



# CONSEQUENCES OF WORK MOTIVATION ON LIFE SATISFACTION IN ADULTS

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## Abstract

This study investigates the impact of work motivation on life satisfaction. The elements that connect life satisfaction and motivation at work results in more driven workers, which raises output and improves job satisfaction. We hypothesised that individuals with stronger work motivation would report higher life satisfaction levels. Tools used Work Motivation Questionnaire and Life Satisfaction Scale. Data was collected from a sample of 99 respondents aged 25 and above were analysed by employing the Pearson correlation coefficient to explore the relationship between the two variables. The outcomes unveiled a notable and positive statistical association ( $r = 0.802$ ,  $p < 0.001$ ) between work drive and life contentment. This implies that individuals who exhibit greater motivation at work tend to express greater levels of satisfaction with their lives. These results enrich our comprehension of the elements impacting life satisfaction and underscore the potential significance of work motivation for overall wellness.

**Keywords:** Work motivation, life satisfaction, job satisfaction, well being

## CHAPTER I : INTRODUCTION

The multifaceted concept of life satisfaction is essential to people's psychological health and general well-being. In order to arrive at a comprehensive assessment of one's life quality and fulfilment, it includes the subjective appraisal of a variety of life domains, such as work, relationships, health, and personal achievements.

According to research, aspects associated to health such as chronic illness, pain, sleep issues, obesity, smoking, anxiety, and physical activity are substantially correlated with life satisfaction (Strine, Chapman, Balluz, Moriarty, & Mokdad, 2008). Health and life satisfaction clearly go hand in hand; improve or increase one, and the other is likely to follow suit. The relationship may go either way.

Life satisfaction tends to be higher in egalitarian countries. People can pick lifestyles that best suit their interests and desires in more egalitarian nations, increasing the likelihood that they will be content with their lives.

It is sometimes difficult to ascertain which way these relationships work: are these variables the causes or the products of life satisfaction, or perhaps both?

Life satisfaction, together with positive affect and negative affect, are the three main markers of well-being (Diener, 1984). Diener, Suh, Lucas, & Smith (1999) included the following under life satisfaction in addition to the usual measures of happiness with one's current circumstances: the desire to change one's life, contentment with one's past, contentment with one's future, and the opinions of one's significant other. (Beutell).

Understanding the variables that affect life satisfaction becomes essential for boosting general mental health and improving overall quality of life as people aspire for happiness and fulfilment.

Work motivation, or the desire that propels people to participate in their work and pursue professional objectives, is one such component that has attracted a lot of interest in studies. Both extrinsic and intrinsic factors—like incentives and recognition—as well as personal happiness and interest—can have an impact. In addition to job happiness, a favorable work atmosphere, goal setting, feedback, and a feeling of purpose are important factors in motivating people at work. Enhancing job satisfaction, performance, and well-being at work are all dependent on an understanding of and commitment to work motivation. These factors then have an impact on life satisfaction.

#### Types of motivation

1. **Intrinsic Motivation** This kind is the internal drive a person has to complete a task or reach a specific objective. It is the sensation of being self-motivated and accomplishing personal goals. Motives such as eating, achieving goals, obtaining social acceptability, biological necessities, etc., are examples of intrinsic motivation.
2. **Extrinsic Motivation-** this kind motivates someone because of outside factors or constraints. The person is inspired to put forth a lot of effort to accomplish specific activities or goals by another person or group. Extrinsic motivation stems from incentives such as monetary bonuses, awards, recognition, advancement, censure, downsizing, and so on.
3. **Positive Motivation-** This kind motivates someone by giving them praise and incentives for completing a task. This kind of motivation involves rewarding the person with money, promotions, and other advantages, which encourages them to put in more effort.
4. **Negative Motivation-** Here, threat and terror are employed as a motivator to complete the task at hand. People who are motivated in this way feel threatened by things like being demoted, having their perks reduced, having their merits taken away, etc.

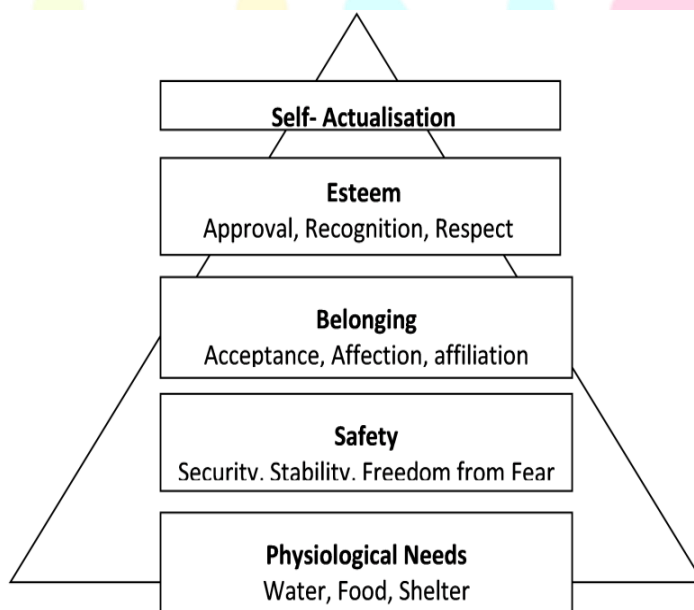
## Theoretical Framework: Hierarchy of needs, Herzberg's motivator and the job characteristics model

To understand how the mechanisms underlying the relationship between work motivation and life satisfaction are placed to consider the theoretical frameworks.

