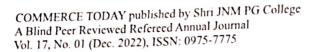
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Exploring Factors of Intrinsic and Extrinsic Motivation - A Study Focol Selected Private Sectors in Chennai City

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ABSTRACT

Employee performance has only recently been identified as a subject of grow interest in the world of business and management research, in contrast motivation, which has long been portrayed as an important managerial contrast Current studies that link the ideas of employee motivation and engagement he placed a strong emphasis on quantitative analysis and the viewpoint of employee, looking at what elements are significant to employees in their level engagement at work. We were able to pinpoint a gap in the literature since the were no studies examining the managerial perspective on how vario motivational factors affect employee engagement. Our study's objectives were better understand how managers in private and public sector firms view the impa of intrinsic and extrinsic motivation on employee engagement and to determi whether managers' opinions of these factors differ in the two sectors. V conducted eight semi-structured interviews with eight managers, four from public sector and four from the private sector, about their impressions motivation and performance in order to achieve our goals and complete to objectives of our study. Following the coding of the empirical data into a themat network, fundamental, overarching, and global themes were discovered. It 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 employer engagement. We also discovered that extrinsic incentive matters to employer 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 manager 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 t private sector is associated with manufacturin marketing, and sales.

1.1 Intrinsic Motivation:

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