

## The State of Employee Motivation During Covid-19 Outbreak in Sri Lankan Construction Sector

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**Abstract :** Sri Lanka has undergone numerous changes in the fields of social-economic and cultural processors during the past decades. Consequently, the Sri Lankan construction industry was subjected to rapid growth while contributing a considerable amount to the national economy. The prevailing situation under the Covid-19 pandemic exhibited challenges to almost all of the sectors of the country in attaining success. Although productivity is one of the dimensions that measure the degree of project success, achieving sufficient productivity has become challengeable due to the Covid-19 outbreak. As employee motivation is an influential factor in defining productivity, the present study becomes significant in discovering ways of enhancing construction productivity via employee motivation. The study has adopted a combination of qualitative and quantitative methodologies in attaining the study objectives. While the research population refers to construction professionals in Sri Lanka, the study sample is aimed at Quantity Surveyors in the bottom and middle managements of organizational hierarchies. The data collection was implemented via primary and secondary sources. The primary data collection was accomplished by undertaking semi-structured interviews and online questionnaire surveys while sampling the overall respondents based on the purposive sample method. The responses of the questionnaire survey were gathered in a form of a 'Likert Scale' to examine the degree of applicability on each respondent. Overall, 76.36% of primary data were recovered from the expected count while obtaining 60 responses from the questionnaire survey and 24 responses from interviews. Secondary data were obtained by reviewing sources such as research articles, journals, newspapers, books, etc. The findings suggest adopting and enhancing sixteen motivational factors in achieving greater productivity in the Sri Lankan construction sector.

**Keywords :** Covid 19 pandemic, motivation, quantity surveying, Sri Lanka

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