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The role of the wage system in achieving job satisfaction in the economic institution

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Abstract--The aim of the research is to find out the role of wages in achieving job satisfaction in the economic institution (National Institution for Fatty), where wages are a priority of the employees of the institution, in addition to the importance of achieving economic and social development in any country.

Keywords--Wages, job satisfaction, bonuses, economic institution.

1. Introduction:

Job satisfaction is an important subject that is the basis for the psychological and social compatibility of workers and helps them to perform well. Incompatibility of the individual with his or her working environment, including traditions, customs and attitudes, may force him or her not to complete his or her work fully. Incompatibility with his or her personal preparations may also force him or her to seek out other institutions. Therefore, institutions should try to find ways and means of providing for the needs of workers, both occupational and personal, through the wage system, which is one of the basic determinants of job satisfaction.


Problem: The problem of studying enables the following question: How can the pay system be a reason for achieving job satisfaction in an economic enterprise?

The following sub-questions follow:

- What does the pay system have to do with job satisfaction?
- How does the pay system build?
- Does the wage system affect workers and provide them with sufficient satisfaction in an economic institution?

Hypotheticals:

Main premise: the pay system has an impact on the job satisfaction of employees, From this assumption, we draw the following hypotheses:

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- Good construction of the enterprise wage system helps to improve job satisfaction.
- The wage system is a determining factor in the degree of job satisfaction.
- Career satisfaction is a requirement for the success and continuity of the institution.
- The wage system is an effective tool in stimulating the desire to work among employees.

Methodology of the study: The study followed the conceptual approach to the identification of research and the development of hypotheses, the descriptive approach using a form of statistical and mathematical identification and analysis, as well as the scientific sources directly relevant to the study. Study community and sample: The study community consists of 30 individuals, including administrators, marchers and staff of the National Fat Foundation in question, who have been given identification and, after examination of the questionnaires, 20 identifications have been recovered.

Importance of the study:

The importance of the study demonstrates the relevance of the subject to the human element, the change in its behaviour and the different motives and needs of the individual, which have made the achievement of the job satisfaction of the workers an important priority for the economic enterprise.

2. Concepts on the pay system:

The system is meant to be stable, clear and formally adopted arrangements, under which a certain effectiveness is implemented. For wages, an organization can make individual decisions. Whenever a new employee is appointed, and without a system for determining the wages and the manner in which they are to be paid, this situation is no longer valid even for small businesses. Contemporary organizations need formal arrangements to determine the amounts of wages and privileges for each job and the conditions for the enjoyment of such wages. The organization may decide to have a single system of total workers, or to adopt two systems, a system of salaries for office work, a system of wages for workers in production sections, and even three systems. The principle is to limit the number of regulations to as few as possible. (Bernuti, 2007, p. 264)

2.1. What is the pay system:

The wage system is fundamental in any organization. The latter must determine which system is compatible with its laws and State laws, as well as the needs and trends of the worker. The concept of the pay system: There are several definitions (Ben Anter, Human Resources Management), University House - Alexandria - p. 221, 2009, p. 221):

- The pay system is the official arrangement that determines the amounts of wages and privileges for each job.
- The wage system is the set of different elements of the legal form and the financial aspect, which determines the level of the individual by certificate, composition,

liability, at the level of production equipment and then the conditions of work and the risk associated with them.

The objectives and characteristics of the wage system are: (Hamoud and Kushrah, 2007, p. 179)

a. Objectives: To mention, inter alia:

- The establishment of a fair system of wages to which all individuals are subject in accordance with the privileges of each job.
- Achieving a high level of productive efficiency, in the sense that the Organization receives the maximum productivity in exchange for labour force expenditure.
- Attracting human resources with skills, abilities and knowledge that the enterprise has a competitive advantage.
- Motivated workers in the organization to improve their performance and increase their productivity.
- Maintaining the new quality of human resources in the Organization.

b. Characteristics: In order to be sound, the pay system must have the following characteristics:

- Compatibility with the Organization's policy for employees, namely: Reducing drop-out rates, attracting workers and reducing dissatisfaction
- Involvement of employees in the development of the system management: i.e., the SPS system is a system in which employees contribute by determining the wages they provide and elect their representatives in its administration.
- Reward value: We refer to internal and external justice.

