



# A Short Note on Public Service Motivations and Income Intent

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## DESCRIPTION

Public Service Motivation (PSM) related to job performance has become an important issue in recent years. However, the relationship between PSM and work performance varies. To investigate whether work attitudes mediate the effects of PSM on the intent to leave civil servants, this study integrated work satisfaction and organizational involvement into a single model. Based on a sample of 587 full-time public sector employees in USA, our results show that work satisfaction or organizational involvement has a negative link between PSM and employees' intentions to retire. Showed to mediate. Multiple placement analyses have shown that job satisfaction and organizational involvement sequentially mediate the impact of PSM on turnover intent. As a result, it was found that civil servants with a high PPP level prefer to stay in public institutions. Explain the theoretical and practical implications of our results. Perry and Wise (1990) argued that individuals with high public service motivation were more likely to seek employment in the public sector and performed well in the public sector. Then a series of empirical studies focusing on the relationship between PPP and job performance.

While a significant number of literatures emphasize the importance of PPP in improving job performance, the role of intermediate variables in mediating the relationship between PPP and performance is still unknown. There are two research perspectives in the PPP literature on whether individual PPPs are negatively related to their intention to stay in the public sector. While some studies have investigated the direct impact of PSM on employee retirement intent, recent studies have been mediated by intermediate variables involving individual-organization-adaptation-organizational involvement, PSM and severance. Organization identification, potential social impact and the meaning of work. In short, most of the existing PPP literature does not provide strong evidence to link PPP to marketing intent. In addition, previous scholars emphasized the dominant role of PO-Fit in the link between PSM and employee work-related outcomes, but they largely ignore other parametric variables such as work attitudes and behaviours (Vandenabeele, 2009). Matthew despite the important role of job satisfaction and organizational involvement in explaining the willingness to retire, it has been receiving more and more attention in recent years, but job satisfaction when considering structural presentation variation models. It turns out that few studies have examined organizational involvement together. The concept of PSM, derived from Perry

and Wise (1990), refers to "the predisposition of an individual to respond to motivations primarily or exclusively based on public institutions or organizations." The study shows that individuals with high levels of PSM choose to work in the public sector for the public good. Alternatively, Vandenabeele (2007) described PSM as "beliefs, values, and attitudes that go beyond self-interest and organizational interests, relate to the interests of larger political entities, and motivate individuals to act as appropriate. I consider it to be. In addition, PSM can be seen as "a particular type of prosocial motivation" or an essential motivation for civil servants. Importantly, the concept of PSM has been discussed and used outside the public sector because PSM is found in the commercial environment. Therefore, scientists have proposed a more general concept of PPP. For example, Rainey and Stein Bauer (1999) define PSM as "a general and altruistic motivation to serve the interests of people, states, countries, or human communities." While PSM was initially seen in the public sector as a prosocial motive for doing well for others and society PSM is in many areas. It is becoming more and more recognized as a problem and is becoming external. Public sector Thus, PSM can be described as an "autonomous type of motivation" (Houston, 2011) that plays an important role in influencing individual work-related behaviours. These views show that both internal motivation and external context play important roles in determining individual work-related behaviours such as job performance, work effort, and organizational performance. Previous empirical studies have shown that work-related attitudes and behaviours of civil servants are closely associated with PSM. In general, many believe that when PSM scores are high, people tend to work in public institutions and report high job satisfaction, job performance, and organizational involvement and Pandey, Belle (2013) argued that PSM has significantly improved the ability of civil servants to perform their duties, a large sample of employees of the Italian National Health Service. Recently, a study by Levitats and VigodaGadot (2017) showed that PSM is actively associated with civil servant work outcomes such as job satisfaction, emotional involvement, and quality of service. Intention to leave is generally the "probability of an employee leaving the organization". Previous studies have suggested that employees' willingness to retire is primarily determined by economic, personal, and organizational factors, but PSM theory suggests that at the PSM level. It is generally assumed that high individuals prefer to "seek membership in a public organization". Opportunity to promote the public interest. Several previous studies have shown that PSM has

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no direct and significant impact on sales intent. However, recent empirical evidence confirms a negative link between PSM and public sector sales intent. Based on a sample of 4,974 street-level bureaucrats, showed that it is negative and important that PSM

directly influences an employee's severance intentions. Similarly, finally our study concluded that individuals who value social justice and altruism are unlikely to resign from public sector jobs.