



Enhancing Motivation through Training: The Mediating Role of Work Engagement among Government Nurses in Sri Lanka

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Abstract

This study explores how training affects employee motivation among government nursing officers at Teaching Hospital Peradeniya, Sri Lanka, and examines whether work engagement acts as a mediating factor in this relationship. Data were collected through a structured questionnaire from a sample of 300 nursing officers. The results revealed a significant positive impact of training on motivation. Furthermore, work engagement was found to mediate the relationship partially, indicating that while training directly enhances motivation, it also influences motivation indirectly through increased engagement. These findings highlight the importance of providing training that not only enhances skills but also fosters deeper involvement in work. The study contributes to understanding employee motivation in public healthcare settings and recommends policy makers focus on work engagement as a mechanism for improving training outcomes.

Keywords: government nurses, motivation, Sri Lanka, training, work engagement