

# EFFECT OF EXTRINSIC AND INTRINSIC MOTIVATION ON EMPLOYEES' WORK ENGAGEMENT (SPECIAL REFERENCE WITH THE LUXORA TILES PLC)

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Researchers and practitioners have recently focused more on employee work engagement in this fast-paced business environment. According to empirical research studies, positive work outcomes directly result from high levels of work engagement. Through a pilot study and in-person interviews with the employees of Luxora Tiles PLC, research has identified a problem with employee work engagement. Researchers have identified many factors, such as leadership, working culture, and workers' resilience, that affects an employee's level of work engagement in a business based on global research projects. Employee motivation, one of the key predictors of employee work engagement, can be divided into two categories: intrinsic and extrinsic. The study examined the impact of intrinsic and extrinsic motivation on employees' work engagement at Luxora Tiles PLC, which was supported by the Social Exchange Theory (SET). Using a simple random sample, data was gathered from 270 employees by using a questionnaire at Luxora Tiles PLC. Using SPSS, the quantitative analytical technique was used in this investigation. The study applied regression analysis to assess its hypotheses. The study's regression analysis revealed that employees' work engagement is significantly affected by both intrinsic and extrinsic motivation, with intrinsic motivation having a greater impact than extrinsic drive. The findings from the research can be used to raise Luxora Tiles PLC employees' levels of work engagement. In addition, the study contributes to the body of knowledge with SET theory by expanding the theoretical understanding of the effect of two types of motivation such as intrinsic and extrinsic motivation, on employees' work engagement.

**Keywords:** Extrinsic motivation, Intrinsic motivation, Work engagement