on job satisfaction.

Keywords: Bonus, Fringe benefits, retirement, job satisfaction, university lecturers

REFERENCES

- [1]. Adjeikwame, R. (2019). The Impact that Fringe Benefits have on Job Satisfaction and Employee Engagement at Sinapi Aba Savings and Loans Limited (SASL). *International Journal of Advanced Engineering Research and Science*, 6(7), 558–576. <https://doi.org/10.22161/ijaers.6763>
- [2]. Artz, B. (2010). Fringe benefits and job satisfaction. *International Journal of Manpower*, 31(6), 626–644. <https://doi.org/10.1108/01437721011073346>
- [3]. Blegen, M. A., & Mueller, C. W. (1987). Nurses' job satisfaction: A longitudinal analysis. *Research in Nursing & Health*, 10(4), 227–237. <https://doi.org/10.1002/nur.4770100405>
- [4]. Davies, E. M. M., Van Der Heijden, B. I. J. M., & Flynn, M. (2017). Job Satisfaction, Retirement Attitude and Intended Retirement Age: A Conditional Process Analysis across Workers' Level of Household Income. *Frontiers in Psychology*, 8(891), 1–13. <https://doi.org/10.3389/fpsyg.2017.00891>
- [5]. Erbas, A., & Arat, T. (2012). The Effect of Financial and Non-financial Incentives on Job Satisfaction: An Examination of Food Chain Premises in Turkey. *International Business Research*, 5(10), 136–145. <https://doi.org/10.5539/ibr.v5n10p136>
- [6]. John A Wagner, I. I. I., & Gooding, R. Z. (1987). Shared Influence and Organizational Behavior: A Meta-Analysis of Situational Variables Expected to Moderate Participation-Outcome Relationships. *Academy of Management Journal*, 30(3), 524–541. <https://doi.org/10.5465/256012>
- [7]. Khawrin, M. K., Tolossa, D. N., & sahibzada, A. (2022). ASSESSMENT OF JOB SATISFACTION, WORKPLACE FLEXIBILITY, AND EMPLOYEES' BENEFITS: A SURVEY OF SELECTED PUBLIC UNIVERSITIES IN AFGHANISTAN. *Towards Excellence*, 14(1), 1509–1517. <https://doi.org/10.37867/TE1401136>
- [8]. Osman, Z., Grace, P., Adis, A.-A. A., Razli, I. A., Majid, M. R. A., & Bujang, I. (2015). Retirement Planning & Job Satisfaction: Cushion to Avoid Bridge Employment? *Asian Social Science*, 12(1), 30. <https://doi.org/10.5539/ass.v12n1p30>

- [9]. Pouliakas, K. (2010). Pay Enough, Don't Pay Too Much or Don't Pay at All? The Impact of Bonus Intensity on Job Satisfaction: PAY ENOUGH, DON'T PAY TOO MUCH OR DON'T PAY AT ALL? *Kyklos*, 63(4), 597–626. <https://doi.org/10.1111/j.1467-6435.2010.00490.x>
- [10]. Rahmadi, D. F., & Partawi, S. G. (2021). The Effect of Financial Incentives, Organizational Commitment, and Job Satisfaction on Employee Performance. *IPTEK Journal of Proceedings*, 0(3), 153–159. <https://doi.org/10.12962/j23546026.y2020i3.11195>
- [11]. Sahibzada, A., & Pandya, H. (2022). Impact of promotion and interpersonal communication on job satisfaction of university lecturers: a study in Nangarhar University, Afghanistan. *Gap interdisciplinarity - a global journal of interdisciplinary studies*, 5(4), 25–29.
- [12]. Shah, Dr. G. M., Memon, Dr. N. A., & Tunio, Dr. G. (2021). DETERMINING THE EFFECT OF FINANCIAL AND MORAL INCENTIVES ON JOB SATISFACTION OF TEACHERS AT HIGHER EDUCATION INSTITUTES. *International Journal of Management Research and Emerging Sciences*, 11(4), 30–42. <https://doi.org/10.56536/ijmres.v11i4.160>
- [13]. Sharma, R. D., & Jyoti, J. (2009). Job satisfaction of university teachers: An empirical study. *Journal of Services Research*, 9(2), 31.
- [14]. Steyn, A. (2010). *A comparative study to determine the impact of fringe benefits on job satisfaction and engagement (Doctoral dissertation, North-West University, Potchefstroom Campus)*.
- [15]. Wright, T. A., & Cropanzano, R. (1997). Shared influence and organizational behaviour: A meta analysis of situational variable expected to moderate participation outcome relationship. *Academy of Management Proceedings*, 364–371.
- [16]. Luthans, F. (1998). *Organizational behavior*. Singapore: McGraw-Hill.