Factors affecting the wage system: the wage system is influenced by the combination of internal and external factors resulting from friction and the organization ' s dealings with other clients: trade unions, customers, suppliers and workers. These factors are:

External factors: These include:

Laws and legislation: The most important areas covered by the laws are the following:

- Minimum wage laws - non-discrimination laws in wages - social insurance laws - wage tax laws - laws on material compensation for work injuries
- Mass bargaining groups (unions): These groups can exert pressure that affects the level and structure of wages. (Brunty, 2007)

Competition: The new (mostly small) organization should follow the example of competitors. Large organizations wishing to modernize their pay and compensation systems should be more regular, and should systematically study the practices of competitors in the areas of remuneration and compensation, called "studies or surveys of salaries" (Maher, 2010, p. 61)

Supply and demand: if the supply of available employment is greater than demand, the price of labour will fall, i.e. its wages and compensation will fall.

Culture of society: Societies differ in their culture from certain values, customs, traditions and concepts. The culture of the United States of America holds pride in the individual as a fundamental value. Every individual must strive for his or

her livelihood and perform his or her work efficiently as long as it leads to higher wages and compensation. On the contrary, Japanese culture has an appreciation of collective values.

Internal factors: Internal factors mean all the forces within the organization that can affect pay and compensation systems in their form and size. The objectives and strategies of the organization, the wishes and needs of employees, job design as well as the life cycle of the organization (age and size) are internal determinants (i.e. factors) affecting pay systems. **Pay types:** Pay can be classified as:

Time wage: this is a salary that is predefined on the basis of the contract between the employer and the worker, in which the duration of the work and the number of hours per day are determined.

Pay by unit: this remuneration is by unit produced by the worker. **Remuneration:** This remuneration combines time and unit pay, consisting of two parts of a certain base wage, which corresponds to the time wage and an additional one to which an individual is rewarded if his or her output exceeds a certain level determined by the enterprise.

Group remuneration: The group 's remuneration constitutes the link between the employer and the group of workers on the basis that these workers receive a collective wage and then distribute it between them.

2.2. The wage system and how to define its components:

The concern for a rational wage system is one of the factors in the success of individual management. Workers are to be paid for their efforts, regardless of the status of the enterprise. They must pay workers the wages fully agreed upon. The supervisor of individual management must therefore pay the same attention as he does in other respects and take into account that the level of remuneration in the enterprise should be equal to that of the competitive enterprises. Moreover, trade unions play an important role if we consider that labour regulations or trade unions are institutions to the extent that we can influence wage and price levels.

Components of the wage system: The wage system includes wages for all the economic benefits that a worker receives through his or her wage. Among the economic benefits we find is access to means of guaranteeing a standard of living, such as wages paid during periods of sick holidays. Social benefits include those provided in the event of unemployment, old age or accidents. Among the elements of the wage system are professional qualifications, union power, traditions and customs, economic environment (Abd al-Haq, 2004, p. 64).

The structure of wages: It is a curve that shows the importance of the job, the amount of the wage allocated to it and the establishment of the wage structure. It means not that a new wage curve must be established, but rather that the validity of the old curve should be chosen and adjusted to suit the policy of the enterprise.

When building the pay and compensation system, the question arises whether the Organization should have one (or one) structure that encompasses all the functions of the Organization, or several (i.e. several) structures?

I. One structure: in this case, a single structure (i.e. a system) that gives all the functions of the organization, which determines the method of step-by-step step, the differences between the lowest salary and the highest salary within one step, the method of dealing with the annual allowance and the method of controlling salaries, which is applied to all jobs and to all employees, and which is characterized by simplicity and ease of understanding.

II. Several structures: It is sometimes difficult to find a single structure that gives all jobs and all employees, because there are fundamental differences between the nature of the jobs or the conditions of the employees that require the use of several structures (Shawish, 2005, p. 205).
Rules and bases for fixing wages:

- Wage-fixing rules: there have been several developments in remuneration, so that it is freely determined on the basis of respect for laws and contracts with workers under collective agreements. All of this is centred on a set of principles - a necessary minimum wage - equal pay for women and men - policy: according to the evaluation of positions - negotiation.
- The basis for determining remuneration: the distribution of wages within a fixed period, organized on a monthly basis, for many of the simple workers who were or were under the auspices of an enterprise through a contract of employment, in cash or by cheque, the amount of which is calculated on the basis of a pre-calculated value or by the producing units, or the payment of wages in time of certain elements that change the overall return

