Public Service Motivation: Exploring Motives of the Public Sector and Identifying the Pursuit of Vocation

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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.
Perry et al., 2010, 682.
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?