Hierarchy of desires extensively acknowledged in the literature concerning human drive, Maslow's requisites hierarchy theory stood out as one of the initial endeavors to explore the pivotal elements affecting work contentment. As per the concept, human desires are structured in a five-tier hierarchy comprising security, recognition, self-realization, affiliation/affection, and physiological necessities. According to Maslow's hierarchy of needs, more complex wants like belonging and esteem—can only be satisfied after more basic needs—like safety and physiological demands—have been satisfied.

Maslow's pyramid of needs was formulated to offer a simple understanding of human drive. Yet, its core principles extend to the professional realm and have been employed to elucidate contentment at work. Healthcare and monetary compensation represent two instances of perks provided by a company aiding staff in fulfilling their essential physiological needs. Staff members' yearnings for security might manifest as a feeling of workplace safety, employment stability, and/or the existence of suitable organizational frameworks and regulations. Once these are fulfilled, employees can focus on fostering a sense of camaraderie in the workplace. This could materialize as their contentment with their workplace atmosphere, their rapport with supervisors and colleagues, and their feeling of integration within the team or company. Following satisfaction, the employee will seek a sense of value and acknowledgment from their employers and peers. The worker advances to the final stage, aiming for self-realization; here, they must evolve and adapt to unlock their complete capabilities.

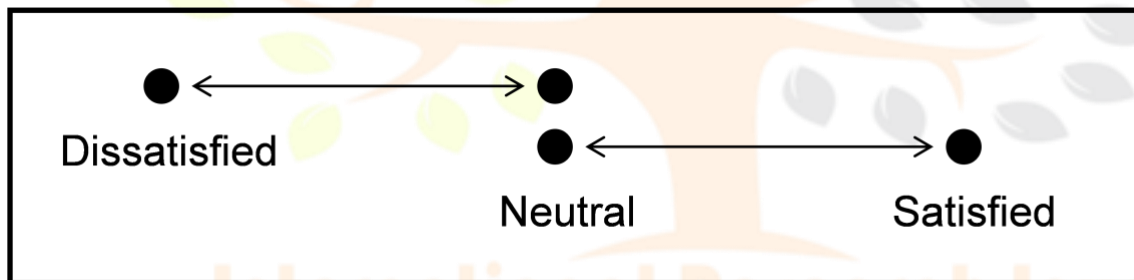
Consequently, prior to tackling higher-level requirements, organizations aiming to enhance employee job satisfaction should prioritize fulfilling the fundamental needs of their



(Figure 1)

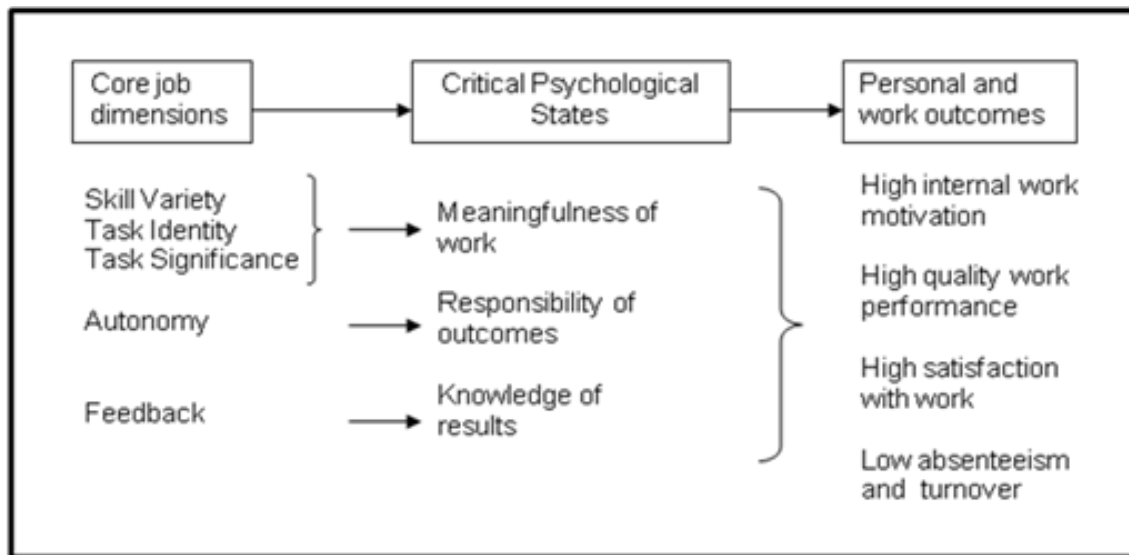
workforce. However, this approach has recently fallen out of favor as it overlooks the cognitive processes of employees and typically lacks empirical support.