(a) On the basis of the time spent: the wage is based on time per hour or monthly, calculated by the time spent on the work performed, whatever the value of the work performed. The amount of the work performed is, for a certain period of time, equivalent to the one performed by the units, which is the most used method and which is qualitative: _ hourly wage _ monthly wage.

b: Reward-based remuneration: an employee ' s or a group of workers ' efforts are rewarded on the basis of the number of units performed by them at a specified time on a specified formula, and three types of remuneration are found: unit wage, remuneration and allowances, and commission pay

Remuneration on the basis of the task at hand: especially in the case of special assignments imposed on foreign experts, since in this case it is important to take into account the outcome of the work done and not the circumstances prevailing in the completion of the work.

Steps to determine wages:

Pay-fixing plan: The pay plan sets out the system for paying the individual labour return in situ and adopts the following grounds:

a) Pay estimation method: this basis addresses the method of pay estimation, where several methods of valuation can be relied upon, and consideration must be given to achieving the following principles:

- Pay should be parallel to the duties and responsibilities of the job - pay should be parallel to the individual ' s work performance - take into account prevailing economic, legal and social conditions

(b) The wage structure is defined: the financial levels of the wage structure are determined, and the relationship between one level and another is explained.

c) Determination of periodic wage increases: relate to relationships that are often determined on the basis of a proportion of wages or an amount added to remuneration at specified periods.

d) Minimum and maximum wage determination: seeks to determine the financial category of the difference between the minimum and the maximum. The minimum is equivalent to the remuneration paid to an individual when the work begins, while the maximum is the maximum that an individual can receive.

3. Basic functional satisfaction:

As already mentioned, the strong links between wages and job satisfaction, in terms of its components, and job satisfaction is a multidimensional concept that includes individual attitudes towards important dimensions.

3.1. What is functional satisfaction:

The human element is the most important component of the institution, which is the first course of its activity, and thus the satisfaction of it and the satisfaction of its wishes is necessary and imperative, for the worker as a human being with desires and attitudes on the one hand, and for the development and development of the institution on the other.

The concept of functional satisfaction: The concept of functional satisfaction has received the attention of many researchers, who have expressed the concept of functional satisfaction with several definitions and have not agreed on a general definition of it. However, there is agreement on the satisfaction of humanitarian needs and expectations. The reason for the lack of agreement on a single concept is that individuals differ in their needs and expectations and that those needs and expectations vary from one individual to another in order to change the environment and the circumstances of the worker.

Career satisfaction: It is the satisfaction of employees with the direction of their work. It results from their understanding of what the job actually provides them and what they should get from the job, the less the gap between managers and the more satisfied they are (Shrida, 2008, p. 62).

Functional satisfaction is also defined as the individual 's sense of happiness and satisfaction in the performance of his or her work. This is achieved by the compatibility of the person 's expectations of work with the amount of work that he or she actually receives in that work and by the fact that career satisfaction is the components that drive the individual 's work and production. It is also defined as a psychological sense of conviction, satisfaction or happiness to satisfy needs, desires and expectations with the work itself and the content of the work environment and with trust, loyalty and belonging to the work. And Hobok Hoppook, in 1935, is a set of psychological, physical and

environmental concerns that compel one to honestly say, "I'm satisfied with my job."

Characteristics and importance of functional satisfaction:

Characteristics: The most important characteristics of functional satisfaction are set out below (cf. 1986, p. 8):

- Multiple concepts of measurement methods.
 - To view career satisfaction as an individual subject, what may be a person 's consent may be a person 's dissatisfaction with another person 's condition.
 - functional satisfaction relates to many interrelated aspects of human behaviour whose patterns vary from one attitude to another and from one study to another.
 - functional satisfaction is characterized by a state of conviction and acceptance arising from the individual 's interaction with the work itself and with the working environment, loyalty and affiliation, and increased effectiveness in performance and production.
 - Consent to work is linked to the context of the organization of work and the social system.
 - Consent to a particular element does not constitute sufficient evidence of satisfaction with the other elements
- Importance of functional satisfaction: (Spreitze, Gretchen & Kizilos, Mark)
- Exhaustion of all the energies and talents of the personnel of the institution in order to give them their best.
 - Maintaining the investment stock, both human and technical, and expertise of the enterprise.
 - To strengthen the capacity of the institution to achieve its objectives and overcome any challenges it faces.

