EXPLORING THE DIMENSION OF INTRINSIC AND EXTRINSIC FACTORS FOR MEASURING PUBLIC AND PRIVATE SECTOR EMPLOYEES WORK MOTIVATION

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ABSTRACT

The current research aimed to investigate the effect of intrinsic and extrinsic factor on employee work motivation in both private and public sector organization. The present article covers 42 literature reviews to find out employee’s motivational practice in the organization however the researcher tries to identify the link between employee job characteristics and management practice through intrinsic & extrinsic motivational factors. The study based on (n=103) employees from private & public sector to test the hypothesis by using analysis of variance (Chi-square test) to identify the difference between these two factors. Analysis show that the two factors significantly influence in work effort level whereas the extrinsic factors, job security & adequate salary are more essential in private sector and intrinsic factor like opportunities, promotions, work independence & pay according to ability & competence are vital in public sector jobs.

KEY WORDS: Intrinsic & extrinsic motivational factors, work motivation, employee performance.

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