

**DETERMINANTS OF EMPLOYEE MOTIVATION:  
CASE STUDY IN A REPUTED COMPANY IN SRI  
LANKA**

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## ABSTRACT

It was revealed in Human Resource Information system data of a reputed company of Sri Lanka that the motivation to perform the routine work of executive staff is not satisfactory. By taking 67 of members from the executive staff in the company and collecting data on organizational and demographic factors using a semi structured questionnaire, this study attempts to find the determinants of employee motivation in company. The data were analyzed using descriptive techniques, Multivariate multiple regression model and Binary logistic model. The results suggested that some demographic factors such as age, gender, educational level, and distance from workplace and availability of other income of directly affect the employee motivation. Furthermore, some motivators such as work environment, responsibility, rewards and incentives, promotion, team work, relationship with superiors and safety and security significantly affect the overall employee motivation in the company. Finally, it is recommended to enhance responsibility of employees through increasing power sharing, providing individuals to make key managerial decisions, promoting those who best deserve and providing optimistic comfortable work environment in the organization.

*Keywords:* Employee Motivation, Multivariate multiple regression model, Binary Logistic regression