


4-9-2015

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

Morgan Elizabeth Draves
University of Dayton, stander@udayton.edu

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Recommended Citation

Draves, Morgan Elizabeth, "Public Service Motivation: Exploring Motives of the Public Sector and Identifying the Pursuit of Vocation" (2015). *Stander Symposium Posters*. Book 581.
http://ecommons.udayton.edu/stander_posters/581

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

Presenter: Morgan Draves

Advisor: Dr. Michelle Pautz

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?