

**Basic Psychological Needs as Predictors of Individual Differences in  
Motivation: A Comparison of Self-Determination between Adhoc and  
Permanent Employees.**

**By**

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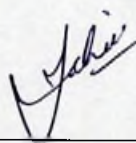
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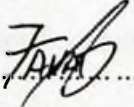
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## DECLARATION OF AUTHENTICATION

*I certify that the research work presented in this thesis is to the best of my knowledge my own. All sources used and any help received in the preparation of this dissertation have been acknowledged. I hereby declare that I have not submitted this material, either in whole or in part, for any other degree at this or any other institution.*

Signature.....  .....

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## DEDICATION

This thesis is dedicated to my father, Abdul Hamid Bhatti and my mother, Shahida Parveen for always being there for my support and motivation, my family for believing in me and motivating me to complete my studies with full enthusiasm.

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## ABSTRACT

The present study aims to determine the importance of basic psychological needs as predictors of individual differences in work motivation. It is a comparative study that quantitatively established differences in motivation between adhoc and permanent employees in the light of self-determination theory based on basic psychological needs theory, organismic integration theory and causality orientation theory (Deci & Ryan, 1985) using the quantitative comparative survey design. In the light of these theories the present study highlighted employees differences in motivation orientation and behavioral regulation in work place settings under the three facets of autonomy orientation, control orientation and impersonal motivation orientation. For this purpose a sample of 300 employees, including 150 adhoc employees of which 75 were males and 75 females and 150 permanent employees of which 75 were males and 75 females from various organizations were gathered through convenient sampling by using a consent form, a demographic form, Basic Psychological Needs Satisfaction Scale (Deci & Ryan 2000), the General Causality Orientations Scale (Deci & Ryan, 1985) and Work Extrinsic and Intrinsic Motivational Scale (Deci & Ryan 2000). The obtained results were analyzed by using statistical package for social sciences. The significant implication of the present study draws attention to the basic psychological needs as the differentiating factor between the adhoc employees and permanent employee's motivation orientation at workplace. The resourceful knowledge f would aid the human resource executives along the organizational psychologists to gain a deeper insight into the various factors that drive the behaviors of employees during the probation period and after their confirmation in an organization. It would thus focus to bring attention to a grossly ignored capacity of basic psychological needs and motivation orientations of adhoc employees, who are newly inducted, and compare it with the permanent employees.