

**The Impact of Motivational Factors on Organizational Commitment of Managerial Workers: With Special Reference to Private and Public Sector Employees of Dock, Harbor and Port Transport**

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The purpose of the study is to examine the relative importance of motivational factors on the degree of organizational commitment in the Dock harbor and port executive staff and to examine the relationship between various motivational factors and various commitment types. The research conducted by using one hundred and ninety managerial level employees of Port Authority, Dock yard and South Asia Gateway Terminal Sri Lanka. The questioner was developed based on a standard questionnaire and the questions have been designed as Likert scales ranging from strongly agree to strongly disagree. The primary research findings of the study reveal that motivation and commitment of public and private sector executives are different. Thus, the study recommends to research on a new set of motivational factors that assist to build employee commitment towards the company depending on the different worker levels. Finally, the study recommendations to renew the existing patterns of motivational factors, and the organizations should focus on the employee motivation and commitment based on sectors and employee categories.

***Keywords:*** Motivation, Commitment, Managerial Level Employees

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