

## **The Effectiveness of Monetary Rewards in Motivating Police Officer**

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### **Abstract**

The Police Reward Scheme in Sri Lanka is the focus of this study. The objectives of this study were to assess the relationship between monetary rewards and the level of motivation of Police Officers. It was hypothesised that the higher the level of reward expectation among the Police Officers, the higher will be the level of motivation for performance ( $H_1$ ), the higher the level of ability of the Police Officers, the higher will be the level of expectancy for performance and reward ( $H_2$ ), the higher the perceived fairness of reward among the Police Officers, the higher will be the motivation to exert extra effort ( $H_3$ ). The study was carried out using a semi-structured questionnaire among a representative sample of 100 police officers. Based on the quantitative data analysis, all three hypotheses were accepted. Considering the qualitative responses, emerging patterns were identified and discussed. Recommendations for the improvements of the scheme were also made.

### ***Key Words (in alphabetical order):***

Effectiveness, Monetary incentives, Motivation, Police Department, Rewards

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