

## WHAT DETERMINES PUBLIC SERVICE MOTIVATION?

*by:*

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Public service motivation (PSM) refers to one's inclination to provide services to people with the purpose of making a positive impact on others and society (Andersen, Jensen, and Kjeldsen, 2021). Public servants' perception of their job also has a relationship with PSM. The study of Forte et al. (2022) found that the majority of their participants, who were public sector workers, found their job purposeful and meaningful. This perspective is significantly related to self-sacrifice and dedication to public interest, which are dimensions of PSM.

Given this, it is important that workplaces find ways to grow public servants' PSM. In the context of schools and pedagogy, PSM should be cultivated early on to promote to the youth the provision of genuine service. This way, students can grow into professionals who have a heart for people and drive for people-oriented leadership.

Participation in school-based service activities for academic credit is shown to boost students' reported prosocial values, such as community assistance, which is a key aspect of values associated with Public Service Motivation (PSM). Findings from the study of Holt (2019) indicate that values tied to PSM are flexible and shaped by early experiences in service, indicating that the development of prosocial values during adolescence could potentially evolve into values critical to PSM development. Furthermore, collaborative learning has been found to be crucial in fostering PSM. Leadership involvement, volunteering satisfaction, and peer collaboration positive impact students' PSM (Kim, 2020).

With these findings, we can deduce that practical on-ground exposure is an effective way to foster public service motivation among the youth. Further studies may be conducted to compare this against introducing public service conceptually. However, we can start with results from Kim (2020) indicating that PSM is not affected by taking civics classes for their sample of graduate students. Given this, it would be recommended to develop and strengthen community service activities in schools that allow children and the youth to be grounded to greater social realities.

## *References:*

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