

**MOTIVATION AND PERFORMANCE OF  
CONSTRUCTION ENGINEERS IN SRI LANKA**

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## **ABSTRACT**

Sri Lanka with more than 2500 years of historical background poses marvelous construction history that we had. It is prudent that our ancestors had a tremendous technological know-how in the construction industry. During the colonial era too, Sri Lankans imparted huge knowledge and immense experience in construction technology.

Today, under globalization, the construction environment also changes rapidly due to technological upgrading. Productivity and profitability of individual companies mainly depend on employee efficiency and effectiveness. In the construction sector, Engineers' role is unique to any other category as they perform as the managers as well as technologists. Hence, the performance of engineers becomes vital as it directly affects the performance of any construction organization. The employee motivation focusing on engineers happens to be the most influential and crucial task in a construction organization.

The motivation level of Engineers' and the employee of any construction organization can be determined based on performance measuring indices. Performance measuring indices are types, such as Output performance measuring indices and employee retaining power in any organization. Output performance measuring indices can be defined as project completion on schedule, profitability and maintenance cost index, whilst employee retaining power can be determined by labour turnover ratio.

Perception, personality, ability and attitude differ in accordance to the individual engineers' motivation. Thus, motivation can be determined by evaluating these factors. The research first objective of factors which motivates engineers can be determined by evaluating each factor how its effects for performance indices. The second objective of the research which identifies whether the identified factors affect qualitatively or