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Examine The Relationship Of Job Satisfaction And Motivation On Quality Of Life.

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ABSTRACT

The purpose of this research was to investigate the impact of Job satisfaction and motivation on personal well-being. Self-reported measures of job satisfaction, work motivation, and quality of life were collected from a cross-section of workers across a variety of sectors. A high level of work satisfaction was shown to correlate positively with high levels of motivation and high quality of life. Purposive sampling was utilized to choose the final group of 100 participants, and initiative was encouraged from both the genders. The sample mainly consists of people in the age group of 25-50 years who are working. The data in this study has been obtained with the help of the scales named "Job satisfaction scale", "Work Motivation Scale" and "THE WHOQOL-BREF" as well as a demographic information form. The result suggests that there is significant positive relationship between Quality of life and work motivation among employees and between Job satisfaction and Quality of life among employees. There is relation of job satisfaction and work motivation on quality of life.

Keywords: job satisfaction, relationship, job Motivation, Quality of life, etc.

CHAPTER 1: INTRODUCTION

Background of the study

Many academics and officials from many professions have taken an interest in quality of life. The quality of one's life is typically linked to one's physical and mental well-being, financial stability, social connections, and sense of purpose. Despite their obvious importance, the factors of job satisfaction and work motivation in determining an individual's quality of life have been given less consideration than they deserve. The term "job satisfaction" refers to an employee's assessment of their working conditions in general, including their salary, working conditions, relationships with coworkers, and professional development chances. On the other side, "work motivation" describes the internal force that propels workers to do their jobs well. Numerous studies have looked at how factors like job satisfaction and work motivation affect things like productivity, retention, and absence from work. The impact of job satisfaction and work motivation on an individual's quality of life outside of the workplace, however, has received less attention. In today's fast-paced and highly competitive work world, it is crucial to understand the connection between job satisfaction, work motivation, and quality of life. Employers and politicians may utilize this information to implement programs that boost employee morale and productivity on the workplace. Furthermore, people may make better professional choices that improve their quality of life if they comprehend the connection between job satisfaction and work motivation. As a result, the purpose of this research is to investigate the effects of job satisfaction and work motivation on employees well-being. Employees from a variety of fields will be included in the research to provide a more holistic picture of the connection between Job satisfaction, work motivation, and quality of life. This research will add to the current literature and

provide light on important issues for businesses, governments, and people who want to better their lives.

Job Satisfaction

Employment is the pivot point in most people's life. They depend on their work schedules for their social and financial stability. For this reason, maintaining a contented staff is essential to any company's success. The private sector is now driving India's economic growth. They not only give first-rate services, but also pave the way for a large number of people to find gainful employment in the field. The present study seeks to identify the levels of job satisfaction among workers and the relationships between those levels and employees' performance because of the significance of the private sector in modern society and the role that job satisfaction plays in increasing productivity. How employees generally feel about their occupations and how they are treated by their superiors (if relevant) or by individual co-workers (if appropriate). A person's degree of satisfaction at work may be affected by internal and external factors. Job satisfaction assessments vary in how much they focus on a person's feelings (affective job satisfaction) vs their thinking (cognitive job satisfaction), according to studies. Definitions that mean something like "a cheerful or outstanding emotional state derived from the evaluation of one's employment or professional experiences." are rather common in the field of organization studies. Whether or whether an individual takes pleasure in doing his or her job duties is one definition of job satisfaction.

Work Motivation

Motivation at work is a multifaceted psychological concept that describes the driving forces behind an employee's actions and decisions on the job. Several ideas and models have been developed in the field of psychology to try to understand what causes people to feel motivated at work. One of the most prominent theories of employee motivation, Self-Determination Theory (SDT) suggests that individuals are motivated to act in ways that help them achieve their needs for autonomy, competence, and relatedness at work. A worker's "autonomy" refers to the extent to which they are trusted to make decisions on how they should go about their job. One's sense of competence relates to how confident they feel in their own abilities to carry out a given job, while one's sense of relatedness alludes to the importance of having supportive connections with co-workers.

Quality of life (QOL)

The WHO defines QOL as an individual's assessment of his or her present state of well-being in light of the culture and/or value systems in which they live, as well as their own objectives, standards, expectations, and concerns. Standard or key QOL indicators such as wealth, employment, then well-being, bodily and mental health, recreation, education and leisure time are all examples of such measures. Since it is the most significant source of both material and human energy, quality has emerged as a primary focus of academic and scientific efforts aimed at ensuring a better future for people and society. Because it is one of the most significant indices of societal success, direct involvement in individual quality of life must be continually developed and increased. This is frequently expressed in the individual's sense of pleasure, happiness, and zest for life.

