



**THE IMPACT OF THE MOTIVATION ON THE EMPLOYEE'S  
PERFORMANCE: AN ISLAMIC PERSPECTIVE**

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## **ABSTRACT**

This paper's main objective is to identify the main factor that influence employee performance. The variables considered are monetary incentive, job security, promotion opportunity and Islamic perspective. The sample of this study comprises of 50 respondent and 50 questionnaire each of dependent and independent variables on a monthly basis over 5 month period from February 2016 until June 2016.

# **CHAPTER ONE**

## **INTRODUCTION**

### **1.1 INTRODUCTION**

In this introduction chapter, it will be structure as follow. The first section will be explained about the background of the study. The second section will be explained about problem statement. Third section will discuss about research objective and next part will be explained about research question. The fifth section will present the scope of the study and the sixth section will explain about the significant of study. The seventh section is about limitation of study and the final section is the definition of terms in this research will be further discussed.

### **1.2 BACKGROUND OF THE STUDY**

This research more focuses on the factors that are given motivation to the employee's performances. Motivation is the process that will increase, directs, and maintains one performance (Eshak 2015). Basically, employee's performance is the main factor that contributes to business profit and productivity. Motivation is the important key that must employee have due to become success (Osei, THE EFFECT OF MOTIVATION ON EMPLOYEE PERFORMANCE IN GHANA 2011) because of the best performance is feasible with most committed employee can be achieve through employee motivation. Based on the research paper topic which is the impact of motivation on the employee's performance, the independent variables are monetary incentive, job security, promotion opportunity an Islamic perspective. Motivation is directly and positive relationship with the employee performance in the organization (Asim, Impact of Motivation on Employee Performance with effect of training 2013).

Monetary incentive is one of the impacts of motivation on the employee's performance. A monetary incentive is the main and very importance motivation aspect