

SYSTEMATIC REVIEW OF PUBLIC SECTOR MOTIVATION STRATEGIES OF DEVELOPED NATIONS: LESSONS FOR THE DEVELOPING NATIONS

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ABSTRACT

Last three decades have witnessed a steady growth in the research in respect of public sector motivation since 1990. Public sector is regarded as the backbone in every developing nation, where it plays a very prominent role in stimulating its overall development. Due to the acceptance of Sustainable Development Goals (SDGs) by the nations worldwide, there has been a pragmatic shift in the role of public sector during the last few years. Moreover, the employees are the most pertinent human resource in the public sector. Whereas the government has to utilize the maximum of human resources as it has to provide suitable employment opportunities to the population as well. So, the highly challenging and competitive private sector, the expectations of the educated citizens and fast transformations at the global level demand the public sector employees to work with enthusiasm and motivated spirit to keep up pace with the corporate world. However, the irony is that these transformations have also brought many structural and institutional challenges, which are directly linked with falling ethos and motivation of the employees. These recent developments in the domain of public administration have given the motivation of public sector employees a new prominence. Hence, there is dire need to make some attempts to introduce some remarkable changes in the attitude of employees towards their work on one hand; and on the other hand, the institutional framework in which they render their services for the wellbeing of entire community is needed to be reformed as per the demands of the current scenario. The study is important as it focuses on public sector that has the tendency to attract, retain and motivate the employees who are pertinent enough to deliver on the complex objectives of the public services set by the government authorities of a particular nation. With this research paper, an attempt has been made to bridge the existing knowledge gap in the literature, drawing upon prior the 'Public Sector Motivation' studies to introduce the innovative interventions to attain the following research objectives:

1. *Elucidate the numerous strategies executed among the Developed Nations worldwide in context to motivate the public sector employees.*
2. *Assessing the challenges faced by the Developed Nations while implementing the PSM strategies in public sector.*
3. *To develop a suitable framework to motivate the employees of public sector in the developing nations on the basis of lessons drawn from the Developed Nations.*

KEYWORDS: *Motivation, Public Service Motivation, Public Sector, Developed Nations, Developing Nations*

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