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FACTORS AFFECTING FOR MOTIVATION OF TRADESMEN OF DEFENCE SERVICES

BY

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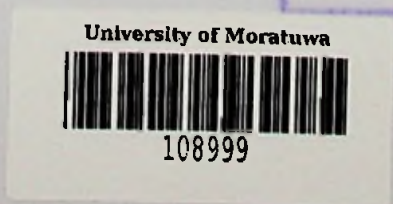
“This dissertation was submitted to the Department of Civil Engineering of University of Moratuwa in partial fulfilment of the requirements for the Degree of Master of Science in Construction Project Management”

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Declaration

I certify that this dissertation does not incorporate, without acknowledgement, any material previously submitted for a degree or diploma in any university and to the best of my knowledge and belief, it does not contain any material previously published or written by another person except where due reference is made in the text.

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I certify that the above declaration is true and correct to the best of my knowledge.

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Abstract

Motivation is one of the issues that has been debated in every field today. Answers have been searched for questions such as "What is motivation?", "How does one get motivated?", "What should be done to increase motivation?" etc. Motivation, basically has two dimensions (Anonymous I, 2010), one being "making employees work better, more efficiently and effectively" from the point of view of managers, the other being "enabling employees to do their jobs in the best way with enjoyment and desire" from the point of view of employees. In fact, the aim of all is the same: to maintain employees' effectiveness, efficiency and happiness in doing their jobs. This paper utilizes survey data collected from 100 tradesmen in the construction projects undertaken by Sri Lanka Army, Sri Lanka Navy and Sri Lanka Air Force. In this most commonly, utilized factors in various researches related to the motivation in the construction industry and few factors related to the Defence were considered. Twenty-four factors were included in the questionnaire and candidates were expected to indicate the level of significance against each question.

The sample size was determined from the research publication (Krekcie and Morgan 1970) to analyze the level of motivation and 100 tradesmen were selected as a representative sample, based on statistical theory of sampling. A total of 100 responses were received for the survey out of 100 questionnaire representing 100% response rate. The survey revealed that, the considered factors had real effect on motivation. "Permanent employment", "Entitlement for pension", "Protection against any disability during the work" and "On time payment of salary, etc." had come within top ten critical factors. The selected three factors which related to the Defence, such as "Protection against any disability during the work", "Ability to have entitled leave or any other emergency leave" and "Contribution from the organization for the family members protection" had come within the top ten critical factors.

Key words: Human Resource Management, Construction Workforce, Motivation, Permanent Employment, Productivity.

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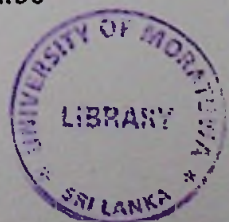


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ABBREVIATIONS AND ACRONYMS

Total Quality Management	TQM
Total Quality Control	TQC
International Organization for Standardization	ISO
Gross Domestic Product	GDP
Construction Motivation and Visualization Center	CMVC
Compound Annual Growth Rate	CAGR
Anno Domini	AD
Before Christ	BC