

Impact of Motivation on Employee Job Performance: An Empirical Study in a Sri Lankan-Based Financial Institution

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The purpose of this study was to assess the impact of motivation on employee performance of executive level employees in a leading financial institution of Sri Lanka. Accordingly, this study was carried out as quantitative explanatory research work. Further, the sample of the study was selected using simple random sampling technique. This is a cross-industry descriptive research and standard questionnaire was used to collect primary data through a survey. Accordingly, the questionnaires were distributed to a sample of 140 executive-level employees who are working in a leading financial institution of Sri Lanka. Moreover, for data analysis SPSS (Statistical Package for the Social Science) software was used. Accordingly, the findings of the study revealed that there is a significant positive relationship between motivation and employee performance. The present study would provide direction to HR policy makers, employees, supervisors, and to future researchers.

Keywords: *Motivation, Employee Job Performance, Executive Level Employees*

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