In Herzberg's motivator-hygiene theory, job contentment and discontent are regarded as distinct and occasionally even unrelated concepts rather than opposing extremes of the same spectrum. When "motivator" aspects like pay and benefits, achievement, and recognition are provided, employees perceive their work as fulfilling. Conversely, "hygiene" factors—such as the workplace environment, company structure and regulations, job stability, interpersonal relationships, and managerial competence—are associated with job dissatisfaction. Employees might not necessarily feel content or discontent because the hygiene and motivator elements are perceived as separate. As per this theory, when an employee's hygiene factors are ample, it suggests they're not necessarily content, yet not disheartened either. Satisfaction hinges on the presence of motivational factors. Moreover, satisfaction is presumed when the employee's motivators are fulfilled. An employee might experience neither contentment nor dissatisfaction, or they could feel both concurrently. This differentiation aids in elucidating the intricacy of an employee's emotions. Though the distinction between job satisfaction and unhappiness was first made in large part by the Motivator-Hygiene theory. The notion hasn't had any empirical backing. Herzberg's initial research has drawn criticism for using a shoddy technique. Consequently, different results have been produced from later attempts to verify this idea, with some researchers finding evidence for it and others not.



(Figure 2)

In line with the Job Characteristics Model, the workplace cultivates intrinsically motivating attributes, thereby fostering job satisfaction. Five pivotal job characteristics— autonomy, feedback, task relevance, task identity, and skill variety in the given figure 3 impact three psychological states. These states, in turn, yield various outcomes, including job satisfaction. Consequently, organizations believe that by enhancing these five essential job dimensions, they can cultivate a more conducive work environment and elevate levels of job satisfaction.



(Figure 3)

The JCM concept has accumulated more empirical evidence than either the Maslow or Herzberg hypotheses. Nonetheless, it has also encountered criticism because many studies utilizing this framework examine how primary job dimensions directly impact outcomes for both individuals and the workplace while disregarding crucial psychological states. Despite this, three assessments have analyzed the JCM and its influence on job contentment, lending additional support to the model. Additionally, Behson and colleagues showed that essential psychological states are important both theoretically and practically within the JCM based on their meta-analysis of 13 studies that especially focused on this topic.

## CHAPTER II : REVIEW OF LITERATURE

Hadi, S., Pebrianti, E., & Kirana, K. C. (2023) goal of this research is to determine how organizational justice, self-esteem, and job motivation affect work-life balance, motivation, and organizational commitment in Yogyakarta workers. This study uses quantitative methods. This study's population consisted of all Yogyakarta employees. One hundred workers made up the study's sample. Purposive sampling combined with non-probability sampling is the sample strategy used in this study. Questionnaires were distributed in order to gather data. According to the study's findings, work-life balance, self-esteem, and work motivation all positively and significantly affect organizational commitment. These effects are moderated by organizational justice. Additionally, work-life balance, self-esteem, and work motivation all positively and significantly affect organizational commitment.

Armenta, C. N., Fritz, M. M., Walsh, L. C., & Lyubomirsky, S. (2022).

Could ten minutes a week of thankfulness alter the course of the lives of young students? We investigated whether a straightforward classroom-based 4-week thankfulness intervention would lead to increases in well-being and inspire children to improve both personally and academically. The study involved approximately 1,000 ninth and tenth graders. Students were given the following assignments over the course of a month: either try to become more organized each week by listing their daily activities and reflecting on the challenges and rewards

(control) or spend 10 minutes each week writing gratitude letters to their parents, teachers, coaches, or friends and completing additional gratitude-related reflection activities. Significantly, students in the gratitude circumstances reported higher levels of LS and drive to better themselves compared to controls, and they maintained these levels throughout the semester. This study shows that over the course of a semester, high school students may remain motivated and content with their life by expressing thanks and thinking back on the deeds of their donors.

Pham, C. D., Hoang, T. P., & Nguyen, Y. T. (2021) investigate the relationship between different forms of motivation and satisfaction and the intents of public university instructors to leave their positions. Turnover and satisfaction are found to be impacted by intrinsic motivation, whereas only one sort of extrinsic drive significantly affects satisfaction. Seven hundred questionnaires were gathered. 681 legitimate answers were found after odd questionnaires were eliminated. The authors used structural equation modeling with maximum likelihood approach with 681 valid samples and AMOS software to achieve these goals. The data supports earlier research that found a strong relationship between university instructors' levels of satisfaction and intrinsic motivation. In terms of extrinsic incentive, it is discovered that extrinsic regulation (material) positively affects happiness; this means that material rewards such as money and job security will make him happy, but introjected regulation will make him unhappy. Additionally, the findings show a negative correlation between turnover intentions and intrinsic motivation.

Aliasah, M. W. S., Abdullah, Z., & Shafee, S. (2020) looks at non-academic staff members' motivation and work-life balance at Malaysian public higher education institutions. It also looks at how a person's motivation for their career is affected by work-life balance. To gather information for this quantitative study, a set of questionnaires was distributed to 335 nonacademic staff members at Malaysia's public higher education institutions. Descriptive analysis was performed using the SPSS 23 version to examine the mean and standard deviation of the data. The impact of work-life balance on employee motivation is also investigated using a Pearson correlation analysis. The study's findings provide insight into the motivation management strategies used by non-academic staff members at Malaysian higher education institutions for both work and life.

