

Testing the Public Service Motivation in Europe: Attitudes toward Work Motives

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Theory: Public Service Motivation

- "PSM is part of a behavioral process in which public service motives lead to behaviors that benefit the public" *(Sangmook Kim and Wouter Vandenberghe, 2010)*
- PSM is "an individual's predisposition to respond to motives grounded primarily or uniquely in public institutions and organizations" *(Perry 1996)*
- "More broadly, public-service motivation can be characterized as a reliance on intrinsic rewards over extrinsic rewards" *(Crewson 1997)*

Research Question and Hypotheses

- Does the personal wealth matter and Is it important to help others?
- H (1) Public service employees are less likely than others to act out of a mere **monetary interest**.
- H (2) Public service employees are more likely than others to perform their job responsibilities due to their will to **lend a helping hand to others**.

Statistical Methods

- a cross-sectional study based on two years of observations pooled together (N=38,204)
- European Social Survey round 4, 2008 and round 5, 2012 (Norwegian Social Science Data Services)
- Multivariate ordinal logistic regression models

Groups out of 26 countries

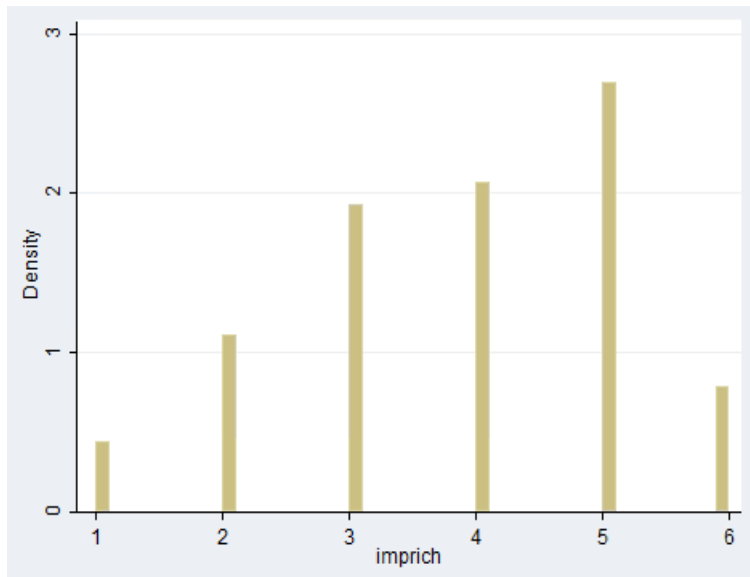
- 1) EU Founders: Belgium, France, Germany, Netherlands (N=7,271);
- 2) Joined the EU before 2004: Denmark, Finland, Greece, Ireland, Portugal, Spain, Sweden, the United Kingdom (N=12,786);
- 3) New EU members joined after 2004 (consists of countries from the former Eastern bloc): Bulgaria, the Czech Republic, Estonia, Hungary, Poland, Slovakia, Slovenia (N=9,362);
- 4) Eastern European countries, that are not part of the EU: the Russian Federation, Ukraine (N=2,864);
- 5) Single Market with the EU: Switzerland, Norway (N=3,347);
- 6) Eastern Mediterranean ("left-overs"): Cyprus, Turkey, Israel (N=2574)*.

**Though each country in this group is culturally and politically distinct, since the data for these three countries is available, the regression is run more for a curiosity than the significant result itself.*

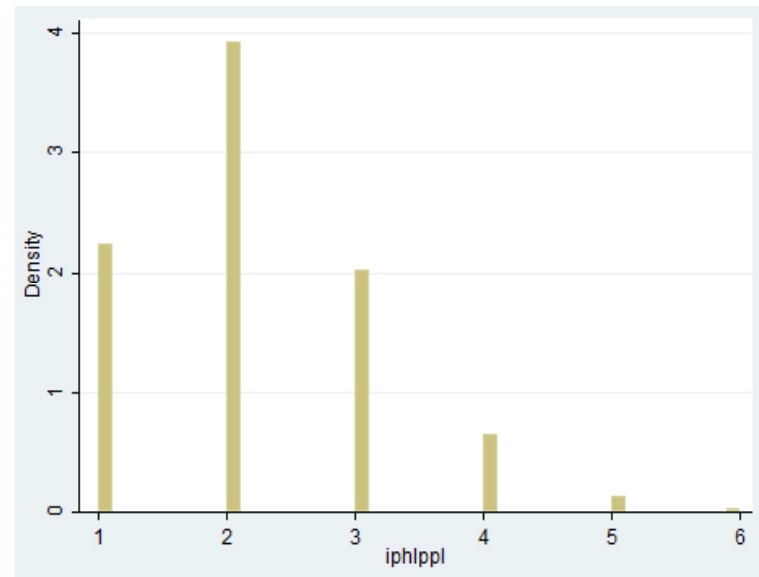
Dependent Variables

- Importance of Being Rich and Importance of Helping Others

Histogram 1. Response Distribution: Importance of being rich



Histogram 2. Response Distribution: Importance of helping others



Independent Variable: Public vs. Private

An Average European Employee

Public Sector

(30% of observations)

