

Factors Influencing Motivation: An Empirical Study of Few Selected Sri Lankan Organisations

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Abstract

Motivating employees is a way to make them to give their best to the organization for the achievement of organizational goals. But choosing the strategy for motivation may differ from time to time and organization to organization, because it is a psychological phenomenon and it is depending on the preference of employees. Therefore the present study is made to find out the motivational factors with the samples of 676 respondents from 55 public and private sector organizations in Sri Lanka. The finding of the study is that the perceived level of motivation of the employees in both the sectors is high. As the factors influencing motivation, wages and salaries, physical working conditions, job descriptions, dependency, friendly working atmosphere, interpersonal relationships, prestige and work assignment, incentives and bonus, work facilities, security, power, challenging and advancement and personal growth are most important factors. Moreover, lower level employees in both the sectors give more importance to lower level needs while middle and higher level employees emphasize higher level needs.

Keywords: Motivation, Economic needs, Social needs, Psychological needs.