

An Examination of Some Determinates of Work Performance in Kuwaiti Business Organizations

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Abstract : The study investigates the effect of some determinates of work performance in Kuwaiti business organizations. The study postulates that employee attitudes (organizational commitment, job satisfaction), behaviors (organizational citizenship behavior, job involvement), and emotional intelligence will have positive effects on work performance. Survey data were collected from 204 employees working in eight Kuwaiti work organizations. Data were analyzed using descriptive statistics, Pearson correlation, Cronbach alpha, and regression analysis. Results confirmed the study hypotheses; employee attitudes of organizational commitment and job satisfaction was found to have a significant positive effect on work performance. Organizational citizenship behavior and job involvement were also found to have positive effect on work performance. Findings also revealed that an increase in emotional intelligence will cause performance to increase. Results of the current study were compared and contrasted to findings of previous studies. The theoretical and empirical application of the findings were explained. Limitation of the current study was discussed and topics for future research were proposed.

Keywords : organizational commitment, Job satisfaction, organizational citizenship behavior, job involvement, emotional intelligence , work performance

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