Measurement of job satisfaction: prior to initiating policy-making and taking the necessary steps to increase and develop job satisfaction among its employees, management must collect data and information on job satisfaction indicators, trends and determinants for its employees. Precise measurement of satisfaction requires special procedures and arrangements, so as to ensure that the Department is provided with accurate information on how employees feel about their jobs, jobs and the conditions prevailing in their organizations. One of the most important ways of measuring job satisfaction is as follows:

- Critical case method: this method is based on telling the story, where the staff member is required to describe work-related situations and to describe his or her feelings of satisfaction or dissatisfaction, collect responses and analyse them in order to identify the staff member's satisfaction.
- Method of personal interview: the President discusses with his subordinates some work-related matters and, based on the answers, the satisfaction of the staff can be determined (Baida, 2008, p. 78)
- The apparently equal separation method (Terstein): the use of this method as a measure of functional satisfaction follows steps that begin with the compilation of language describing the various work-related elements or the saturation of the individual's work, and the governors then assess the degree of satisfaction expressed in these terms and then exclude the words with the low variation chosen. The following are selected questions from the satisfaction measure designed by IRBORK 1934, using the Terstin method:

	Variance
The ferry.	
I think this company treats workers better than any other company.	10.0
They're not prejudiced with or against anyone in this company	09.3
The company is different in wanting to know what the employees feel about it.	08.5
The incentive pay system for the company provides fair remuneration to those who work quickly	07.9
I believe that the President accepts many good proposals	03.2

The summational step-by-step method for: "Likart": The Lichart scale consists of language referring to positive job characteristics and an individual is required to determine for each term the degree of consent to it, by choosing one of several alternatives as follows:

I don't agree. I don't agree. I never agree.

The method of selection of indicative hypotheses for: "Lozgood and his colleagues" 1957. The measure of satisfaction according to this method consists of a set of partial measures for each aspect of the work, each of which contains two dots representing grades, and requires an individual to choose the degree representing his or her feelings from the steps contained in each partial measure. Job satisfaction determinants: the most important of which are: 1. Disparity: satisfaction with work is achieved by the convergence between the outputs that an individual wishes to achieve and those that he or she actually receives in the area of work. Justice: an individual's sense of justice when he or she gets what he or she thinks he or she deserves from work. Pre-personal status: The individual 's personality may influence his or her satisfaction at work, although the level of satisfaction may be affected through the working environment, the individual 's prior personal attitude may affect his or her level of satisfaction, despite positive changes in the working environment (Way, 2002, p. 56)

- Job satisfaction indicators:

High job satisfaction indicators are: work stability, good relationships, lack of complaints and grievances, and reductions in labour and conflict conflicts. Indicators of low job satisfaction: Strikes, accidents at work, separation from service.

3.2. Factors affecting functional satisfaction:

Functional satisfaction is a management phenomenon that is mainly linked to the individual and the environment, both characterized by mobility and instability. This has led to many and multiple variables affecting individual satisfaction and can be divided into four groups:

- Self-related factors for the individual.
 - Factors related to working conditions.
 - Regulatory factors related to labour relations.
 - Regulatory factors related to the organization itself
- :: Individual subjective factors: all individual capabilities and skills that can be measured and defined by analysing the characteristics and characteristics of the workers' community and can be summarized as follows:

a whole or the performance of their management, which is usually measured by profits (West W. et al., 2007, p. 113)

Three years after Frum published his ideas, Porter and Lowler put forward an expanded view of the Froom model, in which they emphasized that the individual's effort at work depended on the value he saw in the expected reward, on the likelihood that the reward would be achieved, and that Porter and Lowler, through their model, had identified the important role played by the reward in the theory of expectation in motivation.

* Equivalent Prospective Theory: (Jwad, 2009, p. 106)

They are the most influential theories at present and at the levels of studies and research, the reason for which is the fact that this theory highlights the emphasis that human behaviour is influenced by the degree and level of individual expectations of future work - Porter and Lewler 1968 - that it disseminates some practical aspects of motivation and willingness to act and helps to achieve levels of satisfaction. These are:

The organization should provide appropriate remuneration (material, moral) to its employees and ensure them good working conditions, as well as security and security of tenure.

