

# **A Comparative Study on the Impact of Individual and Situational Factors in Employee Motivation to Participate in Training in NGOs in Batticaloa**

**Jeyaranjani Sutha, R**

Non-governmental organizations (NGOs) that were established in Sri Lanka are becoming more popular in relief, development and advocacy activities. During the war and after the tsunami most of the NGOs were created for the development of Sri Lanka. These organizations are doing their work by means of human resources, activities as well as commodities. Most of the international as well as local NGOs in all over the world are facing some human resource issues. These issues have often been connected to the difficulties in motivating staff and volunteers. Employees' training is one of the most important factors of NGOs activities. Some individual and situational factors are influencing staffs motivation to participate in trainings. Data collected from the selected agency's employees (ESCO, SLRC, World Vision Lanka, CCF, UNOCHA and UNHCR) through questionnaires using 99 samples. The independent variables (perceived benefit of training individual factor, & training design-situational factor), mediating variables (organizational justice situational factor, perceived transfer of training – individual factors) and Dependent variables (employee motivation to participate in training) data were summarized using descriptive statistics, the strength of the relationship were determined by Kalpearson product moment coefficient of correlation, the combined influence was determined by multiple regression analysis, t-value, and computation of Adj.  $R^2$  and F-Value. Through the findings the researcher realized that, for the independent variable, mediating variables were almost true only in local, international NGOs & UN agencies. There is a significant high positive correlation in all selected agencies between individual and situational factors and employee motivation to participate in training. On the whole individual and situational factors account for 67%, 72%, and 91% variance in local, International and UN agencies in respectively.

**Keywords:** Motivation to participate in training, Organizational justice, Perceived benefit of training, Perceived transfer of training, Training design