



## EMPLOYEE MOTIVATION AND JOB PERFORMANCE; CASE STUDY ON PRIVATE SECTOR COMPANY

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It is widely recognized in the management of human resources that promotion of the employees in private and public sectors lead to higher performance. If employees can be satisfied with their job, and then their performance will increase expectedly. Employees of any organization have different levels of motivation. It will directly affect to quality and quantity of work which they carry out. The objectives of this study are to identify the factors influencing on motivation of employees, to identify relationship between the employee motivation and job performance and to recommend alternatives getting to enhance the motivation of the employees. One of the leading companies in Sri Lanka was selected as the case study to collect data. Interview method applied to collect primary data. Human resource managers and few employees from each department in different levels were selected to collect data. Research revealed that to motivate employees, money in the forms of pay and wages or some other sort of remuneration, is the most obvious extrinsic reward. Nevertheless money provides the means to achieve a number of different ends. It is a powerful force because it is linked directly to the satisfaction of many needs and it affects the growth of performance. Therefore employers use variable –pay programs in terms of financial rewards to motivate their employees. Variable pay is used generally to recognize and reward employee contribution toward company productivity, profitability, team work, safety, quality and to some other metrics deemed important. The employee who is awarded variable compensation has gone above and beyond his or her job description to contribute to the organization's success. Variable pay is awarded in a variety of formats including profit sharing, bonuses, holiday bonus, deferred compensation, cash, goods and services such as a company sponsored trip. Identifying the link between motivation and performance shows that motivation is clearly linked to performance. However, in many cases motivation is not the problem. The performance problem may be due to lack of required skills, poor organization, flawed strategy, or a host of other factors. Measuring performance is the difficult and the most significant practical problem in a variable pays system. But paradoxically, precise measurements may lead people to do precisely the wrong thing. A well designed variable pay program that truly rewards an individual will motivate him/her to perform more productively and efficiently.

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