

# Motivation and Job performance in public and private sector of Georgia

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## ***1.2. Requisition***

*“As the authors of presented Master Thesis, we declare that Thesis is our original work and doesn't include materials previously published or accepted for publication by other authors, which are not referred or quoted corresponding to proper rules.”*

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### *1.3 Abstract*

Motivation influence on employee's productivity has been main subject of study for scientists over the world for many years. However, it is quite hard to find any sufficient research like that in Georgia. Thus, purpose of this Thesis research is to identify the motivational factors having huge impact on job performance of Georgian workers in private and public sector as well as incentives that can be changed or implemented for increasing the motivation.

The analysis from the empirical findings shows that in both sectors pay/salary is the most influential motivational factor out of eight that has been given. The latter is fortified by the fact that employees mostly agree the statement about the monetary rewards claiming that financial incentives motivates them to do their best work. In spite of the equal importance of salary/wage for both sectors, coefficients used for assessment of results, stands higher for public employees than private one.

In a conclusion, recommendations based on the outcomes of this Thesis research will be helpful for managers to deal some of the motivation challenges in order to enhance performance level of subordinates toward attaining the organizational goals. Also, the study can be considered as an introduction to a more detailed research carried by the future theorists on the field of employee motivation.

**Key Words:** Motivational factors, Performance, Salary