

**Impact of Employee Motivation to the Employee Retention in
Construction Sector of Sri Lanka.
(With Special Reference to Construction Sites in Uva Province)**

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Though there is a significant contribution from the construction sector to the national Gross Domestic Product (GDP), there's a poor concern on the ground level employees in the field. The objective of this analytical research was to identify the relationship between self-motivation, and their job retention while concerning the factors that affect to the behavior, by using both primary and secondary data with special reference to the construction sites stated in Uva province. Through a random sampling method, 75 ground level employees were selected from different construction sites in the Uva province. As the demographic factors gender, status, age gaps, and service period were concerned. Here mainly identified a major gap between age below 25 and above 60 from the total, It should contemplate once initiating future development programs. Poor education and guidance lead the younger generation this state while elders earning for daily routines. High turnover levels & less effective succession plans were significant. Employees' motivation measured by physical, financial rewards, promotion & growth, supervision, job security. For analyzing data, SPSS 21 version was used and results proved that, there was a positive correlation between the factors related to employee retention at construction sites in Uva province, with the need for the physical requirements having the highest positive relationship. Next it prioritized with financial rewards on workload, own talents with self-capacity, and payment standard followed by promotion and safety, fewer hopes due to not having proper succession plans on the career while ignoring the working risk for basic needs. Concerning two-factor theory motivators should have been empowered before the hygiene factors while proving support to gain the essential needs on usual activities. Authority should highly commit to the work safety though the employees neglected it. Further research is recommended to improve future succession plans to implement in this sector.

Keywords: Employee self-motivation, Employee retention, Construction sites, Rural areas