

**Prosocial Motivation and Job Performance: The Moderating Role
of Intrinsic Motivation, Perceived Task Significance and
Supervisor Trustworthiness**

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Abstract

The purpose of this study was to investigate the moderating role of intrinsic motivation, perceived task significance and manager trustworthiness in relationship between prosocial motivation and job performance. Prosocial Motivation Scale, Task Performance Subscale, Blais Work Motivation Inventory, Perceived Task Significance Scale and Integrity Subscale of Manager Trustworthiness Scale were administered to 360 employees of NISOC who were selected by stratified random sampling method. Data were analyzed by hierarchical regression analysis. Results indicated that prosocial motivation was positively related to job performance. Intrinsic motivation, perceived task significance and supervisor trustworthiness moderated this relationship. Present study showed that prosocial motivation is an important factor in promoting job performance and also this relationship will be stronger when employees have high levels of intrinsic motivation, perceived task significance and supervisor trustworthiness. So, promoting employee's intrinsic motivation, perceived task significance and manager trustworthiness lead to more positive effects of prosocial motivation in organizations.

Keywords: prosocial motivation, job performance, intrinsic motivation, perceived task significance, supervisor trustworthiness.