

Employee Motivation & Life Satisfaction

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ABSTRACT

Advancements in technology on one hand has fostered the development of business and global expansions not only in terms of trade but also in terms of cultures but on the other hand it has also reduced the number of people required to do a particular job. The present study reviews the employee motivation and life satisfaction of employees among the organisational hierarchical system. The objective of the study was to study the relationship between employee motivation and life satisfaction of employees, to study the difference in employee motivation and life satisfaction of men and women in an organisational hierarchical system. The sample consisted of respondents falling under the category of working class. The respondents consisted of both males and females. The age range was from 23-55 years. A sample of N=50 was taken, (25-males, 25-females). Two scales were used for the study i.e. employee motivation schedule by A.K. Srivastava and life satisfaction scale by Hard Ojha. The results showed there was no correlation between employee motivation and life satisfaction of employees and there was no differentiation between men and women of employee motivation and life satisfaction. Implications of this research would be that the findings may be used to implement strategies for enhancing employee motivation and life satisfaction of employees.

Keywords: *Employee Motivation, Life Satisfaction, Extrinsic Motivation, Intrinsic Motivation, Organisation.*

The evolution of mankind has not only changed the way humans think and perceive information, but what drives and motivates people to do and to be is also changing. Advancements in technology on one hand has fostered the development of business and global expansions not only in terms of trade but also in terms of cultures but on the other hand it has also reduced the number of individuals required to do a particular job. Rising inflation costs and decreasing labour market participation rates in recent years begs us to then question why are people not engaging in the job market? What drives people to work? How satisfied are they with the work they are doing? Till such time that these questions remain unanswered new policies and structural changes in organisations and societies cannot be brought about. This paper is attempted at exploring the relationship between employee motivation and life satisfaction among employees working in

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organisations and makes further suggestions that can be brought about in the policy making process of organisations.

Vroom (1964) defines employee motivation as “a process governing choice made by persons among alternative forms of voluntary activity”.

In other words,” Employee Motivation is enthusiasm, energy level, commitment and the amount of creativity that an employee brings to the organisation on an everyday routine”.

Edward L. Deci discovered Motivation as of 2 types:

- Extrinsic motivation - this motivation is a person’s motivation that is stimulated by external factors - rewards and recognition.
- Intrinsic motivation - a person is motivated from within. They show qualities like honour, desire, acceptance.

1. *Theories of Motivation*

1.1 Maslow’s Hierarchy of Needs:

Abraham Maslow stated “that motivation is depends on order of requirements and an individual can't move to next even out of necessities without satisfying the past level. Maslow's ordered progression of requirements begins from most minimal that is essential physiological necessities. This can incorporate air, water and food. The second degree of requirements is wellbeing and security needs. This incorporates a spot to live in and to check whether one is protected or not. The third degree of necessities is social alliance and having a place. This incorporate having companions, being social, and to feel adored. The fourth level is regard needs. This incorporates having a decent outlook on one self and realising that their life is significant, important and have a reason to serve. These initial four necessities Maslow called D NEEDS (DEFICIENT). The last level is self-actualisation. Maslow named it BEING NEED (B). This incorporates individuals arriving at their most elevated conditions of prosperity”.

1.2 Vroom’s Expectancy Theory

The expectancy theory of motivation was established by Victor Vroom and believed that “motivation is based on the expectation of desired outcomes. This is based on 4 concepts : Valence, Expectancy, Instrumentality and Force”.

Valence is appeal of expected prizes, results.

Expectancy is an individual's conviction that they can or won't arrive at the ideal result.

Instrumentality is the belief that a strong performance will be well rewarded.

Force is a person’s motivation to perform.

Vroom felt that individuals are roused to pursue an objective assuming that they accept the objective is beneficial and on the off chance that they see that their endeavors will add to the accomplishment of that objective.

Life satisfaction as given by Buetell (2006) “an overall assessment of feelings and attitude’s about one’s life at a particular point in time ranging from negative to positive”.

Theories of Life Satisfaction as given by Ed Diener:

1. “Bottom-up theories : life satisfaction as a result of satisfaction in many domains of life”.
2. “Top-down theories : life satisfaction as an influencer of domain-specific satisfaction.

