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THE EFFECT OF MOTIVATION, MONETARY INCENTIVES AND SUPPORTIVE LEGISLATION ON EMPLOYEE PERFORMANCE AT A MULTINATIONAL ORGANISATION IN SOUTH AFRICA

¹Thobeka Zoleka Sishuba

tobsz77@gmail.Com

²E. I. Edoun

edounei@tut.ac.za

&

³Solly Pooe

pooesp@tut.ac.za

Tshwane University of Technology (TuT)

SOUTH AFRICA

ABSTRACT

Due to various economic and organisation-specific constraints, companies are sometimes forced to implement cost-cutting measures including the removal of the motivation measures as well as the reduction of financial incentives allocated to employees. The main objective of this study is to determine the effect of motivation, monetary incentives and supportive legislation on employee performance in South Africa. Data was collected through a survey of employees from a multinational organisation located in Randburg in South Africa using a self-administered questionnaire. Out of a population of 152, 75 respondents answered the questionnaire. Descriptive statistics, correlation analysis and linear regression analysis were done to interpret the results from the surveys.

Keywords: Economics, cost-cutting measures, self-administered questionnaire, motivation, Monetary Incentive.