

The Mediating Impact of Employee Motivation Variable on the Relationship between Determinants of Motivation and Organizational Performance

Fernando, J.A.H.P.¹ and Buddhika, H.J.R.²

Department of Finance, University of Kelaniya, Sri Lanka^{1,2}
hashinifernando1004@gmail.com¹, buddhikar@kln.ac.lk²

ABSTRACT

Purpose: Organizations are always seeking to retain talented and motivated employees. Thus, they will maximise the performance of the organization. However, to what extent the employees need to be motivated still needs to be resolved. This study has focused on identifying different determinants of executive employees' motivations related to the general insurance industry in Sri Lanka and the mediating impact of employee motivation on organizational performance.

Design/Methodology/Approach: This study attempted to bridge the gap by analysing the impact of determinants of employee motivation on employee motivation and organizational performance. This study sought to find the impact between the independent variables (Financial benefits, non-financial benefits, Management and Leadership factor, and Organizational factor), mediation variable and dependent Variable (Organizational Performance) through thirteen different hypotheses. Employee Motivation is measured as the mediating variable in the relationship between Determinants of Employee motivation and Organizational Performance. This study gathered Primary data from 369 executive employees of eight leading general insurance. Data were collected with a structured questionnaire and SPSS software has been selected as the key software for data analysis According to the research findings.

Findings: The linear output supports for identify the linear relationship between independent variables and dependent variables within the study contexts and organizational factors and financial benefits are statistically significant with Employee Motivation and Organizational Performances.

Originality: This study will particularly help the general insurance sector to make the right decision to retain their employees.

Keywords: *Executive Employee, Motivation, Organizational Performance, General Insurance*