

## Effects of monetary and non monetary benefits on motivation of tea plantation workers in up country of Sri Lanka

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Among many factors, low worker motivation is a major reason for low labour productivity in Sri Lanka. This research study attempts to examine the relationship between monetary and non-monetary benefits with worker motivation. Level of motivation was evaluated through average intake, over kilos, willingness to accept more responsibilities, job satisfaction, starting time and attendance. This study was conducted in selected six estates in up country of Sri Lanka. Data were collected from primary and secondary sources. Researcher generated data through active participation with the workers. Data were statistically analyzed.

Average income of a plucker is Rs 2,900 per month. Majority of the estate workers (70 percent) are not satisfied about the condition of the houses provided by the estate management. Almost all the workers (98%), expressed that they work hard to get the over kilo payment. EPF, ETF and gratuity was not valued by the workers since that are not immediately benefiting workers. It is about 78% of the workers could not explain how they are eligible to get gratuity and other benefits. Workers consider condition of their house as a motivating factor. Most of the pluckers liked to wear uniforms and raincoats. Workers are highly motivated when they are deployed in tea fields with the good tea flush where they can pluck more green leaf in order to entitle for over kilos payment. There is positive relationship between monetary benefits and the worker motivation. Among the monetary benefits over kilo payment is the best motivating factor for the worker engaged in tea plucking. Worker motivation is significantly improved by the non-monetary benefits provided by the estate management also.

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