THE FACTORS THAT INFLUENCE TEACHING, RESEARCH AND PUBLICATION PERFORMANCE AMONG THE ACADEMIC STAFF AT SEBHA UNIVERSITY, LIBYA: THE ROLE OF MOTIVATION AS A MEDIATOR

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AUTHOR DECLARATION

I hereby declare that the work in this thesis is my own except for quotations and summaries which have been duly acknowledged.

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ABSTRAK

ABSTRACT

Motivation is regarded as one of the main factors that can influence employees’ performance in organizations, including the academic staff in higher education institutions. The previous studies have identified factors that influence motivation, such as job satisfaction, work stress, salary, reward, promotion, organizational policy, facilities, and conditions. However, the impact of these factors on the motivation of academic staff in higher education institutions, particularly in Libya, has not been explored through empirical studies. Therefore, this study was conducted to examine the effect of previous factors on the motivation of academic staff in a particular higher education institution in Libya, known as Sebha University. In addition, this study was conducted to examine the impact of motivation on academic staff work performance in the aspect of teaching, research, and publication. This study also further investigates the role of motivation as a mediator in the relationship between variables included in this study. To answer the previous objectives, the data of this study have been collected through questionnaires among 273 academic staff in Sebha University. This study has found that the factors that influence motivation of academic staff in Sebha University were job satisfaction, work stress, salary, reward, promotion, and the organizational policy. This study also reveals that motivation has a positive effect on the performance of academic staff in the aspect of teaching, research, and publication. Finally, this study provides empirical evidence about the role of motivation as a mediator in the relationship between job satisfaction, work stress, salary, reward, promotion, organizational policy, teaching, and research performance.
الملخص

التحفيز يعتبر أحد العوامل الرئيسية التي يمكن أن تؤثر على أداء الموظفين في المنظمة، بما في ذلك الموظفين الأكاديميين في مؤسسة التعليم العالي. وقد حددت الدراسات السابقة العوامل التي تؤثر على الدافع مثل الرضا الوظيفي، وضغط العمل، والمرتبات، والمكافآت، والترقية، والسياسة التنظيمية، والمرافق وظروف العمل. ومع ذلك، فإن تأثير هذه العوامل على حافز الموظفين الأكاديميين في مؤسسات التعليم العالي، لا سيما في ليبيا، لم يتم استكشافه من خلال دراسة التجريبية. لذا، أجريت هذه الدراسة لفحص تأثير العوامل السابقة على تحفيز الكادر الأكاديمي في مؤسسة تعليم عالي معينة في ليبيا، المعروفة باسم جامعة سبها. بالإضافة إلى ذلك، أجريت هذه الدراسة لفحص تأثير التحفيز على أداء أعضاء هيئة التدريس في جانب التدريس والبحث والنشر. هذه الدراسة أيضا بحثت دور التحفيز كوسط في العلاقة بين المتغيرات الداخلية في هذه الدراسة. للإجابة على الأهداف السابقة، تم جمع بيانات هذه الدراسة من خلال استبيان بين 273 من أعضاء هيئة التدريس في جامعة سبها. وجدت هذه الدراسة أن العوامل التي تؤثر على حافز الموظفين الأكاديميين في جامعة سبها هي الرضا الوظيفي، وضغط العمل، والراتب، والمكافآت، والترقية، والسياسة التنظيمية للجامعة. كما تكشف هذه الدراسة أن التحفيز له تأثير إيجابي على أداء أعضاء هيئة التدريس في جانب من جوانب التدريس والبحث والنشر. وأخيرًا، تقدم هذه الدراسة أدلة تجريبية حول دور التحفيز كوسط في العلاقة بين الرضا الوظيفي، وضغط العمل، والرواتب، والمكافآت، والترقية، والسياسة التنظيمية للجامعة، والأداء التدريسي والبحثي.
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