

WORK MOTIVATION IN THE PUBLIC SECTOR: EXCHANGES WITH THE ORGANISATIONAL BEHAVIOR FIELD

Track Chairs:

Danila Scarozza, Phd Student in Public Management and Governance, University of Rome “Tor Vergata”, danila.scarozza@uniroma2.it

Vurain Tabvuma, Lecturer in Human Resources and Organizational Behavior, University of Surrey, v.tabvuma@surrey.ac.uk

Silvia Dello Russo, Research Fellow, Instituto Universitario de Lisboa, silvia.dellorusso@iscte.pt

Klaus Heine, Professor in Law and Economics, Erasmus University Rotterdam, Erasmus School of Law, Rotterdam Institute of Law and Economics, heine@law.eur.nl

Fabian Homberg, Dr., Lecturer in Human Resources and Organizational Behavior, Bournemouth University, fhomberg@bournemouth.ac.uk

Organisational Coordinators:

Danila Scarozza, Phd Student in Public Management and Governance, University of Rome “Tor Vergata”, danila.scarozza@uniroma2.it, +39 06 72595825

Fabian Homberg, Dr., Lecturer in Human Resources and Organizational Behavior, Bournemouth University, fhomberg@bournemouth.ac.uk

Abstract:

The topic of work motivation in the private sector has been largely studied, whereas the literature on motivation in the public sector has been often criticised to be theoretically and empirically less developed. Nevertheless, Public Service Motivation (PSM), is a construct proposed specifically in the field of public organizations' studies, and is defined as "an individual's predisposition to respond to motives grounded primarily or uniquely in public institutions and organizations" (Perry, Wise, 1990, p. 368). A great deal of research has been dedicated to PSM and to how this is connected to different aspects of employee performance in government jobs. The basic assumption for PSM is that doing a job that is helpful to others is in itself rewarding. If this assumption holds, then, the argument is that public service jobs are more likely to be sought and better performed by people who are moved primarily by PSM, rather than by "rational choice" type of material pursuits. The attention of this track is addressed to both individual characteristics and structural, institutional and organisational factors that help understand in what context – where, when and how – PSM finds a favourable ground to its recognition and development, and its presence can actually "make a difference".

Meanwhile, the track also aims to contribute to making a connection between PSM and other motivational constructs, as well as to broaden the scope of investigation of work motivation in the public sector by relying on more recent approaches in the OB field and by deepening the role not only of dispositional but also contextual variables. Additionally, the study of incentive regimes is of interest to a wide range of audiences including but not restricted to scholars in the fields of management, economics, law, psychology and public administration.

The track welcomes papers from scholars eager to contribute to the development of an interdisciplinary research agenda to investigate work motivation into public organizations in different social, cultural, political and economic contexts.