

**“RELATIONSHIP OF EMPLOYEE MOTIVATION TO JOB  
PERFORMANCE IN THE SEYLAN BANK, BATTICALOA DISTRICT”**



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## ABSTRACT

The notation of employee motivation is the set of processes that arouse, direct, and maintain human behavior towards attaining some goal. Literature on consequences of employee motivation has demonstrated significant relationship with individual outcome.

The main purpose of the present study was to examine the effects of employee motivation operationalized as value congruence between the employee and the organization, on job performance of employees working in a private organization at both individual level and cross level analysis by utilizing commensurate measures of employee motivation in term of their power in predicting individual outcome variable.

Even through the Seylan Bank which is private bank in Batticaloa district, so the question is, does the employee motivation have relationship with job? Therefore, this research was conducted to examine the relationship of Employee motivations operationalize as value congruence between the employee and organization on job performance. The Employee motivation have evaluated based on six variables such as Pay, work itself, Recognition, promotion, working condition and Training and Job performance have evaluated based on three variables Achievement, Participation and Growth derived from the literature review. The 56 questionnaire was issued to four branches of Seylan Bank, Batticaloa district to collect the data from study population. The collected to the data have presented using SPSS (Statistical Package for Social Science). This research is to gain a better understanding of effect of Employee motivation on Job performance Seylan Bank. This study found positive relationship between employee motivation and job performance. It is concluded that the Employee motivation has to be improved in this bank.

Key words: Employee Motivation, Job Performance.

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