

ROLE OF ORGANIZATIONAL ENVIRONMENT IN JOB  
ENRICHMENT, EMPLOYEE EMPOWERMENT,  
COMPENSATION AND EMPLOYEE PERFORMANCE:  
A CASE STUDY OF SUI NORTHERN GAS PIPELINES  
LIMITED OF PAKISTAN



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## ABSTRACT

The aim of this research is to identify the role of organizational environment in job enrichment, employee empowerment, and compensation and employee performance. The Sui Northern Gas Pipelines Limited (SNGPL) organization has been selected in order to conduct the study. In any organization, human resources main goal is to effectively manage its employees by encouraging positive attitudes of employees like increased productivity, job satisfaction, motivation, and creating a supportive organizational environment while minimizing negative employee attitudes like increased turnover, absenteeism, and deviant workplace behavior. The methodology that has been chosen for this project is quantitative based. The close-ended survey has been conducted through physical distribution among 278 participants. The analysis was performed through the SPSS, including regression, factor analysis, correlation, CR, AVE, and hypothesis testing by the Hayes model. The Hayes model, regression, and correlation analysis revealed that all hypotheses are accepted because the sg value is less than 0.05, and there is a positive correlation between them. Furthermore, employee empowerment (EP) is positively influenced by the mediation effect of organizational environment (OE), which is based on the impact of Job enrichment (JE), compensation, and employee engagement (EE). To summarize, this study expands SNGPL's potential for improving employee performance at work through the use of defined motivators. The restrictive time, cost, sample size, and information enhance the scope of the future researchers to explore the present gap within the research to improve the outcomes and contribute to broad and diverse motivational factors and other institutions in Pakistan to impact the overall corporate sector.

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