The topic of this research is **Determinants and Outcomes of Employee Work Motivation: An Empirical Study of Higher Educational Institutions of Nepal**. The motivation depends on different environmental as well as situational factors as a result some factors help the faculty to motivate, whereas some others discourage them. Thus, this study seeks both positive and negative determinants of faculty motivation and their effect on attitudinal and work-related behavior. The positive latent variable derived from factor analysis have given the name subjectively perks and irks for negative latent variable. As an independent variable, working environment characteristics and job characteristics are taken as determinants of faculty motivation and their impact on attitudinal behavior and work-related behavior of the faculty has been studied.

The environment factor comprises of supervisor's behavior, co-worker's behavior, physical environment, and incentive system; whereas job characteristics consists of skill variety, task significance, task identity, responsibility and feedback from the job. Similarly, the attitudinal behavior comprises job satisfaction, job performance and job commitment whereas work related behavior consists turnover intention and absenteeism.

This study is quantitative in nature and based on primary data. The population of this study were from constituent, community and private higher educational institutions under Tribhuvan University located at Mid-Western Development Region. Purposive and random sampling method were applied while selection of study region, campuses and respondent and 421 respondents responded on survey. The SPSS software was used to analyze the data. The statistical tool such as pair t –test and ANOVA (analysis of variance) were used to analyze the data. Before applying these statistical tools, factor analysis was used to reduce the data.
While observing the current and expected perception of the faculty and found that supervisor's behavior, co-worker's behavior, physical environment, incentive system and job characteristics has significant difference of current and expected perception of the faculty in their working places. Similarly, the impacts of perks on attitudinal behavior was found significant positive relationship. Thus, all the perks variable has been found positively environment creator that boost up the job satisfaction, job performance and job commitment of the faculty and the relationship between the perks and work-related behavior (turnover intention and absenteeism) was found negatively significant. Likewise, the impacts of irks on attitudinal behavior found negatively significant whereas the impacts of irks on work related behavior found positively significant. Thus, increasing in irks environment decrease the attitudinal behavior of the faculty and increase the work-related behavior of the faculty.

This research advances the literature in several ways. It builds on prior research to create more comprehensive set of determinants and outcome of employee motivation in education industry. Similarly, it fills the substantial gap in the literature of constituent, community and private campus faculty motivation, regarding what work environment and job characteristic determines their work performance better. The identification of work environment and job characteristics enhance the manager's capacity to tap this valuable resource that may help the manager by maximize the potential of their human resource enhancing on perks and reducing the irks. Employee motivation is linked with the several other factors directly or indirectly thus, the organization should always be tactful to understand the personal, social and psychological aspect of their faculty to get the things properly in right time in right place for the better performance in a sustainable way.