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Exploring Factors of Intrinsic and Extrinsic Motivation - A Study Focused on Selected Private Sectors in Chennai City

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ABSTRACT

Employee performance has only recently been identified as a subject of growing interest in the world of business and management research, in contrast to intrinsic motivation, which has long been portrayed as an important managerial concept. Current studies that link the ideas of employee motivation and engagement have placed a strong emphasis on quantitative analysis and the viewpoint of the employee, looking at what elements are significant to employees in their level of engagement at work. We were able to pinpoint a gap in the literature since there were no studies examining the managerial perspective on how various motivational factors affect employee engagement. Our study's objectives were to better understand how managers in private and public sector firms view the impact of intrinsic and extrinsic motivation on employee engagement and to determine whether managers' opinions of these factors differ in the two sectors. We conducted eight semi-structured interviews with eight managers, four from the public sector and four from the private sector, about their impressions of motivation and performance in order to achieve our goals and complete the objectives of our study. Following the coding of the empirical data into a thematic network, fundamental, overarching, and global themes were discovered. The subsequent organization of the information in our research, from which we deduced the findings of our study, was done using the thematic network.

According to the results of our study, managers believe that intrinsic motivation generally has a greater impact on the psychological components of employee engagement. We also discovered that extrinsic incentive matters to employee engagement, albeit psychologically to a smaller level and more as a component of the overall package provided to the employee by the employer and management. The attitudes of managers in public and private sector firms did not differ when compared as groups; rather, there were disparities within the managers themselves.

1. INTRODUCTION

The industrial revolution and the advent of mass production factories fueled the growth of intrinsic and extrinsic motivation. Organization, both private and public, is formed to achieve specific goals, such as providing goods and services. An organization needs people from diverse backgrounds, both skilled and unskilled, to help them achieve their goals. People are an organization's most valuable asset. Businesses needed to improve work methods, quality, and productivity. The public sector is

associated with administrative work, while the private sector is associated with manufacturing, marketing, and sales.

1.1 Intrinsic Motivation:

People do certain things because it gives them pleasure, develops a skill, or is the morally lighter thing to do. Intrinsically motivated employees perform better in organizational activities because they are eager to learn. Their learning is more meaningful, and they dig deeper to fully grasp the