

Abstract

This research aimed to study the effects of intrinsic and extrinsic motivation on military employees' performance. Employees obviously work for the organization for monetary benefits but these monetary compensations and rewards are not the sole requirement of all employees. Some of them need salary increment and bonuses to get them motivated while others need recognition and non-monetary benefits. The study was aimed to discuss how the extrinsic and intrinsic motivation can hinder or increase the motivation level of employees. Several motivational theories have also been discussed in this paper that helps in better understanding of why and how employees are motivated. Intrinsic and extrinsic motivation is said to have significant impact on employee's performance. A descriptive cross sectional survey was conducted by administering questionnaires to employees in lugalo military barracks. The study examined 35 female and 35 male respondents (n=70) of Lugalo military barracks to study the effects of intrinsic and extrinsic motivation on employee's performance. There was a positive relationship of intrinsic and extrinsic motivation of employees with their performance. With the increase in intrinsic and extrinsic motivation, employee's performance tends to increase as well. Also i have discussed some of the future directions and recommendations so that it can help future researchers to study the other constructs that can affect employee's performance

Key words: Motivation, intrinsic motivation, extrinsic motivation, employees' performance, job performance, officers and men

