

**Nexus on Job Training and Employee Motivation of
Managerial Level Workers with Reference To Government
Sector Banks**

M.D.Kalupahana

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**Department of Accountancy & Finance
Faculty of Management & Commerce
South Eastern University of Sri Lanka**

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ABSTRACT

The objectives of the study are to find out relationship between training and employee motivation of managerial workers, to find out the nature of training given to managerial workers and to explore the level of employee motivation of managerial workers. To achieve this objectives researcher has selected government bank in Ampara District.

To analyze the relationship between personnel factors and organizational factors (social support to work, training incentives, training recourse, training needs) with employee motivation. Researcher has selected as independent variables (organizational commitments, job involvement, self esteem, personnel control) and dependent variable (employee motivation). Sample size of the research is 30 managerial level employees from government bank in Ampara District. Standard questionnaire has to use to get the primary data collection. The research which is used descriptive, correlation, regression analysis and hypothesis testing through the SPSS (version 16.0).

The research revealed there is a positive relationship training involvement with employee motivation, negative relationship between organization commitment, self esteem, and personnel control, social support to work, training incentives, training recourses, training need and employee motivation. Finally statistic concludes that there is not a significant relationship between on the job training and employee motivation.

The study results emphasized that in selected organization most of the employees agree there motivation level is very low. Here organization commitment, self esteem, and personnel control, social support to work, training incentives, training recourses, training needs are very poor on employee motivation. Therefore finally the researcher gives some recommendation to sustainable improvement in selected organization for motivation.

The study was limited to Government Sector Bank only. The empirical testing was through primary and secondary data, derived from sample surveys.