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Motivation of the Operational Workers on Their Productivity: A Study of Selected Manufacturing Companies in Colombo District

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Abstract

Motivation is one of the key factors which determine the level of driving force of the organization against its set tasks. It is a never ending process due to the uncertainties of the dynamic environment. Therefore, this study attempted to identify the effect of motivation on employee productivity of the employees. In Sri Lankan context, there are no sufficient empirical findings relating to the impact of operational level workers' motivation on their productivity in the manufacturing sector. Then, the problem of the study was "*Does employee motivation has an impact on productivity of machine operators in manufacturing companies in Colombo district?*" The data were collected from a randomly selected sample of 100 machine operators in manufacturing companies in Colombo district by administering a structured questionnaire which consisted of 33 questions with 5 point scale. The data analyses included the univariate and bivariate analyses. This study found that there is positive relationship between employee motivation and productivity of the operational level workers in the manufacturing companies and 44% of variance of the productivity was explained by the personal motivational factors. The data revealed that 22% of variance of the productivity was explained by the organizational factors. Then, it found that personal motivation factors have more impact rather than organizational motivation factors for productivity of the operational employees. The recommendation made as the implementation of personal motivational factors and organizational motivational factors by the companies become important management strategy to increase the employee productivity.

Keywords: Motivation, Personal Motivation, Organizational Motivation, Productivity, Machine Operators