

## **Factors Affecting to the Motivation of Female Academics on their career: A Case Study at University of Sri Jayewardenepura, Sri Lanka**

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Number of researches have been conducted related to motivation in different countries. Here, the researcher was interested to conduct this study with reference to the motivation of female academics at universities in Sri Lanka based on the research gap identified as per the literature survey. By conducting this research, the factors affecting the motivation of the academics were identified and it will further be beneficial for increasing the motivation on career of academics. Motivated staff will contribute more to the university. With the recommendations that are expected to be provided based on the findings of this study, it is expected that it would be more beneficial for improving their performance and productivity. This research has been conducted as a descriptive type of study. Study population is all the academics in USJP. The size of the sample is 20 and the sample has been selected randomly. By using In-depth interviews, primary data were collected. Secondary data were collected using journals, documents and records of internet and previous research. Gathered data has been analyzed qualitatively. According to this study, the factors which drive female academic members at University of Sri Jayewardenepura towards the motivation were identified as payments, freedom, leadership, advancements, and empowerment, recognition and work relationships.

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