Castillo-Mayén, & Tabernero, C. (2020). This study's primary focus was on the psychological aspects of these people's adjustment to a healthy diet. The primary aim was to investigate how self-efficacy and the inclination to adhere to a Mediterranean diet relate to life satisfaction over a period. The study involved cardiovascular patients who underwent three assessments (initially 755, then 593, and finally 323 patients, with an average interval of nine months between assessments). The three measures of motivation, life satisfaction, and self-efficacy showed a pattern of positive correlations, according to the results of correlation studies. There was also a temporal influence observed over the research variables. The outcomes of the path analysis showed a

positive correlation between patients' life satisfaction and self-efficacy and autonomous motivation. This correlation did not change throughout the course of eighteen months.

Çikrıkci, Ö. (2018) investigated the connections among error-oriented motivation abilities, cognitive flexibility, and life happiness was the goal of the study. 89 (26.5%) male and 247 (73.5%) female university students made up the study group of 336. With a mean age of 20.22 (SD = 1.81), the university participants in the research group ranged in age from 17 to 30. A personal information form asking participants for demographic information was also used, along with the Error Oriented Motivation Scale, Satisfaction with Life Scale, and Cognitive Flexibility Inventory. The results of the correlation study showed strong correlations between options and control, two sub-factors of cognitive flexibility, and life happiness.

Fatmasari (2018) studied the impact of motivation and work life balance as a mediating factor on job satisfaction and employee engagement. Quality is the pillar that determines how involved and content an organization is with its work-life balance. A study with 74 participants was conducted at a private university in Malang using a quantitative method for explanatory objectives. In this work, research data are examined using path analysis. According to research, professor engagement and satisfaction can be positively impacted by the university's provision of motivating elements like job stability, awards, and a positive attitude. In a similar spirit, positive relationships between coworkers and a comfortable workspace can encourage instructors to get involved with the school and make them happier at work.

Weinshenker, M. (2018) investigates the theory that the impact of night and evening work on the life satisfaction and work-family conflict of working parents varies according to the motivations behind each person's schedule. Regression models are fitted using data from a 589-parent US original sample that is deployed. Schedule motivation had no effect on workto-family conflict among coupled or single mothers, while married and cohabiting fathers who work part-time in the evening or night report less work-to-family conflict if they cite personal reasons. If a coupled mother works mostly at night or in the evening for personal reasons, she reports a higher level of life satisfaction; however, this effect is not observed for paired fathers or lone moms. Because the results are based on a modestly sized nonprobability sample, they are suggestive. They do, however, highlight the necessity of more research on job scheduling in order to get data on employee motives. The majority of night workers in the US do not choose their shifts for personal reasons, which increases their risk of experiencing a decrease in life satisfaction and work-family conflict. They should receive additional assistance in return for working while others sleep or spend time with their families.

Luhmann, M., & Hennecke, M. in 2017 asserted that life satisfaction's positive effects on important life outcomes can be attributed to its correlation with motivating outcomes. This theory was explored in seven

experimental and correlational studies that examined goal orientation and the desire for change as motivational and volitional outcomes. Those with low life satisfaction consistently reported higher levels of desire to change their circumstances, higher orientations toward change, and weaker orientations toward stability when affect was statistically controlled for. These findings improve the area of life-satisfaction research by contributing to the growing body of literature on the functional distinction between affect and life satisfaction and by providing preliminary evidence on the motivational implications of life satisfaction. Furthermore, by showing that motivational processes can occur both in the presence and absence of a perceived negative difference between one's desired and actual situation, these studies contribute to the advancement of motivation science. Collectively, these findings suggest that people's degree of life satisfaction plays a significant role in motivating them to adopt personal goals and improve their situation.

Hejazi, E., Salehnajafi, M., & Amani, J. (2015) examined the role that intrinsic motivation plays as a mediator in the relationship between students' degree of life satisfaction and their basic psychological needs. The causal model served as a framework, and the selfdetermination theory served as the basis for this. As a result, 292 graduate students from Tehran University—145 boys and 147 girls—completed the subscales measuring basic psychological needs (BPN) and intrinsic motivation (IM), as well as the Overall Life Satisfaction (OLS) measure of motivational orientations for learning English as a second language. The outcomes of the route analysis demonstrated that relatedness, competence, and autonomy needs all had a positive and direct influence on intrinsic motivation. Combined, intrinsic motivation and basic psychological needs explained 29% and 22% of the variation in intrinsic motivation and life satisfaction, respectively. These results suggest that the relationship between basic psychological requirements and life happiness is mediated by intrinsic motivation.

Chengedzai Mafini and Nobukhosi Dlodlo, (2014) As seen by the high rates of industrial action and worker turnover, Industrial disputes are a frequent phenomenon in South Africa's public sector. This research identifies external variables that could be modified to enhance job and life satisfaction among government workers, thereby advancing the field. To look into how employees at a public organization feel about their jobs, their lives, and their extrinsic drive. The study's quantitative research survey approach involved distributing a questionnaire to 246 workers at a public institution in South Africa. To enhance employee performance and labor relations, public organizations may apply the study's findings.