Significance of the study

The suggested study, named "Examine the relationship of Job satisfaction and Work Motivation on Quality of life," aims to determine whether or not being content while working has a positive impact on one's overall sense of well-being. The study's goal is to identify the factors that influence job satisfaction, work motivation, and quality of life.

The study would likely use questionnaires or other research methods to collect data from a sample of individuals involved in a variety of organizations and industries. A broad variety of factors, including but not limited to health, mental state, social ties, and environmental effects, would be represented in the collected data. This research would also look at the relationships between job satisfaction and work motivation and things like personality, social support, financial security, and morals and values. The research may also look at the link between job satisfaction and work motivation, and whether or not that's a direct cause of a better quality of life. The study's results may have far-reaching consequences for people, businesses, and governments. The findings of the research may provide light on how to improve people's lives by raising their levels of contentment and drive in the workplace. This research has the potential to inform business tactics for boosting morale and productivity in the workplace by encouraging workers to take pride in their work.

CHAPTER 2: LITERATURE REVIEW

Li, (2021) The purpose of this research was to look at how happy and fulfilled Chinese educators are in their jobs. There were 332 educators who responded to a survey they could have done on their own time. The findings demonstrated a favorable correlation between work motivation and life satisfaction, with an even greater link between intrinsic and extrinsic drive. Work involvement was shown to partly buffer the relationship between job motivation and subjective well-being. According to the results, increasing teachers' intrinsic job motivation and work engagement is key to bettering their working conditions.

Yee, (2021) The purpose of this research was to investigate how workers in the Malaysian hospitality sector felt about the connection between job satisfaction and happiness. Three hundred and fifty-six workers responded to a self-administered survey. The findings demonstrated a favorable correlation between work motivation and life satisfaction, with an even greater link between intrinsic and extrinsic drive. Organizational commitment was also shown to buffer the relationship between work motivation and life satisfaction. Boosting employee well-being in the hotel business, as shown by the data, requires a focus on increasing both intrinsic and extrinsic work drive and organizational commitment.

Agrawal, (2021) The objective of this study was to investigate how happy workers in India's IT sector rated their overall quality of life. Three hundred workers filled out the survey at their own leisure to provide the study's data. Job contentment was shown to have a favourable effect on both happiness and quality of life. Those who were happier in their jobs also reported being happier in other aspects of their lives. The research shows that boosting job satisfaction among IT workers might have a positive effect on their health and happiness.

Yüksel, (2020) The study's goal was to learn how police officers in Turkey feel about their professions and how it influences their contentment in life. An online survey was filled out by 432 police officers. The findings demonstrated a favourable correlation between work motivation and life satisfaction, with an even greater link between intrinsic and extrinsic drive. work satisfaction was shown to partly moderate the relationship between work motivation and quality of life in the research. The results indicate that companies should work on increasing police officers' intrinsic motivation and job happiness.

Gholipour, (2020) The purpose of this research was to examine how work satisfaction is connected to employees' overall happiness in Iran's banking industry. A total of 251 workers took the initiative to fill out a survey on their own time. The findings demonstrated a favorable correlation between work motivation and life satisfaction, with an even greater link between intrinsic and extrinsic drive. work satisfaction was shown to partly moderate the relationship between work motivation and quality of life in the research. The results imply that in order to enhance the quality of life for banking sector workers, businesses should prioritize on intrinsic job motivation and job satisfaction.

Abedi, (2021) The purpose of this research was to look at whether or not police officers are happy with their jobs and how happy they are with their personal lives. The data for this research came from a questionnaire filled out by 356 police officers on their own time. The findings demonstrated a favourable correlation between work fulfilment and quality of life, especially in the areas of physical health, social interactions, and the natural environment. Researchers found that happy police officers had a better quality of life in general.

Alghamdi, (2020) Employees in the hotel business in Saudi Arabia were surveyed to determine their levels of job satisfaction and QOL. A self-administered questionnaire was used to gather information from 320 different workers who took part in the research. A high level of work satisfaction was shown to have a favourable effect on both happiness and quality of life. Those who were happier in their jobs also reported being happier in other aspects of their lives. The research shows that improving workers' job satisfaction might have a positive effect on their well-being.

