

Abstract

The present research was conducted to develop an indigenous motivation scale and find the relationship between personality and motivation among rescue workers. In the first phase of research, items were generated through semi-structured interview and reviewed by experts. After the revision, 38 items were administered on 380 participants (372 males and 8 females). The factor analysis revealed three main subscales including positive working atmosphere, material rewards and demotivators. The alpha reliability of the scale was .84 which was found to be significantly high. To establish psychometric properties, the tool used for finding convergent validity was the Work Preference Inventory (Amabile, Hill, Hennessey & Tighe, 1994), it was found to be .23 with positive working atmosphere. The second phase was of main study revealing honesty-humility, extroversion, consciousness, agreeableness and conscientious to a predictor of motivation factor positive working atmosphere at 40% prediction level. The income of rescue workers was significant at .007 in motivating them.

Keywords: Personality traits, Motivation, Rescue workers