

**DISCREPANCY BETWEEN JOB DESCRIPTION
AND ACTUAL WORK REQUIREMENT AND ITS
IMPACT ON MIDDLE MANAGEMENT
EMPLOYEE'S MOTIVATION IN HERBION
PAKISTAN (PVT) LTD**

By

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A thesis presented to the Department of Management Sciences, Bahria
University Karachi Campus, in partial fulfillment of the requirements
of the MBA degree

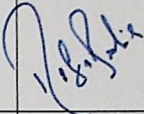
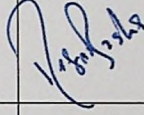
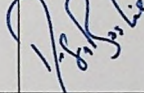


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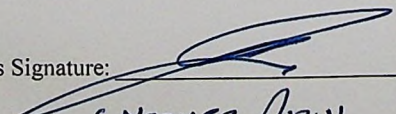
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5	May 22' 2015	Teacher's office	Data Integration & Analysis Methods were discussed.	
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7	June 7' 2015	Teacher's office	Conclusion & Recommendations were discussed.	

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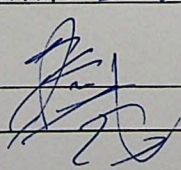
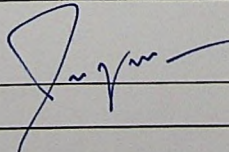
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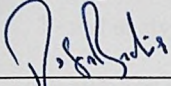
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ABSTRACT

Purpose- The objective of this research study was to assess whether management deviates from Job description while assigning tasks at Herbion and what is the influence of this discrepancy on employee's motivation level. Each individual is unique and perceives things differently than other. As a result Job discrepancy which some may perceive as extra workload may serve to motivate others.

Methodology/Sample- This research was co relational, and was conducted by using primary data. For primary data, questionnaires were given to 175 participants. All of the respondents returned back completely filled questionnaires. Different SPSS tools like t-test, correlation and reliability testing were applied for the integration of collected data.

Findings- The examination and comparative outcomes evidently recommended that motivation is positively correlated with Job Discrepancy whereas stress and tension are negatively related to Job Discrepancy.

Practical Implications- The conclusion of this research study might help the managers/supervisors to recognize the importance of understanding motivational needs of their employees and utilize these to make their employees go about their daily work so that they remain satisfied, happy and productive.

Keywords: Job Discrepancy, Motivation, Stress, Tension.

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