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# Public Service Motivation: Exploring Motives of Public Servants & Identifying the Pursuit of Vocation

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## Research Questions

1. What motivates public service employees?
2. Is a public employee likely to view his/her career as a vocation?
3. What are some of the different levels of vocation that exist within the public sector?

## Research Design

1. Survey of public servants based on Perry's 24-point scale with Likert scale response categories
2. Interviews with public servants on PSM questions, focusing on public sector experiences

## References

Brewer et al., 2000.  
Frederickson & Hart, 1985.  
Perry et al., 2010, 682.  
Perry & Wise, 1990.  
Wise, 2005.

## Literature Review

Public Service Motivation (PSM):  
“An individual's predisposition to respond to motives grounded primarily or uniquely in public institutions and organizations”  
(Perry et al., 2010, 682).

Motivational bases of PSM: rational, normative, and affective

Public Service Culture & Patriotism of Benevolence

Job Involvement/ Satisfaction & Civic Engagement

Individual Conceptions of PSM

## Vocation

- Not only about “me,” but about the common good
- Less about the things we do; more about the spirit with which we do them
- 3 essential questions for authentic calling:
  - Do I experience a sense of joy?
  - What am I good at?
  - Where can I make a useful contribution to the world?