

**A Comparative study on the impact of Individual and
Situational factors in employee motivation to
participate in training in NGOs in Batticaloa**

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Abstract

Organizational training activities are recognized as being able to become sources of competitive advantage through their impact on employees' productivity and their contributions to business objective. If training is to be connected with individual and organizational performance, employees must be motivated and the continuous pursuit of development activities by individuals can be a key aspect in attaining training effectiveness in organizations (Noe 1986).

Data collected from the selected agency's employees (ESCO, SLRC, World Vision Lanka, CCF, UNOCHA, and UNHCR) through questionnaires using 99 samples. The independent variables (perceived benefit of training, & training design), mediating variables (organizational justice, perceived transfer of training) and Dependent Variable (employee motivation to participate in training) data was summarize using descriptive statistics (Mean and SD.), the Strength of the relationship were determined by Kalpearson product moment coefficient of correlation, the combined influence was determined by multiple regression analysis, t-value, and computation of Adj. R^2 and F- value.

Through the findings the researcher realized that, for the independent variable (perceived benefit of training, and training design), mediating variables (organizational justice, and perceived transfer of training) were almost true in local, International NGOs & UN agencies, but the training design for international NGOs was moderately true. There is a significant high positive correlation in local, international, and UN agencies between individual and situational factors and employee motivation to participate in training. On the whole individual and situational factors account for 67%, 72%, and 91% variance in local, international and UN agencies in respectively. Remaining variances in individual and situational factors measures may be attributed by other factors like, employees attitudes regarding the trainer, satisfaction with the task, commitment of the employees, self efficiency, intelligence and personality, positive learning climate, etc may also have some impact on employee motivation to participate in training.

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