

**A study of Comparison between the Motivational Factors to do a Job in  
Private and Public Sector Organizations of Pakistan**



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## **Abstract**

This study presents a theoretical approach on the distinguishing characteristics of government owned organizations and corporate organizations along with their incumbents. Herzberg two factor theory has been tested as hypothesis for which leads were generated that the level of motivators and satisfiers for both private and public organizations vary in broader range, hence the level of factors that mainly influence the motives of employees for both sectors also vary on broader perspective. These hypotheses are tested with support in order to compare public and private employees working in Pakistan. Public employees in different public and private sector organizations were found with higher level of Motivation gained with high task orientation and personal growth. These both variables are a part of motivators as per the Herzberg's theory of motivation i.e. two factor theory. The basic goal behind this study is to recognize the factors that actually have greater role towards encouragement and motivation for private sector employees as compared to public sector employees.