Age: 44.2

Education: 15 years

Gender: female (66%)

Partner: not-single (70%)

Household: you + 2 ppl

Establish. size: around 55 ppl

Private Sector

(70% of observations)

Age: 40.5

Education: 13 years

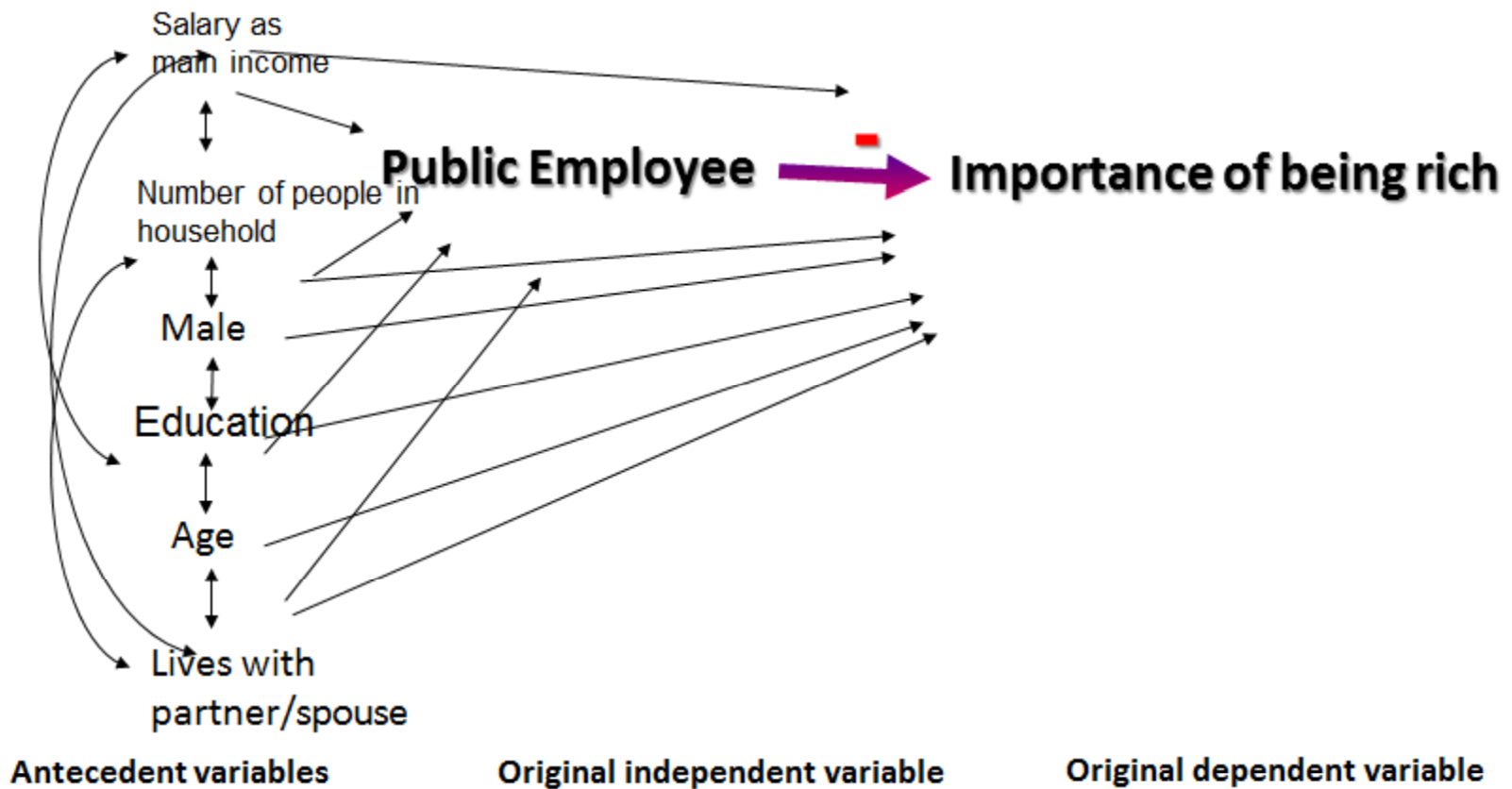
Gender: male (57%)