M Joseph, E., D., M., M., A., A., I., D., & J.S. Johar (2011) Research on life happiness and economic psychology suggested a negative correlation between materialism and life contentment. On the other hand, the macroeconomic research indicates a favorable correlation between material consumption and economic growth. Put another way, materialism has advantages and disadvantages. The outcomes validate the model. The

meritocratic principles are analyzed in light of the implications for economic public policy regarding how people use ability-based expectations to measure their quality of life.

Salinas-Jiménez, M. D. M., Artés, J., & Salinas-Jiménez, J. in 2010 examined whether the relationship between money and life happiness is influenced by an individual's heterogeneity in motivations and whether this relationship differs for those in different income groups. The main topic of the paper is how various incentives might affect life satisfaction. Upon accounting for variables such as age, gender, religion, health, and education, we find that a variety of reasons significantly influence people's well-being. Our results also suggest that a shift in motivation from extrinsic to intrinsic sources raises people's subjective well-being.

Cotton Bronk, K., Hill, P. L., Lapsley, D. K., Talib, T. L., & Finch, H. (2009). Using the Revised Youth Purpose Survey, this study looked at the relationship between goal, hope and life satisfaction in 153 adolescents, 237 emerging adults, and 416 adults (N = 806). (Bundick et al., Citation2006), the Trait Hope Scale (Snyder et al., Citation1991), and the Satisfaction with Life Scale (Diener, Emmons, Larsen, & Griffin, Citation 1985). The cross-sectional study's findings showed that at these three life stages, having a purpose in life was linked to higher levels of life satisfaction. Finding a purpose in life, however, was only linked to higher levels of life satisfaction in adolescence and early adulthood. Aspects of hope also acted as a moderator in the association between life satisfaction and purpose across all three stages of life. The results' implications for successfully nurturing purpose are examined.

Judge, T. A., Bono, J. E., Erez, A., & Locke, E. A. (2005) examined a model that explains the relationship between work and life satisfaction and the fundamental idea of positive selfesteem, or self-evaluations. An explanatory paradigm that focuses on the incentives behind goal pursuit—the self-concordance model—was employed. Two samples were employed for data collection: (a) 183 university students (life satisfaction and goal attainment were measured longitudinally), and (b) 251 employees (job satisfaction and goal attainment were measured longitudinally). Goal self-concordance was positively correlated with the core selfevaluations concept in both research, indicating that those who had high self-esteem were more willing to pursue their goals for recognized and internal (value-congruent) reasons. Additionally, goal self-concordance was linked to satisfaction in both investigations (life satisfaction in Study 2 and job satisfaction in Study 1).

Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2000) In an alternative description, one hundred nine German nurses were part of a theoretical framework examining burnout and overall life satisfaction. The approach distinguishes between two core aspects of work settings: job demands and job resources. The theories that were presented were as follows: (1) the most telling signs of job demands are time constraints and demanding patient interactions; (2) the most telling signs of job disengagement are unsatisfactory rewards and little

involvement in decision-making; and (3) both job demands and job resources indirectly affect nurses' happiness with existence influenced by burnout, which encompasses sensations of fatigue and detachment. Structural equation analysis was employed to assess a model encompassing all of these connections concurrently. These results expand our understanding of the elements contributing to and affecting job burnout within the nursing field, offering insights for interventions aimed at preventing or alleviating burnout.

Bonebright, C. A., Clay, D. L., & Ankenmann, R. D. (2000) explored disparities in work-life balance, contentment with life, and sense of purpose among two groups of workaholics—enthusiastic and nonenthusiastic—compared to various types of nonworkaholic employees. This study encompassed 171 salaried workers from a high-tech company. The results illuminated distinctions between the two categories of workaholics, underscoring the necessity for further delineation within this demographic. Nonenthusiastic workaholics, when compared to three out of four categories of nonworkaholics, exhibited markedly higher levels of work-life imbalance and lower levels of life satisfaction and purpose. It was discovered that passionate workaholics had considerably more work-life conflict than three of the four nonworkaholics and significantly higher levels of life fulfillment and purpose than nonenthusiastic workaholics. There is discussion of the implications for career advice and planning.

In 1999 Guinn et al. looked at the connection between retired people's life happiness and individual variations in their orientation toward intrinsic motivation in leisure activities. The study sample (N = 405) comprised individuals aged 57 to 92 years who were chosen from age-segregated mobile home parks situated in a well-liked retirement community. A self-report tool that included a life satisfaction measure, an intrinsic leisure motivation scale, and a few demographic characteristics was used to collect the data. The findings showed a strong correlation between the intrinsic incentive dispositions of challenge, competence, and self-determination and life satisfaction. Challenge had the most explanatory power in relation to the participants' life satisfaction scores. Challenge is the inclination to pursue leisure activities that push one's boundaries and present novel stimuli.