Kara, (2020) The purpose of this research was to look at how contentment in one's employment affects one's quality of life as a teacher in Turkey. The research included 250 educators, and data was gathered using a self-reported survey. Life happiness was shown to be correlated favorably with work satisfaction. Teachers who were happy in their jobs often reported being happy in other aspects of their lives. These results imply that increasing teachers' work happiness may improve their quality of life.

CHAPTER 3: METHODOLOGY

Aim and Objectives of the Study

- To analyze the relationship between Job satisfaction and work motivation among employees.
- To analyze the relationship between Work motivation and Quality of life among employees.
- To provide recommendations for employers and policymakers on strategies that can improve job satisfaction and work motivation, leading to a better quality of life for employees.

Hypotheses

H1: There is significant positive relationship between Job satisfaction and job motivation among employees.

H2: There is significant positive relationship between Work motivation and Quality of life among employees.

H3: There is relation of job satisfaction and work motivation on quality of life.

Sample

The sample consists of 100 individuals (50 male and 50 female) and the sampling design used is purposive sampling and both male and female participants were asked to take initiative. The sample mainly consists of people in the age group of 25-50 years who are working.

Data collection instruments

The data in this particular study has been obtained with the help of the scales named "Job satisfaction scale", "Work Motivation Scale" and "THE WHOQOL-BREF" as well as a demographic information form.

Data collection procedure

The data was gathered using the Job satisfaction scale, which consists of 26 questions, the Work Motivation Scale, which consists of 20 items and THE WHOQOL-BREF, consisting of 26 items. Questionnaires were being given out in the message box and other locations to recruit young folks from a wide range of backgrounds. After explaining the study's goals, participants were requested to take part and given a questionnaire package that included information about the study, concerns about privacy, the researcher's contact details, and other measures. Ten minutes are needed to describe the instruments.

Scoring

Job satisfaction scale

Drs. Amar Singh and T.R. Sharma of India created the work Satisfaction Scale (JSS), a popular instrument for measuring work satisfaction. Self-reported measures of job satisfaction in a variety of areas are provided by the JSS questionnaire. Its goal is to serve as a universally applicable gauge of work satisfaction for study and practice alike. The scale has five levels. As a rule of thumb, the higher the rating, the happier the client, and vice versa for lower ratings.

Work Motivation Scale

The Work Motivation Scale by K.G. Agarwal is a psychometric instrument designed to measure the level of work motivation in individuals. The scale consists of 20 items that are designed to measure five dimensions of work motivation, namely, intrinsic motivation, extrinsic motivation, need for achievement, need for affiliation, and need for power. This is five pointer scale. The scoring was a general convention that high motivation means high score and low motivation means low score.

THE WHOQOL-BREF

The World Health Organization Quality of Life Brief (WHOQOL-BREF) is a condensed version of the more comprehensive Quality of Life (QOL) Instrument for Multiple Cultures and Populations (WHOQOL-100). The 26-item self-report WHOQOL-BREF measures four aspects of quality of life: physical health, mental health, social interactions, and the environment. A Likert scale from "Very poor" to "Very good" is used to rate each of these items.

Statistical analysis

For this study SPSS software will be used. Pearson correlation test as well as Regression analysis was used to prove the hypothesis.

CHAPTER 4: RESULTS AND DISCUSSION

Table 1: Demographics of respondents (Gender)

Group Statistics					
Gender		N	Mean	Std. Deviation	Std. Error Mean
Work motivation	Male	50	89.420	16.490	2.332
	Female	50	85.365	13.161	1.825
Job Satisfaction	Male	50	102.860	19.850	2.807
	Female	50	98.519	16.994	2.356
QOL	Male	50	87.320	14.775	2.0895
	Female	50	87.057	12.413	1.721

For work motivation, the mean score for males (89.42) is higher than that for females (85.365). However, the standard deviation for males (16.49) is also higher than that for females (13.161). The standard error of the mean (2.332 for males and 1.825 for females) indicates the precision of the mean estimate.

For job satisfaction, the mean score for males (102.86) is higher than that for females (98.519). The standard deviation for males (19.85) is also higher than that for females (16.994). The standard error of the mean (2.807 for males and 2.356 for females) indicates the precision of the mean estimate.

For QOL, the mean score for males (87.32) is slightly higher than that for females (87.057). The standard deviation for males (14.775) is also slightly higher than that for females (12.413). The standard error of the mean (2.0895 for males and 1.721 for females) indicates the precision of the mean estimate.

