Abstract

**Work Motivation among the Government Employees in Tamil Nadu**

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The study was undertaken with the clear cut objectives viz., (1) To find out whether demographic variables such as age, gender, qualification, experience, position and salary have any influence on work motivation of government employees in Tamil Nadu. (2) To find out the relationship between demographic variables such as age, gender, qualification, experience, position and Salary with the level of work motivation of government employees in Tamil Nadu. (3) To study the factors that are significantly contributing towards work motivation of the government employees in Tamil Nadu. (4) To understand the most and least motivating factors from among the significantly contributing factors. (5) To find out the factors that hinder employee motivation and performance among the government employees in Tamil Nadu. (6) To offer suitable recommendations to the State Government to improve the overall work motivation of government employees in Tamil Nadu State.

The required data were primarily collected using simple random sampling method, using a structured undisguised questionnaire in the districts of Thanjavur, Tiruvarur and Nagai in Tamil Nadu state, South India from 510 employees serving in Revenue and Rural development & Panchayat Raj departments from among the selected five cadres that is Assistant, Junior Assistant, Cashier, Accountant and Typist, who are the direct service providers to public at ground zero. Subsequently the data were extensively analysed using statistical tools such as inferential statistics, mean, Chi Square, ANOVA, Factor analysis, Multiple linear regression, and Structural Equation Model using softwares such as SPSS and Smart PLS.
Six dimensions namely ‘job and work environment’, ‘salary and benefits’, ‘recognition’, ‘growth and achievement’, ‘interpersonal relationship’, and ‘leadership and supervision’ emerged from factor analysis as the major contributing factors towards present motivation level.. The SEM model accepts all the six dimensions of work Motivation and it points out that ‘leadership and supervision’, and ‘growth and achievement’ are contributing less towards work Motivation. Further it is confirmed by multiple regression that ‘job and work environment’ was the most contributing factor towards work motivation on the other hand ‘salary and benefits’, ‘growth and achievements’ were the least contributing factor towards work motivation among the Government employees in Tamil Nadu. The employees are currently more motivated by intrinsic (non monetary) rewards than the extrinsic (monetary) rewards and in future they expect more intrinsic rewards from the job apart from few more extrinsic rewards. It was also found that the findings of the study have relationship with all the four famous western content theories viz., Maslow, Herzberg, Mc Clelland, Alderfer. However stronger relationship was found between the findings of this study and Herzberg’s two factor theory of motivation.

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