

ABSTRACT

The purpose of this research study is to investigate the impact of HEC promotion policies on the motivation and performance level of faculty members of Jamshoro Education City (JEC). To measure the policy impact on motivation of both tenure (1st and 2nd) policies of HEC are studied. The research questionnaire was designed to determine the factors of motivation (intrinsic & extrinsic) that have impact of HEC policies on performance of faculty member. Data is collected through the mix methodology and analyzed in SPSS. 190 respondents that were only faculty members were randomly selected from the JEC universities. The study concluded that the performance factors qualifications and publications of all faculty members have been increased in the time frame of first and 2nd tenure of HEC policies in which some developmental schemes and rewards were announced. From this research study it was also found that there is a positive relationship between the intrinsic and extrinsic motivational factors in faculty members of Jamshoro Education City. However, the negative relationship is found between HEC policies and one of the extrinsic factors i.e. promotion which could be tough criteria and eligibility has been set by HEC. Overall no significant impact of intrinsic and extrinsic motivational factors has been found on the qualification and publication done by FMJEC.