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**THE IMPACT OF MOTIVATIONAL FACTORS ON WORK
PERFORMANCE OF MANAGERIAL WORKERS: WITH SPECIAL
REFERENCES TO MANUFACTURING FIRMS AT BIYAGAMA
INDUSTRIAL PROCESSING ZONE IN SRI LANKA**

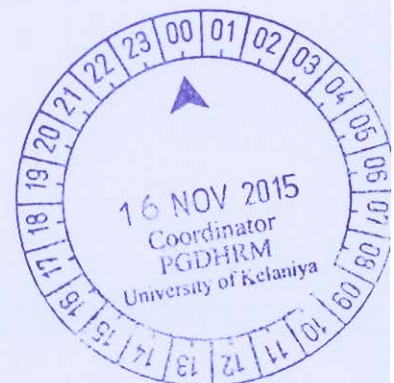
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ABSTRACT

The present study is aimed to investigating the motivation and performance level of the employees in manufacturing organizations. One of the biggest challenges faced by the modern organizations is to gain competitive advantage over the other competitors in the market. Today most of the organizations understand the importance of managing human resources effectively and efficiently to become successful. This study attempts to identify the impact of motivation factors on performance level of managerial level employees in manufacturing firms in Sri Lanka. The sample of the study consists of 414 staff , Executive and managers worked in five manufacturing firms are located at Biyagama industrial zone in Sri Lanka. The main objective of the study was to identify the relationship between employee performance and Motivation factors Appreciation , Salary & Benefits , Career advancements & opportunities , Interesting work and working condition. The independent variable of the study , Motivation consist of above mentioned five factors further the dependent variable is performance level of employees. Data were analyzed by SPSS software using correlation coefficient technique and also path analysis. To gather information a structured questionnaire was distributed among the respondents.

The study was carried out with the purpose of examining the relative importance of motivation factors on degree of employee performance in manufacturing firms.

As per the descriptive analysis of this research Appreciation & Recognition and salary & benefits are in a satisfied level for the motivational factors which is affected for the performance. According to the descriptive analysis career advancement & opportunities are in a unsatisfactory level. As well as interesting work and working condition also in a satisfactory level for the employee performance

Further the research recommends to research on a new set of motivation factors that assist to build employee performance towards the company concerning the worker level employees also.

Finally the researcher presents his recommendations to renew the existing pattern of motivation factors, and the organization should focus on the employee motivation and performance based on the sector and the employee category.

Key words

Motivation, employee's performance, motivational theories