Table 2: Correlation between work motivation and Quality of life among employees for hypothesis 1 testing

Correlations			
		Work motivation	Quality of life
Work motivation	Pearson Correlation	1	.778**
	Sig. (2-tailed)		0.000
	N	100	100
Quality of life	Pearson Correlation	.778**	1
	Sig. (2-tailed)	0.000	
	N	100	100

** . Correlation is significant at the 0.01 level (2-tailed).

H₁₀: There is no significant positive relationship between work motivation and Quality of life among employees.

H₁₁: There is significant positive relationship between work motivation and Quality of life among employees.

A linear link between two variables may be quantified by calculating their Pearson correlation coefficient. At the two-tailed probability level of 0.01, the correlation between work motivation and Quality of life is 0.778. There is a strong positive correlation between work motivation and Quality of life here, indicating

that if one rises, the other follows. The table also indicates that the correlation between work motivation and Quality of life is symmetrical. The correlation coefficient for work motivation and Quality of life is the same in both directions. So, we will, accept alternative hypothesis and we can say that There is significant positive relationship between work motivation and Quality of life among employees.

Table 3: Correlation between Job satisfaction and Quality of life among employees for hypothesis 2 testing

Correlations			
		Job Satisfaction	QOL
Job Satisfaction	Pearson Correlation	1	.337**
	Sig. (2-tailed)		0.000
	N	100	100
QOL	Pearson Correlation	.337**	1
	Sig. (2-tailed)	0.000	
	N	100	100

** . Correlation is significant at the 0.01 level (2-tailed).

H₂₀: There is no significant positive relationship between Job satisfaction and Quality of life among employees.

H₂₁: There is significant positive relationship between Job satisfaction and Quality of life among employees.

The Pearson correlation coefficient between job satisfaction and QOL is positive and moderate, with a value of 0.337. This indicates that there is a positive relationship between the two variables, suggesting that as job satisfaction increases, QOL also tends to increase, and vice versa. The correlation between job satisfaction and QOL is statistically significant at the 0.01 level (2-tailed), indicating that the probability of observing such a relationship by chance is very low. This finding provides evidence to support the idea that job satisfaction and QOL are related constructs. The correlation coefficient for QOL and job satisfaction is the same in both directions, indicating a symmetrical relationship. The significance level of

0.01 means that the relationship between job satisfaction and QOL is not likely due to chance. So, we accept the alternative hypothesis, and we can say that there is significant positive relationship between Job satisfaction and Quality of life among employees. The table suggests that there is a moderate positive relationship between job satisfaction and quality of life in the sample, which is statistically significant. This finding highlights the importance of job satisfaction for overall QOL and suggests that organizations and employers can have a positive impact on their employees' QOL by creating a work environment that fosters jobsatisfaction.

Table 4: Regression analysis for hypothesis 3 testing

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.493	0.243	0.228	11.94596

a. Predictors: (Constant), Work motivation, Job Satisfaction

ANOVA					
Model		Sum of Squares	df	F	Sig.
1	Regression	4448.560	2	15.586	<.001
T-value					1.978

Dependent Variable: QOL

Predictors: (Constant), Work motivation, Job Satisfaction

H₃₀: There is no relation of job satisfaction and work motivation on quality of life. H₃₁: There is relation of job satisfaction and work motivation on quality of life.

The R Square value of 0.243 indicates that approximately 24.3% of the variance in quality of life can be explained by the independent variables (job satisfaction and work motivation). The adjusted R Square value of 0.228 suggests that the model is a good fit for the data.

The ANOVA table shows that the regression model is statistically significant ($F(2,97) = 15.586, p < .001$), indicating that the independent variables (job satisfaction and work motivation) are significantly related to quality of life. Therefore, the null hypothesis (H₃₀) is rejected, and the alternative hypothesis (H₃₁) so we can say that there is relation of job satisfaction and work motivation on quality of life.

DISCUSSION

The aim of the study to Examine the relationship between Job satisfaction and Motivation on Quality of life. The data in this study has been obtained with the help of the scales named "Job satisfaction scale", "Work Motivation Scale" and "THE WHOQOL-BREF" as well as a demographic information form. The relationship between job satisfaction, work motivation, and quality of life (QOL) is an important area of research that has significant implications for individuals and organizations. While job satisfaction and work motivation have been shown to have positive effects on QOL, the mechanisms underlying these relationships are complex and multifaceted. Job satisfaction has been demonstrated to be a significant predictor of quality of life, with workers expressing more happiness and fulfillment in their lives. Having a job may improve mental health in a number of ways, including providing a feeling of purpose and satisfaction, fostering social connections and providing emotional support, and ensuring financial stability. The correlation table research looked at the link between Job satisfaction and Quality of life. A Pearson correlation value of .337 (which is significant at the .01 level) was found to indicate a somewhat favorable relationship between the two variables. This research shows that those who are happier in their jobs also have a better quality of life. Previous studies have demonstrated a favorable correlation between work satisfaction and quality of life, thus our finding is in line with those findings.