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Bottom up theories hold that we experience satisfaction in many domains of life, like work, relationships, family and friends, personal development, and health and fitness. Our satisfaction with our lives in these areas combines to create our overall life satisfaction”.

Top-down theories stated that our overall life satisfaction influences in many different domains. But many people believed that life satisfaction in multiple domains and overall life satisfaction are closely related.

Researcher Jussi Suikkanen’s theory of life satisfaction (2011) is an intriguing one; “a person is satisfied with her life when ‘a more informed and rational hypothetical version of her’ would judge that her life fulfils her ideal life-plan”.

Need of the study

I did this study as many say that employee motivation is related to life satisfaction but its not the truth always. Employee motivation could have many other factors such as rewards in the form of incentives and there are also many other personal issues an employee face that could affect employee motivation.

MATERIAL AND METHODS

The goal of this research was to assess the relationship between employee motivation and life satisfaction of employees in an organisational hierarchical system.

Objectives

1. To study the relationship between employee motivation and life satisfaction of employees in an organisational hierarchical system.
2. To study the difference in employee motivation of men and women in an organisational hierarchical system.
3. To study the difference in life satisfaction of men and women in an organisational hierarchical system.

Hypothesis

Ho1 There will be a null significant relationship between employee motivation and life satisfaction of men and women in an organisational hierarchical system.

Ho2 There will be null difference in employee motivation of men and women in an organisational hierarchical system.

Ho3 There will be a null difference in life satisfaction of men and women in an organisational hierarchical system.

Participants

The sample consisted of respondents falling under the category of working class. The respondents consisted of both males and females. The age range was from 23-55 years. A sample of N=50 was taken, (25-males, 25-females).

Data Collection

The two scales that were used for the data collection namely Employee Motivation Schedule by Dr. A.K Srivastava and Life satisfaction by Prof. Hardeo Ojha. The data was collected online via google form and in offline mode too.

Materials

For this research two questionnaires were used:

A) Employee motivation schedule by Dr. A.K. Srivastava

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The questionnaire consists of a number of such statements which the employees often give or feel with reference to their jobs. There are 4 alternatives to respond each of the statements. The 4 options are always, mostly, sometimes and never and the subject has to tick on the appropriate option. This tool consists of 70 items.

B) Life satisfaction scale by Prof. Hardeo Ojha

This questionnaire consists of 20 items about life style. The participant has to decide the response each on 5-point alternatives i.e. strongly agree, agree, undecided, disagree and strongly disagree.

Scoring

The scoring was done on a 4-point scale of employee motivation schedule wherein the responses were filled as always (4), mostly (3), sometimes (2), and never (1). The scoring of life satisfaction was done on 4-point scale as the statement had positive and negative items both. Positive items had scoring of strongly agree (5), agree (4), undecided (3), disagree (2), strongly disagree (1) and negative items had scoring vice versa.

Variables

- Independent variable - Employee motivation
- Dependent variable - Life satisfaction

RESULTS AND DISCUSSION

The results are described, analysed and interpreted here. After data was collected and scored, analysis was carried out and results were obtained.

Table No. 1 Mean and standard deviation of employee motivation and life satisfaction

	N	Mean	Standard Deviation
Employee Motivation	50	213.18	35.65
Life Satisfaction	50	67.32	7.98

Table no. 2 Mean and Standard deviation among men and women of employee motivation and life satisfaction

	Gender	N	Mean	Std. Deviation
EMS	Male	25	214.44	43.690
	Female	25	211.92	26.134
LSS	Male	25	68.20	7.112
	Female	25	66.44	8.823

The total number of samples taken was 50, out of which 25 were males and 25 were females. In table number 1, total average mean of employee motivation was 213.18 and in table number 2 the mean of men and women of employee motivation was 214.44 and 211.92 which indicates that males' employee motivation was averagely more than females. Similarly in life satisfaction the total number of samples taken was 50, out of which 25 were males and 25 were females. In table number 1 the average mean of life satisfaction was 67.32 and in table number 2 the mean of men and women of life satisfaction was 68.20 and 66.44 which indicated that males had above average life satisfaction as compared to females.

