

# **The Study of Impact of Self- Motivation on Career Development of Female Nursing Staff (With Special Reference to Government Hospitals in Colombo District)**

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Today's the health care industry has a higher demand on qualified medical professionals. There is least number of males joining within the nursing profession. But, combination of the tendency toward full time employment and higher career aspirations appear to be the reason that men are over represented in senior positions of nursing. The purpose of this research study was to identify the self- motivation on career development of female nursing staff of Sri Lankan Government Hospitals. The overall study has been structured based on the conceptual framework built up with reference to the four objectives, namely identify the level, relationship and impact of self-motivation on career development and moderator role of perceived organizational support (POS) on relationship of self-motivation and career development of female nursing staff. The quantitative research was conducted through stratified sampling technique by using self-administered questionnaire and 150 female nurses were employed as the respondents who are working at Colombo District Government Hospitals. Data analysis was performed using Descriptive Statistics, Pearson Correlation Analysis, and Regression Analysis through SPSS 21.0 Version. Results of the analysis indicated that, self-motivation significantly and positively affects career development but POS does not create any influence on this relationship. Finally, study suggests management of hospitals to provide good facilities in the physical working environment which will enhance their motivation to work while suggested to pay more attention on reducing nurses' work life imbalance by taking necessary steps and actions. Further, outcomes of this study provided implications for enhancing available literature. This study also suggests some further research areas for future research.

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