



A Peer Reviewed International Journal of Asian
Academic Research Associates

AARJSH

**ASIAN ACADEMIC RESEARCH
JOURNAL OF SOCIAL
SCIENCE & HUMANITIES**



**COMPENSATION STRATEGIES & IMPACT ON EMPLOYEE &
ORGANIZATIONAL PERFORMANCE IN UAE PUBLIC SECTOR COMPANIES**

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ABSTRACT

With the changing workplace needs and conditions, employee requirements, increasing multinational and international companies most organizations have come up with effective compensation management strategies. Further compensation is said to act as glue which binds employees and employers together in an organized sector. Thus this research aims to identify the impact of effective compensation strategies and management on organization and employee performance. Objectives include identifying the importance of compensation management and strategies in organizations, analyzing compensation management system in UAE public sector companies, examining how compensation strategies show impact on employees, identify the relationship between compensation strategies and employee performance and finally bring out few recommendations based on the result analysis. Research methodology included a survey questionnaire which was analyzed based on a five point likert scale; results are discussed based on percentages. Research results indicate that compensation strategies in UAE public sector companies do not include team rewards. It is also identified that compensation strategies have a direct or indirect relationship (impact) on employee and organizational performance. Further profit sharing in case of business success is another core aspect in compensation strategies which boosts employee performance.

Key Words: Compensation, employees, management, performance, strategies, organizations
