

Organizational performance of employees can be enhanced by training and money motivation in private business sector of Islamabad

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ABSTRACT

The purpose of study was to find the effect of training and monetary rewards on organizational performance of employees working in capital city of Pakistan. Another aim was to find out different training methods and trends being used for the employees working in private business organizations in Islamabad.

Qualitative method was applied. The qualitative research data consisted of 10 in-depth interviews with top or middle managers of various private organizations. The response rate was 100%.

The results of the interviews revealed a positive effect of training and monetary rewards on employees, motivating them to work better. It was discovered that all organizations were using the two motivational factors. All respondents indicated higher productivity after training of employees and rewarding them well on their achievements.

The author recommends that all organizations adopt the two measures of enhancing organizational performance of Employees.

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