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Agric. Econ. – Czech

**Kolman L., Michálek
P., Chamoutová H.,
Chamoutová K.,
Müllerová L.**

Work motivation and the municipality size

Agric. Econ. – Czech, 53 (2007): 30-35

The article shows the results of the grant project of Czech Science Foundation 406/03/0896, which focused on the survey of work motivation and quality of working life issues in the Czech country. The results concern an analysis of variation and a range of coefficients and

show statistically significant differences in motivational coefficients in sets that differ in the respondents size of residence. The main aim of the survey was to find out if it is possible to identify the differences in work motivation between people from large cities and people from small municipalities, namely between inhabitants of the Prague metropolitan area and smaller municipalities placed near to the national boundary. The survey was conducted by means of the EDMK questionnaire, which is described elsewhere (see references). Some specific questions were added by the present authors. Statistical analysis of the data obtained resulted in the findings, as follows: (1) questionnaire scales used are sufficiently reliable (as proved by the Cronbachs' alphas statistics); (2) statistically significant differences were identified in the motivational patterns of the Prague Metropolitan Area and small municipalities inhabitants; (3) the quality of working life in Czechia was found as a rather low; it results in lower perceived responsibility and job involvement found in the whole sample of Czech responses.

Keywords:

motivation, working life quality, EDMK,
Czech countryside

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