- There must be a correlation and relationship between performance levels and the size of compensation and remuneration.
- The Organization should clarify the relationships between the effort and the levels of achievement.
- The organization must move freely to harmonize the amount of compensation and compensation with the work done so as to ensure the continuity of the encouragement and payment of workers for continued giving.

Moral equivalents: They have a real moral impact internally on his satisfaction.

- Material equivalents: non-material or incidental external effect, such as remuneration, promotion.

Regulatory factors related to labour relations: these factors are generally:

- Supervision; mode of supervision; scope of supervision
- The working group, which is established in the working environment and is the result of the nature of the activity that brings individuals together, such as the production community, the planning group, the inspection group, the coordination group and the quality control group...

Regulatory factors: (Sehem, 2009, p. 48):

- Power... influence... centralization of organization... formal organization... informal organization.

In addition to another set of factors: human relations, performance assessment.

(a) Humanitarian relations: those relationships are designed to create an atmosphere of trust, understanding and mutual respect between the administration and the personnel working to achieve the goals of both the institution and the personnel who are efficient and effective.

(b) Performance evaluation: performance is the result of the act, and is also defined as an act, in the sense that performance is a process rather than a result

that appears at some point in time. The effect of this "performance evaluation" on job satisfaction is demonstrated by its importance:

- To determine the individual ' s efficiency - fair treatment and to ensure that every worker receives what he or she deserves - promotion, bonus, "increased level of satisfaction - creation of the level of friction between the president and subordinate, and another factor which is considered to have a significant impact on the achievement of the employee ' s career satisfaction is:

- Communication: "The process of transmitting and receiving facts, opinions, feelings, attitudes and feelings by means of certain symbols from the sender's circumstance with a view to conveying a particular idea (Shoki Naji Javad).

4. Applied study

Introduction to the Foundation: The National Fat Foundation is a successful production institution in view of the variety of its products of fat and its monopoly on the national market, and is based on the sale process, which is the backbone of the Foundation.

The Foundation was created by the restructuring of national chemical industries. Since Janvi 1984, it has been operating under Decree No. 82-419 of 4 December 1982. Its green headquarters was located in the State of Bouerah on 01/03/90. It entered independence, becoming a stock company with a capital of 2000 million pounds.

The marginal cost of the project was 10800103 kg for 21 months. The unit has 19 services, including 3 workshops and maintenance workshops. It has a total area of 13 hectares, of which 5 are covered. The unit is concerned with the production of plant fat, industrial fat, car fat, berries, dehydrated fat, resin, half of which is manufactured for the consumption of the unit. The enterprise is divided into several units.

Applied study:

The study community consists of administrators, facilitators and staff of the institution in question. The sample size of the study was 30 individuals who were identified. After the examination of the questionnaires, 20 identifications were recovered, i.e. 67%, which is a good percentage for statistical analysis. The identification consisted of six main themes covering the corporate governance regulation. Some questions included the impact of the principles of governance on the ethics of the work of the National Painting Corporation of the Ahras State, and for the design of the identification were divided into two sections, as follows: Section I contains metadata for the sample, such as age, educational qualification and years of experience.

Section II contains a series of questions addressed to Fat Foundation ' s tyres and staff, which are designed on the basis of previous studies. These questions are centred on:

- The extent to which the enterprise is interested in its clients - the impact of the wage system on the satisfaction and psychological well-being of employees.
- The satisfaction of workers with the wage system in place in the enterprise - the knowledge of the most important elements that motivate workers to increase their work - to get honest answers on the subject of wages

Analysis of the results of the study:

a. Staff personal information analysis:

Age	Repetition	Percentage%
Less than 30 years	08	40
30 to 40 years.	07	35
40 to 50 years.	03	15
Over 50 years.	02	10
Total	20	100

Source: Prepared by Researcher

We note that 40% of workers are under 30 years of age, while 35% are from 30 to 40 years of age, 15% are from 40 to 50 years of age, and 10% are over 50 years of age.

