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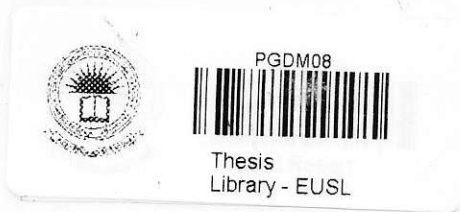
**A COMPARATIVE STUDY ON MOTIVATIONAL FACTORS OF  
TOP LEVEL EMPLOYEES IN SRI LANKA TELECOM AND  
CEYLON ELECTRICITY BOARD**

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**2004**

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## Abstract

Some people perform the same type of job more efficiently than others; some find it more rewarding and interesting than others; and some enjoy it more than others; At any given point of time, people vary in the extent to which they are willing to direct their energies to the attainment of goals, due to differences in motivation.

Generally, the motivational factors more influence the performance of the employees in private organization than government organization. There are different level of performances due to implementing different motivational factors among employees in Sri Lanka Telecom and Ceylon Electricity Board in Batticaloa district. .

Therefore, the research problem focused theories: *how do the motivational factors influence on the top-level employees in Sri Lanka Telecom and Ceylon Electricity Board.*

Using the methodology based on the motivational theory specially Herzberg's two factor theory a questionnaire was constructed based on sixteen dimension of Herzberg's two factors (Hygiene factor and motivation factor)

The researcher administered the questionnaire and interviews and the data were collected from top-level staff from SLT and CEB. Sample population of 40 was investigated for the period of one month. The collected data was analyzed using the Excel software to generate descriptive statistics.

SLT implements the hygiene factors to correct negative feelings of employees but CEB has not taken into more consideration the factors and does not strive to motivate the employees to perform high level.

When comparing SLT and CEB provides more motivation factors to absorb the good performances of employees and CEB has missed to provide the relevant motivation factors to its employees.

**Key words :**Hygiene factor, Motivation factor, Conceptual frame work, Questionnaire