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Exploring Factors Affecting Employee Motivation in the Private Sector: A Preliminary Study on Jordanian Organizations

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ABSTRACT

The purpose of this research is to gain a deeper understanding of the factors influencing employee motivation in private sector organizations in Jordan, with a particular focus on companies located in Amman. Employee motivation is a critical component of organizational success, and identifying the key drivers can provide valuable insights for improving workplace performance and satisfaction. The research design is grounded in existing theories and explores the relationship between employee motivation and various organizational and personal factors. These factors include leadership style, empowerment, opportunities for personal and professional development, compensation, job security, and the overall work environment. A conceptual model was developed to investigate these relationships systematically. The study employs a quantitative methodology, with data collected through a structured questionnaire distributed to employees working in private sector organizations in Amman. The findings aim to contribute to a better understanding of motivational drivers and provide practical recommendations for organizations seeking to enhance employee motivation and engagement. This research serves as a preliminary study and lays the groundwork for further in-depth investigations into motivation in the context of Jordan's private sector.

Keywords: Motivation, Employees motivation, Private sector, Leadership, Empowerment, Personal development, Compensation, Job security, and Work environment