

**IMPACT OF INTRINSIC AND EXTRINSIC MOTIVATION ON  
EMPLOYEES PERFORMANCE ON PUBLIC SECTOR  
ORGANIZATIONS: SPECIAL REFERENCE TO MUNICIPAL  
COUNCIL BANDARAWELA**



**By**

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## ABSTRACT

Motivation is crucial for organizations to function, without motivation employees will not put up their best and the company's performance would be less efficient. The situation is even more serious in developing countries where working conditions are unattractive. In this research study, there are two independent variables such as intrinsic motivation and extrinsic motivation and the dependent variable is employee performance. Thus, this study intends to investigate, the impact of employee motivation on the employee performance, the relationship between employee motivation, and the employee performance and the level of employee motivation and the employee performance of Municipal Council Bandarawela.

In this research study, primary data had been practiced by this study. A structured questionnaire was used as the method of data collection. Population of the study is 124 employees of Municipal Council Bandarawela and total population method used to make the sampling framework of the study. The quantitative research approach used for this study. The data were analyzed using descriptive statistics, correlation, and regression analysis.

The findings indicate that there are good reliability and high level of employee motivation and employee performance of Municipal Council Bandarawela. And also the results showed that there is a positive relationship between employee motivation and employee performance. Furthermore, employee motivation significantly impact on employee performance.

***Keywords:*** *employee motivation, intrinsic motivation, extrinsic motivation, employee performance*

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