

**IMPACT OF MOTIVATIONAL FACTORS ON
ORGANIZATIONAL COMMITMENT OF MANAGERIAL
WORKERS: WITH SPECIAL REFERENCE TO PRIVATE
AND PUBLIC SECTOR EMPLOYEES OF DOCK,
HARBOUR AND PORT TRANSPORT TRADE**

**Dissertation submitted in partial fulfillment of the requirements of the
degree of Master of Human Resource Management**

By

**PDA Sanath Kumar
(FGS/MHRM/2010/004)**

March, 2013

ප්‍රවේශ අංකය:	825
වර්ග අංකය:	



**Department of Human Resource Management
University of Kelaniya, Sri Lanka**

ABSTRACT

The managerial level employees are just like the nerve system of an organization since they use all the organizational resources to achieve the organizational goals by guiding, assisting and coordinating the organizational activities. They take initiative responsibility to motivate the employees and take their commitment towards the organization creating organizational citizenship. When considering the motivation and commitment of managerial level employees towards the organization, it is vital to identify the massive role played by those two psychological live outs.

So the study “Impact of motivational factors on organizational commitment of managerial workers: with special reference to Dock Harbor and Port Transport Trade” was carried out with the purpose of examining the relative importance of motivational factors on degree of organizational commitment in the dock harbor and port executive staff and examining the relationship between the various motivational factors and the various commitment types.

The research was carried out based on the managerial staff of Port Authority, Dock yard and South Asia Gateway Terminal Sri Lanka. The sample size is one hundred and ninety managerial level employees out of the population of three hundred and eighty.

The data which was analyzed by using SPSS software and MS.Excel, presents the primary and secondary research findings. The primary research findings stresses that there is no significant relationship between employee motivation (Pay Management, Training and Development, Career Management and Job Security) and employee commitment. Further the study stresses that the motivation and commitment in public and private sector executives are different.

Further the research recommends to research on a new set of motivation factors that assist to build employee commitment towards the company concerning the worker level employees too. Finally the researcher presents his recommendations to renew the existing pattern of motivation factors, and the organization should focus on the employee motivation and commitment based on the sector and the employee category.