Adams, G. A., King, L. A., & King, D. W. (1996) A model of the interaction between work and family was created and put through empirical testing, using elements from the literatures on social support and work-family conflict. This framework associated job and life contentment with engagement in work and family responsibilities, receiving both practical and emotional support from family members, and experiencing conflicts that affect both work and family domains. 163 workers who lived with at least one family member provided the data. The results suggested that the extent to which an individual engages in both work and family responsibilities correlates with the interplay between these domains, which can greatly influence both job satisfaction and overall life happiness. The findings also revealed that conflict and support can coexist in the interaction between job and

family. Lower levels of emotional and practical assistance from family members were predicted by higher levels of work-related family disruption. Lower levels of family interference with work were correlated with higher levels of emotional and practical support from the family.

## **Rationale of the study**

### **Background:**

Work occupies a significant portion of our lives, and it can significantly impact our overall well-being. Understanding factors that contribute to life satisfaction is crucial for promoting positive mental health. Research has explored various factors influencing life satisfaction, including work-related aspects.

### **Knowledge Gap and Significance:**

While some studies have investigated the link between work and life satisfaction, the focus on work motivation specifically might be a gap to address. Understanding how an individual's level of motivation within their work role relates to their overall life satisfaction can provide valuable insights.

### **Current Study:**

This study aims to investigate the hypothesis that stronger work motivation leads to higher life satisfaction levels. By analyzing this relationship, we can contribute to the understanding of factors influencing life satisfaction and potentially highlight the importance of work motivation for overall well-being.

### **Potential Benefits:**

The findings of this study could be beneficial in several ways:

**Improved understanding of life satisfaction:** Identifying work motivation as a potential factor can inform future research on well-being.

**Workplace interventions:** If a strong link is established, organizations could develop strategies to enhance work motivation, potentially leading to a more satisfied workforce.

**Individual well-being:** The results might raise awareness of the connection between work motivation and life satisfaction, potentially motivating individuals to seek ways to increase their work motivation for improved overall well-being.

## CHAPTER III: METHODOLOGY

### Aim

The aim of the study is to investigate the relationship between work and life satisfaction, examining how levels of work motivation impact individuals' overall satisfaction with their lives.

### Objective

The objective of the study is to examine the correlation between levels of work motivation and life satisfaction.

### Hypothesis

The stronger the motivation individuals have at work, the higher their life satisfaction levels.

### Variables

Independent Variable (IV)- Work Motivation (measured using Work Motivation Questionnaire by K.G. Aggarwal in 1990)

Dependent Variable (DV)- Life Satisfaction (measured using Life Satisfaction Scale by Hardeo Ojha in 2015)

Control Variables- Age (25 and above),

Gender (Male and Female)

### Sampling Design

Adult workers 25 years of age or older who are willing to engage in the study, are employed in different industries, live in Delhi NCR, and have at least one year of work experience will be selected by Convenient Sampling (non-probability sampling).

### Research Design

In this study, Correlational design has been used for the purpose of investigating and understanding the relationship between work motivation and life satisfaction. The data was collected in both online (google forms) and offline mode through questionnaire 50-50 each from the participants which included 2 scales: Work Motivation Questionnaire (WMQ) and Life Satisfaction Scale (LSS)

### Tools

#### Work Motivation Questionnaire:

The WMQ is a 26-item inventory used for measuring the individual's work in motivation and was developed by K.G. Aggarwal in 1990. It has 6 factors for data analysis which are Dependence, Organisational Orientation,

Work Group Relations, Psychological Work Incentives, Material Incentives and Job Situation. So on the basis of these 6 factors we do interpretation and find out our level of factor wise and the overall work motivation of an individual. The responses are collected on a 5 point. The WMQ has a reliability of 0.994 by split half method and the range of Validity Coefficient was 0.24-0.27.

### Life Satisfaction Scale:

LSS was proposed by Hardeo Ojha in 2015 which is used for measuring an individual's overall well being and life satisfaction in the areas of family satisfaction, a few instances of social issues or circumstances as well as some happiness with one's own health. It is a 20 item scale where 12 items in positive and 8 items are in negative. This scale is applicable for the young ones, middle and old. Middle-aged subjects' reliability is 0.73 by test-retest and 0.83 by split-half method. The validity scores for middle-aged respondents are -0.395 for anxiety, -0.378 for insecurity, 0.302 for self-esteem, and 0.358 for self-efficacy.

### Procedure Statistical Design

To explore the consequences of work motivation on life satisfaction, an effective data analysis method would involve a combination of descriptive statistics and Pearson's Correlation Coefficient.

The data gathered (N=99) for this study was analysed correlational using the following methods:

- (1) Measures of descriptive statistics: Mean and Standard Deviation
- (2) Pearson's Correlation Coefficient

IBM SPSS 27.0 has been used for the analysis.

