

**AN INVESTIGATION ON MOTIVATION AND JOB
SATISFACTION OF PROJECT MANAGERS: A STUDY IN
THE SRI LANKAN CONTEXT**

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Dissertation submitted in partial fulfilment of the requirement for the degree of
Master of Science in Project Management

Department of Building Economics

Faculty of Architecture

University of Moratuwa

Sri Lanka

December 2023

DECLARATION

I declare that is my own work and this dissertation does not incorporate without acknowledgment any material previously submitted for a Degree or Diploma in any other university or institute of higher learning and to the best of my knowledge and belief it does not contain any material previously published or written by another person except where the acknowledgment is made in the text.

Further, I acknowledge the intellectual contribution of my research supervisor, Mr. Mahesh Abeynayake for the successful completion of this research dissertation. I affirm that I will not make any publication from this research without the name of my research as contributing author unless otherwise, I have obtained written consent from my research supervisor.

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.....

Mr.Mahesh Abeynayake

.....

Date

Dissertation Supervisor

DEDICATION

“Tireless effort of this dissertation is a replication of my enthusiasm, hard work, and self-belief

I dedicate it to my beloved parents for replenishing it in me during the hard times, my batch mates for being my pillars of support, and my alma mater for what I am today”

ACKNOWLEDGEMENT

“This page is dedicated to those who stood beside me and helped me succeed in accomplishing this dissertation”

First of all, I wish to thank Mr. Mahesh Abeynayake, for his assistance as dissertation coordinator and his guidance and support as my supervisor. It is his valuable thoughts and constructive criticisms that led me to succeed in this journey of research and produce a gem of a report.

My sincere gratitude to Mr. Indunil Senevirathne, Head of the Department of Building Economics, and the academic staff of the department for their teachings, advice, and guidance throughout my university career, and dissertation period in particular.

This acknowledgment is also shared by interviewees and Project Management professionals who assisted in numerous ways in collecting data for this research. My ultimate words of thanks belong to my family members, lecturers, colleagues, friends, and well-wishers who kept me alive and encouraged till the last leap of this endeavor.

Dharshana P.G.T

December 2023

AN INVESTIGATION ON MOTIVATION AND JOB SATISFACTION OF PROJECT MANAGERS: A STUDY IN THE SRI LANKAN CONTEXT

Job satisfaction can be considered as one of the crucial factors in the current working atmosphere. The level of motivation towards the job satisfaction has been also an important parameter to enhance the satisfaction of each and every profession. Current Sri Lankan project management professionals have experienced a lack of job satisfaction and level of motivation of professionals. The study is based on current job satisfaction and the level of motivation of project management professionals in Sri Lanka. The ultimate goal of this study is to analyze job satisfaction and the level of motivation considering project management professionals. The literature was based on a background study of measuring job satisfaction and level of motivation with measuring scales and identifying the importance of job satisfaction. In this constructed literature, crucial parameters affect to job satisfaction and level of motivation has been identified in order to maintain the quality of the study in an optimum level.

A survey approach was conducted by distributing questionnaires among 95 number of project management professionals who worked in the industry. Each and every questionnaire consisted of 20 questions regarding job satisfaction and 5 questions on level of motivation. Comprehensive literature review was essential in order to ensure the applicability of the questionnaire.

The questionnaire survey concluded with 45 responses regarding job satisfaction and level of motivation of project management professionals. SPSS package was used for data analysis. Scale Reliability test, One-sample T-test, Descriptive analysis, Linear regression modelling, Bivariate analysis was used to compute the level of job satisfaction and level of motivation of project management professionals. Overall job satisfaction of Project Management professionals lied in between “Moderate” and “High” in Likert’s scale, where, level of motivation of Project Management professionals was very near to “High”. Causes for the computed results were discussed with the impact of weak variables of both constructs. Variables like supervision responsibility, company policies, ability utilization, moral values and social service were understood as feeble variables of overall job satisfaction. High level of impact of self-esteem and self-actualization to the level of motivation was considered as the enhancement of the overall level of motivation. Bivariate analysis was used to identify the correlation between job satisfactions and level of motivation.

Keywords: *Project Management professionals, Job Satisfaction and Level of Motivation*

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LIST OF ABBREVIATION

PM	:	Project Management
MSQ	:	Minnesota Satisfaction Questionnaire
JGS	:	Job in General scale
OJS	:	Overall Job Satisfaction
PSQ	:	Pay Satisfaction Questionnaire
JPS	:	Job Perception Scale
JSI	:	Job Satisfaction Index
JSS	:	Job Satisfaction Survey
JSRE	:	Job Satisfaction relative to Expectation
JDI	:	Job Descriptive Index
SWJE	:	Satisfaction with Job Facets
IOR	:	Index of Organizational Reactions
JDS	:	Job Diagnostic Survey
EJS	:	Extrinsic Job Satisfaction
IJS	:	Intrinsic Job Satisfaction