

**A STUDY ON THE EFFECT OF INTRINSIC MOTIVATION  
FACTORS ON EMPLOYEE ENGAGEMENT OF DEVELOPMENT  
ASSISTANTS IN MINISTRIES OF PUBLIC SECTOR**

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(FGS/MHRM/2012/036)

This research report is submitted as the partial fulfillment of the requirement  
of the degree

**Master of Human Resource Management**

**Department of Human Resource Management**

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**University of Kelaniya**

May 2013

## ABSTRACT

The intake of graduates to the public sector started to reduce unemployment rate and their unrest, but at present it has become a government policy. For fulfilling graduate expectations government recruited them in the various created posts in the priority areas. Since it has possessed for several decades it is essential in measuring the effectiveness and their contribution in the public sector.

There is an established conscientious and research findings that these graduates are not productive as expected. As young graduates they are educated, skillful and talent resource and it is very important to study their engagement to the organization. And study how to enhance their performance and quality of work.

The objective of the research is to analyze the effects of intrinsic motivational factors as presented in Herzberg's dual factor theory on determining employee engagement. Furthermore, to determine what affects personal characteristics of the employee such as gender, age and work experience on employee engagement. This research is quantitative in its approach, we distributed a questionnaire survey to gather the data, and our valid sample size was 156 participants. The survey was directed to Development assistants of forty one government ministries.

The research outcomes identified that gender as a demographic factor influence employee engagement. And intrinsic motivators as Achievement, Recognition, Work itself and Responsibility have positive relationships with employee engagement. The most influencing intrinsic motivation factor on employee engagement is Recognition for Development assistants. Key differences were concluded in regards to the effect of personal characteristics on employee engagement Females were found to be more engaged than males. Finally, the engagement level is found as very low of Development assistants.