

**Title:** Motivation and Job Satisfaction among Women Employees in Kuwait

**Status:** In Progress

### **Abstract**

The present study investigates the issue of motivation and employee satisfaction among women employee satisfaction among women employed in the public and private sector organizations in Kuwait. The study has been conceptualized to explore the intrinsic and extrinsic factors that drive employees to perform better at work and suggest satisfaction or dissatisfaction with their jobs. Furthermore, the public and private sector dichotomy is used to ascertain differences, if any, among the motivation levels of the employees in the two sectors. Literature Review (Bond et al., 2004; Carver & Baird, 1998; Jenkins, 1994; Kanter, 1977/1993; Sheldon et. al., 2001) suggests that differences exist in motivation levels of employees that may vary with the type of organization, gender of the employee and the social and cultural factors specific to a region.

In view of paucity of available research in the area focusing on this part of the world, the study gains importance as it attempts to explore the issue of motivation among female employees within the social and cultural milieu of the Kuwaiti society. By concentrating on the service providing industries in the two sectors and covering a fair spectrum of organizations, the study is likely to capture the interest of social psychologists as well as employers seeking to improve performance of their employees.