ABSTRACT

As a developing country construction industry plays a vital role and it immensely contributing to the country's GDP. In Sri Lanka as a middle income country many infrastructure take place and when considering the productivity and the cost effectiveness in the field it is in question. It is crucial that the investment was made used in optimum scale where most of the funding would be grants or loans which the government has to bear a huge paying back in terms of various taxes. So the quality of the constructions and return on investment from the set projects is really important. In Sri Lanka with the amount of investments that government makes on construction sector and based on the data the satisfaction levels and the retaining of the professionals in the sector is very important however, data shows that the context is not satisfactory. Therefore, in enhancing the productivity seeking out what are the driving factors of human resources to be more productive in the sector is important in management point of view and it is important taking necessary actions to boost the motivation of the professionals.

This research was carried out to make an assessment on Engineers' motivation factors in the government sector of Sri Lankan Construction Industry. Also this is to find out how different motivation factors specifically affect government sector engineers. In addition, this research considered the gender and age factor to find out behaviors with respect to motivation factors. Structured and self-administrated questionnaires were distributed among government sector engineers to ascertain data from the government sector Engineers. The applied theory was Maslow's need hierarchy and a questionnaire was set up to 5 point and Lickert scale is used for gaining responses. A comprehensive data analysis was carried out to receive a macro level picture and two categories were considered for further analysis namely age factor and the gender factor.

It was concluded that Job satisfaction, promotions, opportunity for administrative positions, reasonable salaries, support from non-engineering superiors, further assistance on medical/other insurance, self-satisfaction on work done, feedback, vehicle permit, status of life are the top ranked motivational factors. The results received through this research can be used in the government sector organizations to improve their employee's motivation in order to have a quality service and productive workforce and to attract and retain quality engineers. In sector like engineering establishing good processes and good organizational behaviors to motivate people would support employee morale and psychological situation as well. All levels ranked as "Very important" and except esteem

needs and self-actualization needs received more than 50%. Hence, it can be described as the basic levels from 1 to 3 is not enjoying and level 4 and 5 has enjoyed up to certain extent. Out of 26 motivation factors, 5 of them are "Extremely Important". With the age level differences of the motivational factors resulted in variance as for different age groups the priorities are different their motivational factors get differ. Same with the gender as with the Sri Lankan culture with the gender roles that has assigned their roles and responsibilities not 100% overlapping. Therefore, the motivational factors for different genders resulted in different factors.

With the result that has arrived, it is therefore suggested that the government relevant and responsible authorities to look at the issues in the sector and play an active role in changing policies and encouraging the productivity of the people, attract and retain quality personnel in the sector which would in return positively contribute to the country's development. Some of the recommendations provided is to carry out a sector wise proper analysis on these motivational factors considering the age and gender. It is further recommended to carry out job evaluation, establish proper systems for promotions and performance appraisals and revisit the salary scales comparatively to market rates.