

# **Incentives' Role in employments' process in Palestinian Banks**

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## **Abstract**

This study aimed to identify the role of incentives in the employment process of Palestinian banks.

The researcher used the descriptive method whereas the study consists of the (90) administrative workers in the banks operating in Hebron; they are (Director, Deputy Director, supervisor, Head of department).

The researcher used the comprehensive survey through applying a specially developed questionnaire, which shows that.

The reality of the incentives adopted in the banks operating in Hebron has reached a high degree, the percentage of high approval is (71.08%).

and the reality of the employment processes in the banks operating in Hebron has reached a high degree, the percentage of high approval is (67.03%).

There is a relationship at the level of the statistical significance between the moral incentives and the recruitment process in the banks operating in Hebron. Accordingly, there is a strong positive relationship between the moral motivations and the employment process, and there is a moral relationship at the level of statistical significance between the material incentives and the process of recruitment in banks operating in Hebron.

Thus, there is a moderate positive relationship between the material incentives and the employment process, while there are differences in the respondents' answers about the reality of the moral incentives in the banks operating in Hebron refer to the bank's name, for example:

the differences between the Arab Bank and ( Bank of Palestine Limited, Jerusalem Bank and Palestine Investment Bank ) are in favor of Arab Bank,

the differences between Palestine Islamic Bank and (Bank of Palestine Limited, Ahli Bank and Palestine Investment Bank ) are in favor of Palestine Islamic Bank,

the differences between Cairo- Amman Bank and (Bank of Palestine Limited, Ahli Bank and Palestine Investment Bank ) are in favor of Cairo- Amman Bank,

the differences between Safa Bank and (Bank of Palestine Limited, Ahli Bank and Palestine Investment Bank ) are in favor of Safa Bank,

And the differences between Housing Bank and (Bank of Palestine Limited, Arab Islamic Bank, Ahli Bank and Palestine Investment Bank ) are in favor of Housing Bank.

Thus, there are significant differences in the level of statistical significance in respondents' answers about the reality of moral incentives in the banks operating in Hebron refer to the gender variable, the differences are in favor of males.

There are no significant differences at the level of statistical significance in the respondents' answers about the reality of the moral incentives in the banks operating in Hebron refer to the variables (specialization, job title, experience and type of bank),

There are also no significant differences at the level of statistical significance in the respondents' answers about the reality of the material incentives in the operating banks in Hebron refer to the variables (bank's name, gender, specialization, job title, experience and bank type).

There are statistically significant differences at the level of significance in the answers of the respondents about the employment situation in the banks operating in Hebron refer to the variable name of the Bank, such as;

the differences between the Arab Bank and Bank of Palestine Limited are in favor of Arab Bank,

the differences between Palestine Islamic Bank and (Bank of Palestine Limited, Jerusalem Bank and Palestine Investment Bank ) are in favor of Palestine Islamic Bank,

the differences between Cairo- Amman Bank and (Bank of Palestine Limited, Jerusalem Bank and Ahli Bank) are in favor of Cairo- Amman Bank,

and the differences between Housing Bank and (Bank of Palestine Limited, Jerusalem Bank and Ahli Bank) are in favor of Housing Bank.

There are no significant differences in the level of statistical significance in respondents' answers about the reality of employment in Palestinian banks refer to variables (gender, specialization, job title, experience and type of bank).

Through previous results, the researcher recommends that

- The working banks' environment should be taken into consideration when the system of incentives is put
- The applied system of incentives should be flexible.
- An appropriate mechanism must be developed through which functional analysis of all functions of the Bank is carried out.
- Involving all departments in the planning of human resources in the bank and review the strategy of evaluating human resources in a manner that contributes to the orderly development.
- The management of banks must be interested to activate the website in the process of polarization and access to qualified manpower and the necessity to pay attention to good planning in light of the requirements of polarization to upgrade the administrative work.
- The policy of selection and recruitment for administrative functions must be promoted to achieve the objectives of these policies of searching for competencies and leadership through ensuring free and fair competition.
- A special program should be developed for continuous improvement and create a suitable environment to succeed the selection policies and recruitment for choosing the best human competencies for management positions.