Interactive Effects of Public Service Motivation and Organizational Politics on Nepali Civil Service Employees' Organizational Commitment

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Abstract

This study attempted to investigate the instrumentality and generalizability of public service motivation (PSM) instrument developed by Perry (1996) in Nepali context. It also examined the interactive effect of perceptions of organizational politics (POP) and different dimensions of PSM on Nepali civil service employees' organizational commitment. Cross-sectional survey questionnaire was used to collect the data. Four hundred and forty-three employees from 10 ministries and their associated departments, regional offices, and district level offices participated in the survey. Exploratory factor analysis and confirmatory factor analysis were conducted to check the dimensionality of PSM instrument. Interactive effects of different dimensions of PSM and POP on organizational commitment were tested using hierarchical moderated multiple regression analysis. The results revealed that PSM exists in Nepali context but all the dimensions are not reproduced. POP moderated the relationship between self-sacrifice dimension of PSM and employees' organizational commitment. The implications and directions for future research are discussed.

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