

**The impact of compensation plan on work practices within the organization: a case of  
MNC's operating in the twin cities of Pakistan**

By

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the degree of Masters of Philosophy

**April, 2014**

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I certify that the research work presented in this thesis is to the best of my knowledge. All sources used and any help received in the preparation of this dissertation has been acknowledged. I hereby declared that I have not submitted this material, either in whole or in part, for any other degree at this or any other institution

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## **DEDICATION**

I dedicate this thesis to my parents. I hope that this achievement will complete the dream that you had for me all those many years ago when you choose to give me the best education.

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## **ABSTRACT**

This study examines how the work practices impacts the compensation plans. The principal dimensions of work practices and compensation plans that give rise to distinct reactions among employees are examined. The attention of this study is to predict the possibility, at an acceptable level of confidence that work practices have positive association with the direct and indirect compensation. Using survey data from 300 professionals working in financial and oil companies of Pakistan, the results were analyzed using the regression analysis technique through SPSS 20 software. It is found that, as hypothesized, work practices impacts positively with compensation plans. Hence, the hypotheses of this study which suggest that work practices augment the direct and indirect compensation are sustained. Afterwards, the implications of this inquiry for the academia, practitioners, and the policy makers are discussed in the field of human resource management. The study offers a detailed insight to help academicians, policy makers and practitioners to improve work practices within the organization for favorable results. Finally, the possible avenues for future research in the existing field of inquiry are discussed briefly.