

## **Factors Affecting the Employee Motivation: A Case Study in Bank of Ceylon**

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The primary objective of this study is to identify the factors that affect the employee motivation as a case study of Bank of Ceylon Trade Finance Unit. The Opportunities for career growth and development (OPP), Job Security (JOBSEC), Salary and Other Financial Incentives (SALOTH) and Working condition (WOC) were used as the independent variables that affect the employee motivation. The sampling survey method was used to collect the data through a structured questionnaire from 100 employees of the Bank of Ceylon Trade Finance Unit. Multiple Regression Analysis was used to analyze the data. The findings indicate that the Opportunities for Career Growth and Development, Job Security, Working Condition have a significant impact on employee motivation while the Salary and Other Financial Incentives do not have a significant impact on employee motivation. The outcome of this study confirmed that working condition is the most influencing factor to the employee motivation. Therefore, the managers should pay more attention on employee's working condition when arranging the employees' motivational activities in the bank.

**Keywords:** Bank of Ceylon; Career Development; Employee Motivation; Job Security; Working Condition