

## Preliminary Study : Audio-taped interview transcription

<u>Date</u>	<u>15-6-2013</u>
<u>Duration</u>	<u>15 minutes</u>
<u>Place</u>	<u>ELM company for Information Technology</u>
<u>Interviewees</u>	<u>Eng Ibrahim Al muhteb</u>
<u>Job</u>	<u>Project manager</u>

### (Interviewee 1)

<b>Interviewee No. 1#</b>	
Interviewer	Hi Eng Ibrahim , how are you?
Respondent	Fine thank you , yourself?
Interviewer	Good, I just want to ask you about things that keep you motivated in the workplace all the time , or even your team
Respondent	Well, that a big questions because there are many could motivate us as a team , me and my team are looking for more training , development and obtaining the new certificates in Software Engineering.
Interviewer	Does your company offer you proper training opportunities?
Respondent	Yes, but not too much, we need to patients to get good internship opportunities, as we have so many work to be done, and our high authority a bit worried of the delay
Interviewer	What else can motivate you?
Respondent	Some of my staff are looking for money , but the majority are not, they need some respect , and new positions
Interviewer	Why do you think they don't need money?
Respondent	Basically, their salaries are quite high, and they are satisfied with it, some staff who is paid low salaries try to increase their income as much as they can. But personally , money is not important to me
Interviewer	Let's talk about point you raised, which is people are different in responding to their motivators, why do you think they are different?
Respondent	Yes of course they are different based on many things, I can see that Saudi people are motivated different from other nationalities, as they are looking for more promotions and recognition, but other nationalities always looking for higher salaries and job security.

Interviewer	Is that because the low salaries?
Respondent	Yes, and also non-citizen people are working for a short period of time, and they are here mainly for money.
Interviewer	Why we don't say that Saudi people also looking for money ? why Saudi people particularly?
Respondent	Yes, Because Saudi staff are covered by the government employment rules , no fear of contract termination, and more settled as they feel that their jobs are secured.
Interviewer	Let talk about things that make you de-motivated, annoyed or even thinking of leaving the job?
Respondent	For me, I like working for big projects, meeting high authorities and presenting my skills in front of other, and this is what happening now, but this situation has changed , I would consider leaving this job.
Interviewer	Do you think that in one day you will be working for small projects?
Respondent	SO far we have one big project with high support, but once this project is finished , there is no seen project in the future , maybe there and maybe not.
Interviewer	Could you please have a look at these list of factors, and let me know about there importance in the workplace.