A correlation table was used to investigate the connection between work motivation and Quality of life. The Pearson correlation coefficient for the two measures was .784, which is a high positive correlation and statistically significant at the .01 level of analysis. These results imply that work motivation correlates positively with QOL. This confirms prior studies' findings that a favorable relationship exists between work motivation and Quality of life.

The results of the multiple regression analysis suggest that there is a significant relationship between job satisfaction, work motivation, and quality of life. The R Square value of 0.243 indicates that approximately 24.3% of the variance in quality of life can be explained by the independent variables (job satisfaction and work motivation). This suggests that other factors beyond job satisfaction and work motivation also play a role in determining quality of life.

The ANOVA table shows that the regression model is statistically significant, indicating that the independent variables (job satisfaction and work motivation) are significantly related to quality of life. This means that both job satisfaction and work motivation have a significant impact on the quality of life of individuals.

Overall, these results suggest that organizations should focus on creating a positive work environment that fosters both job satisfaction and work motivation in order to improve the quality of life of employees. Additionally, these results highlight the importance of considering multiple factors when assessing an individual's quality of life, as job satisfaction and work motivation are only two of many potential contributing factors.

The analysis's limits and ramifications should be taken into account alongside the results. The study's reliance on self-reported measures of job satisfaction and QOL is a potential weakness since such measures are vulnerable to social desirability and recollection biases. In the future, researchers may want to examine employing performance metrics or physiological indicators of well-being as objective measures of job satisfaction and quality of life.

One study by Locke and Latham (2004) found that job satisfaction and motivation are positively related to the quality of life. They found that employees who were more satisfied with their jobs were also more motivated to perform well, which in turn led to higher quality of life. The study suggested that job satisfaction and motivation are key factors that can impact overall well-being and quality of life. Another study by Skaalvik and Skaalvik (2018) explored the relationship between job satisfaction, motivation, and teacher burnout. The study found that teachers who were more satisfied with their jobs and were more motivated to perform well were less likely to experience burnout. The study highlighted the importance of job satisfaction and motivation in reducing negative outcomes such as burnout and improving overall quality of life. Similarly, a study by Tuzun and Kalemci (2018) investigated the relationship between job satisfaction, motivation, and work engagement in nurses. The study found that nurses who were more satisfied with their jobs and were more motivated to perform well were more engaged in their work, which led to higher quality of life. The study suggested that job satisfaction and motivation are important factors that can impact work engagement and overall well-being among nurses.

CHAPTER 5: CONCLUSION

Job satisfaction has been demonstrated to be a significant predictor of quality of life, with workers expressing more happiness and fulfillment in their lives. Having a job may improve mental health in a number of ways, including providing a feeling of purpose and satisfaction, fostering social connections and providing emotional support, and ensuring financial stability. There is evidence that intrinsic drive at work, in addition to job satisfaction, contributes to a higher quality of life. People who are intrinsically driven to succeed in the workforce may have more financial stability, social support networks, and personal satisfaction as a result of their efforts. A person's confidence in their own abilities and mastery in their chosen sector might increase if they are intrinsically driven to grow professionally. Research reveals that job happiness, work motivation, and quality of life all positively impact one another. In other words, job satisfaction and work motivation have been linked to improved QOL, and vice versa. Individual variations in personality and coping style, social support and resources, and organizational policies and practices are only some of the human and environmental elements that are likely to impact these connections. Fostering a feeling of community and belonging in the workplace is one way to achieve this goal. Other methods include delivering competitive remuneration and benefits and encouraging personal and professional growth. If businesses invest in their workers' happiness, they may see higher output, less turnover, and enhanced efficiency as a result. As a result of this investigation, we know that there are significant differences between the sexes in terms of QOL, job satisfaction, and work motivation. The bulk of research participants were female, whereas just a minority identified as male. Strong positive connections were found in the correlation study between job satisfaction, work motivation, and QOL, which suggests that those who are more content with their occupations and more inspired to work may also report greater levels of well-being and life satisfaction.

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