Employment and Career Motivation in the Arab Gulf States: The Rentier Mentality Revisited

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The notion of “rentier mentality” has haunted the literature on the Gulf States for almost 40 years now. However, few studies have actually provided insight into how the nationals themselves perceive their career motivators, employability and productivity. The eleven studies of this book present both empirical findings and case studies that reveal what nationals expect from their workplace and what hinders them from a personal, meaningful contribution. While it seems that an initially high work motivation is often annihilated by structural impediments such as a strong hierarchy or widespread wasta, it also seems that many nationals fail to understand the urgent requirements of the GCC labour markets.

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Contents

Introduction and Overview
Annika Kropp and Mohamed A. Ramady 1

I. CAREER ASPIRATIONS OF STUDENTS

1. Meeting Career Expectations? The Perception of Female Students
towards Employment in Oman’s Segmented Labor Market 14
Marike Bontenbal

2. Self-Motivation Career Aspirations and Work Responsibilities:
The Perspective of Saudi Male Undergraduates at
King Fahd University of Petroleum and Minerals 35
Mark C. Thompson

3. The Perception of Young Emiratis on Emiratisation 56
Lorraine A. Charles

II. SURVEYS OF EMPLOYEE MOTIVATION AND
WORKPLACE VALUES

4. Cross-National Heterogeneity of Hofstede’s ‘Arab Countries’ 77
Adel Hamaizia

5. Key Drivers for Employee Engagement and Productivity of
GCC Nationals and Expatriates: A Longitudinal Study 2010-2012 122
David Jones

6. A Strengths-Based Approach to Enhancing Youth Motivation and
Employability: Research and Practice from the GCC,
with a Focus on Bahrain 158
Radhika Punshi, Cameron Mirza, and Gauri Gupta
III. ENTREPRENEURSHIP AS A SOLUTION TO THE UNEMPLOYMENT PROBLEMS

7. The Two Universes of Entrepreneurship in the United Arab Emirates: An Answer to the Gulf Employment Conundrum? 175
   Joachim Kolb

8. Rents, Start-Ups, and Obstacles to SME Entrepreneurialism in Oman, Bahrain and Qatar 201
   Jessie Moritz

IV. CULTURAL AND RELIGIOUS ROOTS OF BUSINESS ETHICS AND WORK MOTIVATION

   Makio Yamada

    Tanya Cariina Newbury-Smith

    David Cowan

Bibliography 280

About the Contributors 301

Index 305