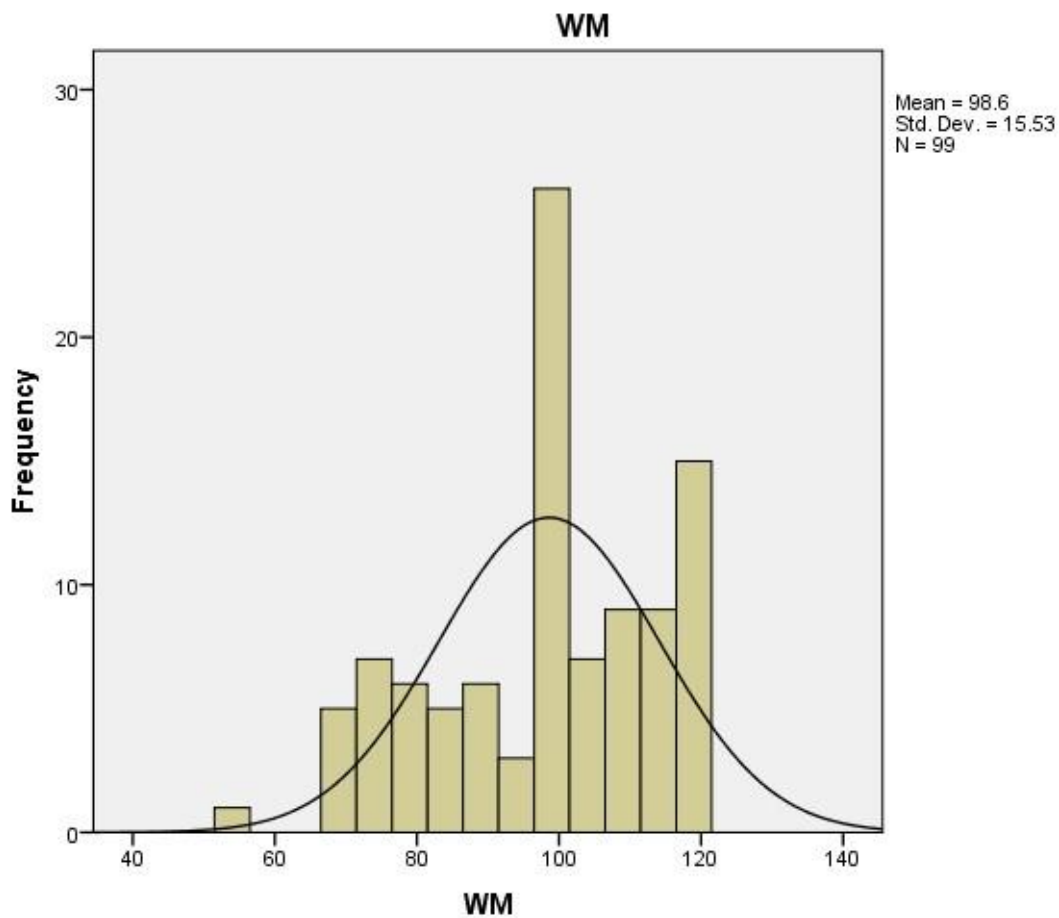
## CHAPTER IV : RESULTS

**Table 1**  
Descriptive Statistics

	Mean	Std. Deviation	N
LS	70.97	9.270	99
WM	98.60	15.530	99

## Graphical Representation of Descriptive Statistics

### 1. Work Motivation



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## 2. Life Satisfaction

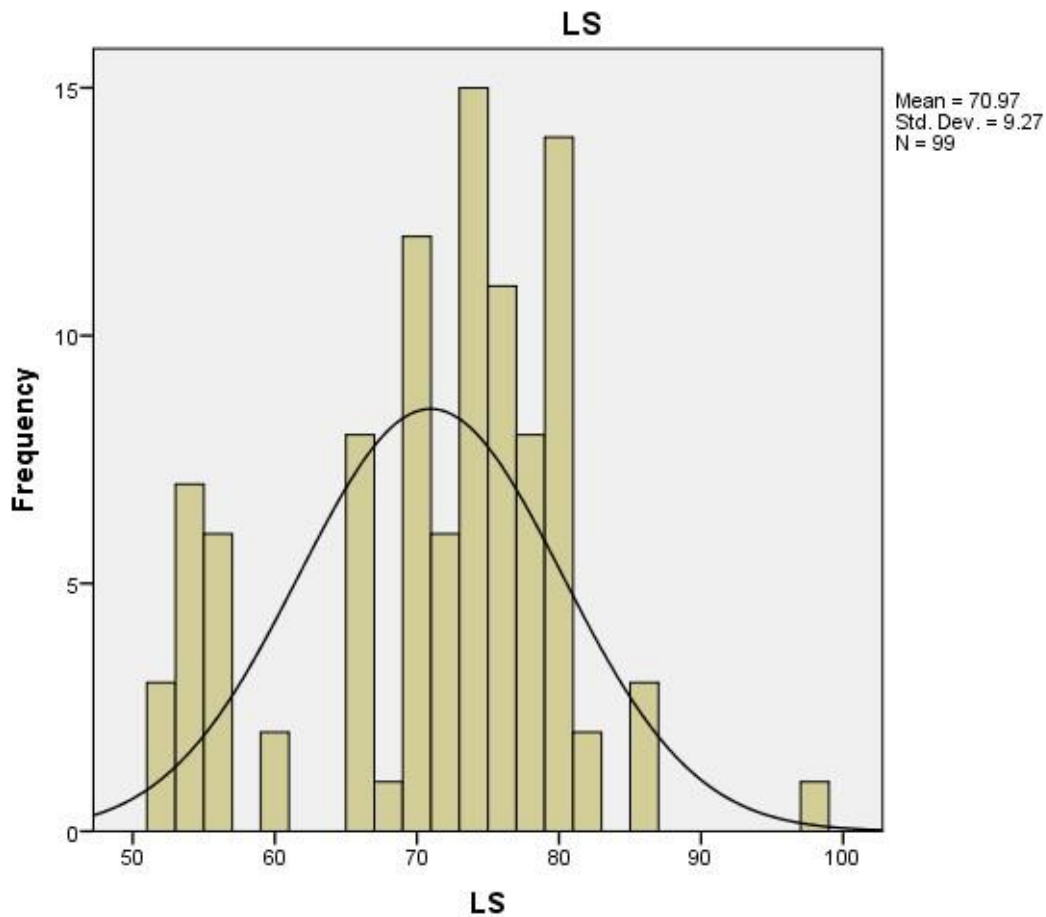


Table 1 indicates the descriptive statistics (mean and standard deviation) for the study variables Life Satisfaction and Work Motivation.

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**Table 2**

Correlations

	LS	WM
LS	Pearson Correlation	.802**
	Sig. (2-tailed)	.000
	Sum of Squares and	8420.909
	Cross-products	11319.788
	Covariance	85.928
WM	N	99
	Pearson Correlation	.802**
	Sig. (2-tailed)	.000
	Sum of Squares and	11319.788
	Cross-products	23635.838
	Covariance	115.508
	N	99

Table 2 points to the pearson correlation for the study variables life satisfaction and work motivation. The results showed a positive correlation (coefficient = 0.802,  $p < 0.00$ ) between work motivation (mean = 98.60, SD = 15.53) and life satisfaction (mean = 70.97, SD = 9.27) for the sample (N = 99).

## CHAPTER V : DISCUSSION

This study looked at how job motivation impacts people's total life satisfaction in order to better understand the link between work and life satisfaction. Examining the link between work motivation and life satisfaction was the study's main goal.

Philosophical and psychological explanations of pleasure and well-being make use of the idea of life satisfaction. The term "life satisfaction" is frequently used interchangeably with "happiness" and is frequently perceived as a crucial aspect of overall wellbeing. Life satisfaction together with positive affect and negative affect, are the three main markers of well-being (Diener, 1984). Diener, Suh, Lucas, & Smith (1999)

Work motivation is greatly aided by employee motivation at work, which raises output and effectiveness. Enhancing job satisfaction, performance, and well-being at work are all dependent on an understanding of and commitment to work motivation.

This research paper entailed of total 99 participants aged 25 and above through the use of validated instruments Work Motivation Questionnaire and Life Satisfaction Scale.

For this study, Correlational design has been used for the purpose of investigating and understanding the relationship between work motivation and life satisfaction. The data was collected in both online (google forms) and offline mode through questionnaire 50-50 each from the participants which included 2 scales: Work Motivation Questionnaire (WMQ) and

Life Satisfaction Scale (LSS)

