

# Impact of Motivational and Hygiene Factors on Job Performance in Education Sector

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**Abstract:** *To establish the value of rewards and recognition in raising performance, a motivational theory was used in this study to examine the factors that affect employee performance at work. A sample of 100 respondents was chosen to participate in this study, which looked at motivational and hygienic aspects. The t-test is used in this study to examine the effects of those two variables. According to this study, high achievement prizes and recognition are immediately related. On the subject of rewards and recognition, there are eleven critical considerations. The appreciation of employees and their motivation to work hard and try to accomplish the organizational goal was fostered by the corporate policies and recognition programs. A descriptive research design was adopted for this investigation.*

**Keywords:** Motivational factors, hygiene factors, rewards, recognition.

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