

**MOTIVATION AND JOB PERFORMANCE OF NON-ACADEMIC
STAFF: A COMPARATIVE STUDY BETWEEN UNIVERSITY OF
COLOMBO AND UNIVERSITY OF SRI JAYEWARDENEPURA**

BY

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Abstract

In the fierce era of competition, organizations nowadays are more emphasizing on the management of Human Resources. A manager capable of managing his employee effectively is a successful one. Motivational tools are the most effective in this context. Always have to keep in mind that employees are not motivated solely by money and employee behavior is linked to their attitudes. The aim of this study is to find out the levels of Motivation and Job Performance of the Non-academic staff in University of Colombo and University of Sri Jayewardenepura. The researcher adopted a descriptive research design. Most of the related research has been conducted regarding studies related variables, with a very few exceptions. Therefore, in order to have a perspective of motivation of non-academic staff, the current research was conducted in Sri Lankan universities context. The primary data were collected through structured questionnaire from of 220 respondents from University of Colombo Sri Lanka and University of Sri Jayewardenepura Sri Lanka. Then data summarize through SPSS, and different tests applied on it, and research hypothesis was tested. In this survey two variable are addressed under the dependent variable as task, behaviour, management, and self and one variable was discussed under the independent variable as motivation. Univariate, bivariate and regression analysis made to find out empirical result. The empirical results obtained through this investigation provided several interesting points that necessitate further discussion. The major finding motivation was found to have moderate impact on the job performance in both universities and the relationship consider as moderate positive relationship between the motivation and job performance in both Universities. The findings of this study have various managerial implications for government universities and related non-profit academic institutions. Through the findings the government universities and related non-profit academic institutions were recommended to provide suitable motivation plans understand employees' needs in order to improve employees' job performance in public sectors in Sri Lanka.

Keywords: Motivation, Job Performance, Non-academic staffs, University of Colombo and University of Sri Jayewardenepura.

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