Motivation Affecting the Work Performance of Local Government Organization Officers

in Manorom District, Chainat Province

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Abstract

This study was designed to investigate the motivation affecting the work performance of local government organization officers working in Manorom District, Chainat Province. 222 officers comprised the sample of the study. The study tool was a set of self-administered questionnaires containing questions with a -5-point, rating scale. The data analysis was performed by means of descriptive statistics (percentage, mean, standard deviation). As a result of the data analysis, the researcher has discovered the following facts.

Holistically, the level of motivation was found to be at medium level. Separately, levels of influence of various aspects of motivation in ranking order (from high to low) were as follows: position, salary, environment, and relationships with co-workers.

As for the motivation influencing the work performance, the following functions were found : salary and level of position. On social welfare, medical service had the highest influence on the work performance.

Keywords : motivation influencing factors

History and Significance of the Problem

Work motivation is the most influencial factor in an organization, and it is essential to the intellectual capital management. Motivation is concerned with the dedication of the staff members given to their work. Staff with high work motivative work far better than staff with low work motivation. Work motivation of the staff members of an organization is of great importance to the success of the operation of an organization. As a rule, motivation is closely related to job satisfaction. The more the staff are satisfied with their work, the better they perform their work.

Motivation can be classified into two categories – extrincsic and intrinsic Workers with extrinsic motivator work to gain external rewards, whereas workers with intrenric motivation work to get inherent