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Abstract

In this study, we examine empirically the factors influencing employee job productivity in the Kingdom of Saudi Arabia (KSA). A survey was collected from 200 employees occupying different positions in their respective organisations. The organisations surveyed are of different sizes, activities, ownership and come from different regions of the KSA. Results show that effective performance appraisal is a significant predictor of employee productivity, whereas job satisfaction is not a significant predictor of employee productivity. The fact that findings from this study contradict findings from research in other countries is due to the unique working environment in KSA, where expatriates represent a large portion of the workforce. This study is the first to explore this topic in KSA, and therefore, it entails a paucity of knowledge about what influences job productivity in KSA. The practical implications of the findings are discussed. Copyright © 2015 Inderscience Enterprises Ltd.

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