Statistical analysis was done using Pearson Correlation and descriptive statistical analysis (mean and standard deviation) on IBM SPSS version 27.0.

Findings of the analysis reveal existence of a statistically relevant showed a positive correlation ( $r = 0.802$ ,  $p < 0.00$ ) between work motivation (mean = 98.60, SD = 15.53) and life satisfaction (mean = 70.97, SD = 9.27) for the sample ( $N = 99$ ).

Hence the alternate hypothesis within this study ‘the stronger the motivation individual have at work, the higher their life satisfaction levels’, have been accepted.

Weinshenker, M. (2018) investigates the theory that the impact of night and evening work on the life satisfaction and work-family conflict of working parents varies according to the motivations behind each person's schedule. Regression models are fitted using data from a 589-parent US original sample that is deployed. Schedule motivation had no effect on workto-family conflict among coupled or single mothers, while married and cohabiting fathers who work part-time in the evening or night report less work-to-family conflict if they cite personal reasons. If a coupled mother works mostly at night or in the evening for personal reasons, she reports a higher level of life satisfaction; however, this effect is not observed for paired fathers or lone moms. Because the results are based on a modestly sized nonprobability sample, they are suggestive. They do, however, highlight the necessity of more research on job scheduling in order to get data on employee motives. The majority of night workers in the US do not choose their shifts for personal reasons, which increases their risk of experiencing a decrease in life satisfaction and work-family conflict. They should receive additional assistance in return for working while others sleep or spend time with their families.

However it is vital to research the connection between life satisfaction and job motivation in order to develop rewarding work environments, enhance mental and emotional health, and create supportive, upbeat environments in both the personal and professional domains. This research improves mental health, lowers stress levels, and improves overall quality of life by supporting life satisfaction and job motivation.

## CHAPTER VI : CONCLUSION

In conclusion, this study investigated the relationship between work motivation and life satisfaction among aged 25 and above. The results supported our hypothesis, revealing a positive correlation ( $r = 0.802$ ,  $p < 0.00$ ) between the two constructs.

Therefore, it indicates a strong positive relationship, this suggests a clear trend where higher work motivation scores are associated with higher life satisfaction scores.

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