Partner: not-single (65%)

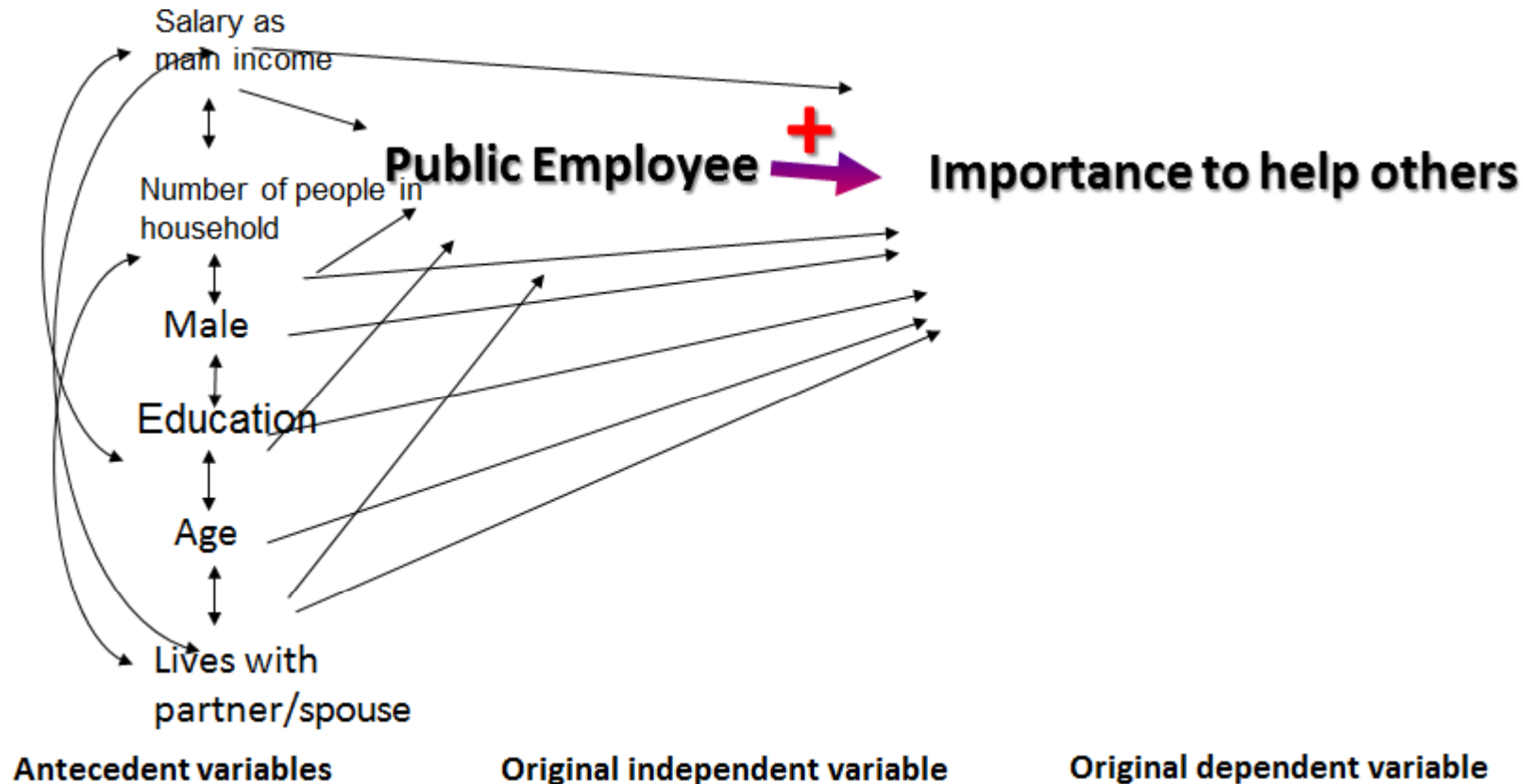
Household: you + 2 ppl

Establish.: around 40 ppl

Causal Model I



Causal Model II



Results

Statistically significant results for all country groups and for both hypotheses

	Number of observations	Important to be rich	Important to help others
<i>Group 1 EU Founders</i>	7 271	-0.246*	0.185*
<i>Group 2 EU Joined before 2004</i>	12 786	-0.284 *	0.248*
<i>Group 3 New EU joined after 2004</i>	9 362	-0.269*	0.248*
<i>Group 4 Eastern Europe</i>	2 864	-0.347*	0.296*
<i>Group 5 Single Market with EU</i>	3 347	-0.348 *	0.220*
<i>Group 6 Eastern Mediterranean</i>	2 574	-0,177**	0.160***
<i>Total</i>	38 204	-0.271 *	0.198 *
* p<0.01, **p<0.05, *** p<0.10			