Table 02: Represents distribution of individuals by professional experience

Professional experience	Repetition	Percentage%
Less than 5 years	10	50
05 to 10 years.	04	20
10 to 15 years.	00	00
15 to 20 years.	03	15
From 20 to more.	03	15
Total	20	100

Source: Prepared by Researcher

We note that half of the workers are 50 percent with less than five years of experience.

Table 03: Distribution of individuals by school level

Level of education	Repetition	Percentage%
Medium level	01	05
Vocational training	02	10
Secondary level	02	10
Technical	01	05
High technical	02	10
Third secondary	03	15
Bachelor's degree	08	40
Master	01	05
Doctorate	00	00
Total	20	100

Source: Prepared by the researcher

Table No. (04): Answers of the study sample

No.	Question	yes	No	Neutral
01	Are you satisfied with the wage you require?	10	10	00
02	Are you satisfied with your return bonus	07	13	00
03	Is this wage insufficient to fully meet your needs	05	13	02
04	Do deductions affect your wages significantly	18	02	00
05	Does this deduction affect your psychological state at work	10	09	01
06	Do incentives raise your morale on the job?	20	00	00
07	Is there a good wage system that allows your rights to be lost	12	06	02
08	Do you feel a sense of justice and compatibility with the wage you receive and the effort expended	06	13	01
09	Do you agree with the existence of more than one wage system in the organization?	11	06	03
10	Does justice in the distribution of wages among individuals actually feel that it is being implemented	11	09	00
11	Do you agree that if your wage increases, your production at work increases 2	20	00	00
12	Is satisfaction in your job mainly linked to the wage you receive	11	06	03
13	Do you feel unfair towards the applied wage system	11	06	03

Source: Prepared by the researcher

From the table we find that:

Regarding question (01): Half of the workers are satisfied with the wage they receive. From here we find the strong relationship between wage and job satisfaction.

Question (02): 65% are dissatisfied with their remunerative bonus, which indicates that the remunerative bonus greatly affects wages, and the latter in turn affects their satisfaction at work.

Question (03): 65% of wages do not fully meet their needs, and there is a small percentage of workers, at only 25%, whose needs are met. Some of them refused to answer, and 10% remained neutral. From this, we notice that meeting the worker's needs and making him feel satisfied is not an easy matter, as it is closely linked to the wage that he receives. It requires it.

Question (04): The cuts affect the majority of workers by 90%. This shows us that the cuts take a very high percentage.

Question (05): The percentages are close on who the deductions affect psychologically and who they do not affect, meaning that the deductions affect the psychology of workers at work.

Question (06): Incentives raise the morale of all workers on the job, meaning that incentives have great importance on the performance of workers, so the organization must pay attention to this element.

Question (07): The majority of workers acknowledge the existence of a good wage system that protects their rights from being lost. The wage system plays a role in reassuring the worker and his psychological comfort.

Question (08): 65% feel that the fatigue and exhaustion at work does not equal the reward provided.

Question (09): 55% agree with the existence of more than one wage system in the organization, and the rest believe that one system is sufficient to protect their rights from loss.

Question (10): The organization achieves some kind of justice because 55% of the workers confirm that justice exists, while 45% do not confirm that.

Question (11): All workers in the sample are willing to increase production at work in exchange for an increase in wages. This is in the interest of the organization in order to pay more attention to the aspect of wages to achieve its goals.

Question (12): The majority of workers, 55%, whose job satisfaction is linked to pay, and here we arrive at the answer to the problem that shows the role of the pay system in achieving job satisfaction.

Question (13): The majority of workers do not feel unfair towards the applied wage system, but rather feel satisfied within the job.

5. Conclusion:

We have concluded that wages are one of the most important factors that help to create a good relationship, or what is called harmony, between workers and management, and it depends on the time and effort that the worker expends in the production process. We also showed that the great importance of wages forces institutions to establish wage policies and effective systems because they have an impact on the worker and on Society, in addition to the economic goals and determinants of wages that enable workers to obtain their rights in exchange for their efforts, affect it internally, "psychologically," making it feel internally and functionally satisfied to continue.

Job satisfaction expresses the worker's feeling that the nature of the work, its environment, and the material and moral returns will satisfy his needs and desires. Therefore, caring for the worker and his concerns is a must in any organization that wants to survive and continue to succeed. Therefore, the organization must pay more attention to the wage system, which is a condition. Essential to the worker and his motivation at work.

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