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**TITLE:** ANALYZING THE MOTIVATIONAL ATTITUDE TOWARDS WORK AND EFFICIENCY, IN THE CONCEPT OF PROTESTANT WORK ETHICS: A RESEARCH DONE IN LITHUANIA

## **ABSTRACT**

Motivating employees is one of the main issues of the science of management. It is impossible to be successful for an organization that consists of unmotivated employees. Max Weber asserts that there are some psychological elements, behind the motivation for work and efficiency. According to Weber, there are some moral and ideal bases behind such kind of motivation. Weber names those bases as the Spirit of Capitalism. And he claims, the Spirit of Capitalism wanders like a ghost in capitalist system and trains the people, for the needs of the system. According to Weber's thesis the Spirit of Capitalism has got some religious roots: the Protestant Ethic

In this research, the motivational attitudes of people towards work and efficiency were examined in the case of Lithuania, which separated from Soviet Union and altered to capitalist system. The main issue of our research is to define the effects of alteration to capitalist system on those motivational attitudes mentioned above. While measuring those effects, the concept of Protestant Work Ethics, that Weber asserted, is used as an anchoring point.

## **KEYWORDS**

Protestant Work Ethics, Motivation, Lithuania, Work, Work Ethics, Efficiency, Capitalism, Max Weber