

**A STUDY ON MOTIVATION AND JOB PERFORMANCE OF ACADEMIC
STAFF OF COLLEGE OF TECHNOLOGY, MARADANA**

ABSTRACT

Motivation is considered as a predictor of job performance. Thus, motivated employees with high level of job performance are considered as important elements to an organisation. This study was set out to examine the motivation and Job performance of the Academic staff of College of Technology, Maradana. Basic objective behind study is to see of what factors the employees are satisfied or motivated or; if they are motivated and satisfied what's the impact of such motivation on the employee performance. For this, as the independent variables economical factors, social factors, occupational factors, demographic factors and career growth factors have been used while level of motivation is chosen as the mediating variable. Further employee performance is recognized as the dependent variable. 65 numbers of lecturers have been used as the sample who are selected based on convenient sampling method. As the Data Collection tool semi structured questionnaire is used with the help of interview guide. As analytical tool SPSS 21 and AMOS 23 Version are used. In the quantitative analysis; reliability analysis, validity analysis, sample adequacy analysis, univariate analysis, bivariate analysis and multivariate analysis is used. In the multivariate analysis correlational analysis and the coefficient analysis have been conducted in order to see the association and impact of independent and dependent variable through mediating variable. As the finding of study the study concludes that economic factors has inverse relationship with employee performance through employee motivation while social factors, occupational factors,

career growth factors are having positive impact words employee performance through employee motivation.

Keywords: Economical Factors, Social Factors, Occupational Factors, Demographic Factors, Career Growth Factors, Motivation, Employee Performance.