

**IMPACT OF QUALIFIED FEEDBACK ON FEEDBACK-SEEKING
BEHAVIOUR (FSB) AND JOB PERFORMANCE ON NON-PROFIT
ORGANIZATIONS OF ISLAMABAD, PAKISTAN.**



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2016

ACKNOWLEDGMENT

I would like to be very grateful to Almighty Allah who help out me and provide possibilities for fronting hurdles at each stage of this research. I am thankful to countless individuals for their support and reassurance throughout the assignment. I particularly prolong my heart with the full thankfulness and gratitude to Mr. Zahid Majeed for his appreciated comments, recommendations and supervision. His generous provision has been helpful for me all the time. I would like to grateful as well to Ms. Nida Kamal, for their nice backing and help during the course of my MBA program thesis.

Contents

Chapter I	6
INTRODUCTION	6
1.1. Background of study.....	6
1.2. Aim of presentstudy.....	9
1.3. Problem of statement.....	9
1.4. Research Objectives	10
1.5. Significance of study.....	10
1.6. Structure of Thesis	11
Chapter II	12
LITERATURE REVIEW	12
2.1. Influence of Feedback environment in Organization.....	12
2.2. Past theories and results	14
2.3. Feedback Seeking Behavior	18
2.3.1. Feedback seeking as a self-regulation strategy	18
2.4. Relationship between FSB and work performance:	20
2.4.1. Boundary conditions in the relationship between FSB and work performance.....	21
2.5. Perception of quality feedback.....	22
2.6. Impact of quality feedback on FSB-job performance	23
2.6.1. Definition of quality feedback:	23
2.7 Applied the effect of trust on quality of feedback.....	24
Chapter III	26
RESEARCH METHODOLOGY	26
3.1. Research Design	26
3.2. Nature of study.	26
3.2.1. Approach.....	26
3.2.2. Descriptive Research	27
3.4. Research Framework.	27
3.5. Hypothesis.....	29
3.6. Research Questions.....	29
3.7. Population and sample size.....	29
3.7.1. Sampling.....	30
3.7.2. Data Analysis Tools and Technique.....	30
3.7.3. Unit of Analysis	30

3.8. Tools of study.....	31
3.8.1. Data Collection Instrument- Questionnaire.....	31
3.8.2 Measures	31
3.9. Ethical consideration.....	33
Chapter IV.....	34
DATA COLLECTION AND ANALYSIS:	34
4.1. Results	34
4.1.1. Demographic Results	34
4.1.2. Employment Statistics:	36
4.1.3. Feedback seeking behavior differences with Gender, Age, Job Position.....	36
4.1.4. Perceived quality feedback differences with Gender,age, job position	38
4.1.5. Trust in supervisor differences with Gender Age,job position:	38
4.1.6. FSB, Performance, Perceived Feedback Quality,Trust in supervisor	39
4.1.7. Reliability Test.....	30
4.1.8. Readiness for Inferential Statistics.....	41
4.1.9. Results of testing hypotheses	42
4.2. Discussion.....	46
4.3. Theoretical and practical contributions.....	49
4.3.1. Practical Implications	50
4.4. Limitations and future directions:	51
Chapter V.....	54
Conclusion	54
5.1. Conclusion	54
5.2. Recommendations	55
Appendices A.....	57
Survey Questionnaire.....	57
Appendices B	60
Reference	67

ABSTRACT

Today, feedback quality, job performance and trust in supervisor are viewed as solitary strategic problem for Non-Profit organizations. The theory of feedback quality in Non-profit sector literature turn out to be more predominant in the latest few eras. Better work performance is one and only supreme significant elements in determining the productivity of an organization. As a result, in direction to surge the productivity of employees it is vital for the organizations to provide the high quality of feedback and engage the employees in behavior of seeking feedback at place of work. Perceived quality feedback and trust in supervisor have been observed as single main reasons which impacts the relationship of feedback seeking behavior and work performance and ultimately the efficiency of organization. Hence, the purpose of current study is to examine the relationship between feedback seeking behavior (FSB) and work performance and to examine, when this relationship become stronger by observing the impact of high qualified feedback and trust in supervisor on the relationship of FSB- work performance. Study is conducted on four Non-profit organizations of Islamabad, Pakistan. The research design was used in this study is cross - sectional correlational and participants (n=97) finalized a questionnaire via handouts. The SPSS 20 is used to examine the analysis in depth. Results of current study exhibited that feedback seeking behavior and work performance having a strong positive relationship which supported the one of hypothesis according to the previous literature review. It is also establish that degree of this correlation is high when employee perceived high quality feedback and it's significantly proved in our result analysis. The results of current study are also reliable with prior readings. Moreover the study found that trust in supervisor, have excessive influence among the FSB, quality feedback and work performance. Better definitions of quality feedback and trust in supervisor and empirically verified measure of work performance would backing more correct analysis of this relationship in future research.

Key Words: Feedback seeking behavior (FSB), Quality of feedback, Trust in supervisor, Work performance.