Results: Helping Others

- Public employees across Europe find it more important to help others as compared to private employees.
- The EU founders have the smallest difference between public and private employees in their desire to help.
- Eastern Europe, namely in Russia and Ukraine, has the largest difference between sectors in their attitude to help.
- Being a male is negatively related to the importance to help others. “The least caring” men are in Norway and Switzerland, while Eastern European men and women have the smallest difference in their attitude to help.
- Each additional member of household people increase the feeling of helping and caring.
- Years of education has negative effect in countries with overall high level of education and positive effect on desire to help in less educated countries:
 - France, Germany, Belgium and Netherlands as well as for Switzerland and Norway
MORE educated = LESS caring
 - Central and Eastern European and non-EU Eastern European Russia and Ukraine
MORE educated = MORE caring

Results: Helping Others

County Groups	public	male	partner	salary as main income	age	years of education	nmbr of ppl in hhold
Group 1 EU Founders	0.185*	-0.568*	0.036	0.190**	-0.037*	-0.012**	0.09
Group 2 EU Joined before 2004	0.248*	-0.423*	-0.038	-0.117**	-0.006	0.004	0.031**
Group 3 New EU joined after 2004	0.248*	-0.474*	0.110**	0.037	-0.023**	0.024*	0.026 (0.109)
Group 4 Eastern Europe	0.296*	-0.230*	0.017	0.041	-0.018	0.041*	0.110*
Group 5 Single Market with EU	0.220*	-0.627*	-0.047	-0.255***	0.005	-0.026*	0.064**
Group 6 Eastern Mediterranean	0.160***	-0.430*	-0.030	-0.104	-0.001	0.018 (0.101)	0.031
		* p<0.01, **p<0.05, *** p<0.10					

Results: Being Rich

- Public employees across all European countries, indeed, value wealth less than individuals employed in private sectors.
- The least important wealth is in Switzerland and Norway, and in Eastern European countries, however, for different reasons.
- Men have higher feeling of importance to be rich with the strongest in Western-European countries (Group 2 EU Joined before 2004) and countries with single market, Switzerland and Norway. Wealth is the least important to Eastern European men if comparing the results to other countries.
- Years of education are positively related to the importance to be rich. The strongest relation found in Eastern Europe.
- The elder you are the less important you find the material wealth. The least important wealth is for the elder people in the richest countries in Europe.

Some Numbers to Support

County Groups	public	male	partner	salary as main income	age	years of education	nمبر of ppl in hhold
Group 1 EU Founders	-0.246*	0.377*	0.060	-0.154**	-0.074*	0.005	-0.023
Group 2 EU Joined before 2004	-0.284 *	0.428*	0.095**	0.003	-0.060*	0.020*	-0.003
Group 3 New EU joined after 2004	-0.269*	0.368*	0.039	-0.196*	-0.050*	0.019*	-0.047*
Group 4 Eastern Europe	-0.347*	0.219*	-0.044	-0.323**	-0.015	0.073*	-0.025
Group 5 Single Market with EU	-0.348 *	0.453*	-0.047	0.023	-0.080*	0.001	0.011
Group 6 Eastern Mediterranean	-0,177**	0.264*	0.049	-0.027	-0.062*	0.004	-0.063**
		* p<0.01, **p<0.05, *** p<0.10					

Conclusion

- Public Service Motivation is a universal concept that can be equally generalized to European countries.
- Intrinsic rewards are, indeed, more important for public employees in European countries than for private employees.
- Public employees find wealth less important than private counterparts.
- Eastern European countries show the most extreme results for both questions.
- Public employees put less stress on being rich in different countries for different reasons. This should be left for further investigation through the field trips and comparing what type of persons are historically/culturally work for public sector.
- Despite the improvement the situation with equal pay for men and women and in the contrary with feminist ideologies that equal men and women personalities, the findings show that in Europe men are the ones who care about money and women are the one who care about others.
- Education can have opposite effects on personal feelings: making an individual more individualistic or opening her/him for surrounding society.
- Age has a negative effect on stressing the importance to be rich, which comes with the wealth accumulation and saturation in time and/or change of values while a person matures.