

## Abstract

The objective of study is to find out the influence of non-financial motivational factors on quality of work life of the civil engineers to improve their performance in selected private and government organization in Ampara district of Sri Lanka. This study involved 100 civil engineers who were selected from both the government and private sector in Ampara district. Structured questionnaire was used to collect the data. Six hypotheses have been formulated separately for private & government sector as this was comparative study. CDG, JSS, WLB & PHW were independent variables and QWL & EP was intermediate, dependent variable respectively for this study. Based on the hypothesis testing, as there was positive relationship between independent variables & QWL whereas between QWL & EP for both sectors, all hypotheses on behalf of government & private sectors were accepted. According to the Descriptive analysis mean result value for public sector in CDG, EP, WLB, JSJS, PHW and QWL was 3.108, 3.15, 3.1, 3.04, 3.33 & 3.04 respectively, whereas descriptive result in private sector is 3.108, 3.424, 2.5, 3.198, 3.17 and 2.968 respectively. It shows that most civil engineers in both sectors choose the average value. According to the Correlation analysis the Pearson correlation value for the public sector between CDG, JSJS, WLB, PHW and QWL, and EP was 0.491, 0.516, 0.611, 0.529 and .781 respectively. Whereas the Pearson correlation value in private sector 0.919, 0.921, 0.683, 0.875 and 0.848 respectively. So, according to the correlational analysis, correlation between QWL and EP is positively impacted, whereas correlation between QWL and other factors is relatively impacted in public sector. Correlation between quality of work life and other factors is positively impacted in private sector. Therefore, the implication of this study is that QWL is positively related at significant level with CDG, JSJS, WLB, PHW, and EP in private sector against the public sectors.

Keywords: Career development & growth (CDG) 1, job satisfaction & job security (JSJS) 2, work life balance (WLB) 3, personal health & well-being (PHW) 4, and employee performance (EP) 5.