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**IMPACT OF MOTIVATION ON JOB PERFORMANCE IN THE PRIVATE SECTOR**

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## ABSTRACT

*Motivation in the context of job performance pertains to how motivational elements shape an individual's behaviors, efforts, and outcomes in a professional or organizational context. This concept encompasses the psychological and physiological processes that prompt individuals to initiate, sustain, and guide their work-related activities. A robust connection is evident between employees who are motivated and their comprehensive job performance, impacting aspects like productivity, job satisfaction, commitment, and the attainment of organizational objectives. Well-crafted motivation strategies aim to inspire and invigorate employees, ultimately fostering enhanced performance and fostering a positive work environment. The study examines the impact of motivation on job performance in the private sector. In this study, I choose private sectors in Kuching area.*

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## **CHAPTER 1: INTRODUCTION**

### **1.0 INTRODUCTION OF THE CHAPTER**

This chapter provides an introduction and background to the study, including the problem statement and research questions. Additionally, it outlines the study's objectives, significance, and scope.

### **1.1 BACKGROUND OF STUDY**

The private sector is becoming a more significant force in driving economic expansion and employment creation. The role that the private sector plays in development is also expanding, moving away from the traditional strategy of assisting in economic development to more elaborate and inclusive public-private partnerships. In addition to offering excellent services, they also give a significant number of people job opportunities. Motivation is vital for job performance in the private sector, as it increases employee engagement, productivity, and commitment to their work.

In the private sector, job performance is greatly influenced by motivation (Inayat, 2021). Employees are more likely to be devoted, engaged, and productive when they are motivated. The performance of employees in their jobs has a significant impact on all aspects of the organization, ranging from customer satisfaction to productivity. (Basalamah & As'ad, 2021)

## **CHAPTER 2: LITERATURE REVIEW & CONCEPTUAL FRAMEWORK**

### **2.0 INTRODUCTION**

An exciting investigation into the complex relationships between organizational behavior and human resource management is the study of how motivation affects work performance in the private sector. Knowing how motivation and job performance are related is critical as organizations aim for increased effectiveness, productivity, and overall success. This component begins with a thorough literature assessment, which is followed by the creation of a conceptual framework. These two steps are crucial in establishing the study's theoretical foundation and context.

### **2.1 LITERATURE REVIEW**

The literature review is a study of previous academic publications, empirical research, and theoretical viewpoints that explore the relationship between job performance and motivation in the private sector. Through an overview of the field's research landscape, our goal is to spot trends, pinpoint gaps, and compile important insights. We'll examine pertinent topics like performance management techniques, employee motivation theories, and how company culture affects job happiness. The importance and possible contributions of the current study will be established by this review, which will also serve as a basis for comprehending the changing conversation about motivation and work performance.