

Reading portfolio - summary

[Linguistics](#), [English](#)



Summary The article “ Emiratis Happiest in Private Sector” ed by a staff of Gulf Business on 5 November discusses a research conducted by the Abu Dhabi University and the Wollongong University. The universities jointly measured the commitment level between the female and male national workforce and also explored factors affecting the managers’ and workers’ engagement in public, semi-public, and private sector. Results of the survey comprising 272 employees showed that in each sector, employees clearly knew their job’s and organization’s nature and expectations. Employees also believed that their output was recognized by the organization. The private sector gave the most positive feedback, with only one statement receiving weak support in the employees’ responses. For men, the cause of maximum concern was not having good work appreciated whereas for the female employees, it was the absence of a homely environment. The public and semi-government sectors showed generally weak support for numerous statements. Although the percentage of Emiratis employed in the private sector is very small, yet they paradoxically generally enjoyed maximum satisfaction in work. This research showed that the small Emirati workforce thrives on challenge, autonomy, and responsibility under supportive manager’s guidance. Management and researchers need to understand how to encourage more Emiratis to display enthusiasm toward the private sector. Although the sample used in the survey was too small for the results to be universally generalized, yet the Emiratis apparently have a good environment in the private sector.