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**FACTORS AFFECTING EMPLOYEE MOTIVATION  
(IN REFERENCE TO NATIONAL FILM CORPORATION, SRI LANKA)**

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With the massive advancement of technology and the working speed of the modern world, employees' capability and motivation is greatly required for the success of an organization or a company. As productivity depends on employee motivation, it can be enriched and improved by creating a work environment that exploits the factors that affect performance. A broad literature analysis has been carried out to identify the most favourable factors that affect the motivation levels of employees in different fields from different countries. Through the literature review five factors were derived as the main variables that affect employee motivation. Those were salary benefits, working conditions, supervision, advancement and organizational policy. The purpose of this study was to check whether the so-called factors affect employee motivation and performance. This was a case study at the National Film Corporation in Sri Lanka, which implemented a descriptive research design and a cross-sectional analysis. The study involved collection of primary data from a sample of 52 employees from various departments of the National Film Corporation, Sri Lanka. The non-probability sampling method of convenience sampling was used in the study. Questionnaires were used to collect primary data. The data has been analysed using statistical models so as to arrive at the established research hypotheses and objectives using SPSS and Excel software. A normality test was done to check on the data given to respondents and a reliability test was carried out to test how reliable the data which was gathered from the respondents was. Correlation Analysis was done to find the association between variables. This study revealed that there was a positive relationship between employee motivation and independent variables, namely salary benefits, working condition, supervision, advancement and organization policies. Salary benefits and employee motivation have a higher relationship ( $r=0.863$ ,  $p<0.05$ ) while the organization policies and employee motivation have a lower relationship ( $r=0.595$ ,  $p<0.05$ ). It is recommended that both managers and employees be trained for ease of understanding and transparency.

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