

## THE IMPACT OF FIXED PAY, FLEXIBLE PAY AND COMPENSATION ON EMPLOYEES MOTIVATION

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### ABSTRACT

*Employees are human capital for any organization. If employees are satisfied and motivated then they will perform efficiently. The study investigates the impact of compensation on employees' motivation. In this research data collected 279 employees working in educational institutions through random sampling. The reliability of questionnaire was .851 tested through Cronbach's alpha. Correlation results show that significant positive relations between fixed pay flexible pay, benefits and employees motivation. Regression result shows that there is a significant impact on fixed pay, flexible pay benefit on employee's motivation.*

**KEYWORDS:** *Employee's Motivation, Compensation, Fixed Pay, Flexible Pay, Benefits*

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