In table number 1, the average standard deviation of employee motivation was 35.65 and in table number 2 the standard deviation of employee motivation among males, females were

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calculated. Male standard deviation was 43.69 and female was 26.134 which indicated that females had smaller standard deviation. A smaller standard deviation indicates that more of the data is clustered about the mean while a larger one indicates that the data is spread out more. Similarly in table number 1 the average standard deviation of life satisfaction was 7.98 and in table number 2 the standard deviation among males and females were calculated i.e., 7.11 and 8.82 respectively. This indicated that males had smaller standard deviation as compared to females as the data of males was clustered about the mean and females data was widely spread out.

Table no. 3 Correlation between employee motivation and life satisfaction

		Employee Motivation Scale	Life Satisfaction Scale
EMS	Pearson Correlation	1	.255
	Significance (2- tailed)		.074
	N	50	50
LSS	Pearson Correlation	.255	1
	Significance (2- tailed)	.074	
	N	50	50

Correlation between employee motivation and life satisfaction came out to be 0.255 and its significance came out 0.074 which indicates that $P > 0.05$ and 0.0, hence it is not significant. Therefore, the null hypotheses that there will be a significant relationship between employee motivation and life satisfaction of men and women among organisational hierarchical system has been rejected.

However, there are other studies that have been conducted by various researchers that shows there is a positive and significant relationship between employee motivation and life satisfaction of men and women among organisational hierarchical system. Recent studies indicate and suggested that the relationship between employee motivation and life satisfaction is positive and significant. (Tait, Padgett and Baldwin, 1989). Chengezai Mafini (2014) conducted a research on “extrinsic motivation, job satisfaction and life satisfaction in organisations. The study used the quantitative research survey approach wherein a questionnaire was administered to 246 employees in South Africa public organisation. Statistically significant relationships were observed between job satisfaction and four extrinsic motivation factors: remuneration, quality of work life, supervision and teamwork. The relationship with promotion was insignificant, but a statistically significant relationship was established with life satisfaction”.

Table no. 4 T-test for the significance difference between employee motivation and life satisfaction among men and women

	t-test for Equality of Means				
	t	df	Sig. (2-tailed)	95% Confidence Interval of the Difference	
				Lower	Upper
EMS	.247	39.225	.806	-18.071	23.111
LSS	.777	45.931	.441	-2.802	6.322

In table number 4, t- value of employee motivation calculated was 0.247 and the average mean of employee motivation was 213.18 in which males had averagely more employee motivation than females among organisational hierarchical system. The significance value of employee motivation was 0.806 which indicated that this value is not significant at 0.05

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level and 0.01 level as $P > 0.05$ and 0.01. The smaller t-value indicates that more similarity exists between the two groups that is employee motivation was similar among males and females both.

Hence, the null hypotheses that there will be difference in employee motivation of men and women in an organisational hierarchical system has been rejected.

In table number 4, t-value of life satisfaction calculated was 0.441 and the average mean of life satisfaction was 67.32 in which males had averagely more life satisfaction as compared to females among organisation hierarchical system. The significance value of life satisfaction was 0.441 which indicated that the value is not significant at 0.01 and 0.05 level as $P > 0.05$ and 0.01. The higher t-value indicates that a larger difference exists between the two groups that is life satisfaction had larger difference among males and females. Hence, the null hypotheses that there will be difference in life satisfaction of men and women in an organisational hierarchical system has been rejected.

There is no significant difference between employee motivation and life satisfaction of men and women among organisational hierarchical system therefore the null hypotheses has been rejected. Supporting evidence for no difference between employee motivation and life satisfaction of men and women among organisational hierarchical system- Renuka Devi. M and T. Rajasekhar (2015) conducted a study on “job satisfaction and life satisfaction among male and female employees in a major thermal power station. The sample consists of 57 both male and female employees. The scores of the means, SDs and mean difference were employed for the investigation of the study. The result states that there is no gender difference with regard to job satisfaction and life satisfaction”.

CONCLUSION

The aim of this study was to assess and investigate the relationship between employee motivation and life satisfaction of employees in an organisational hierarchical system.

There is no significant difference between employee motivation and life satisfaction of men and women among organisational hierarchical system therefore the null hypotheses has been rejected. Supporting evidence for no difference between employee motivation and life satisfaction of men and women among organisational hierarchical system- Renuka Devi. M and T. Rajasekhar (2015) conducted a study on job satisfaction and life satisfaction among male and female employees.

in a significant nuclear energy plant. The example comprises of 57 the two male and female representatives. The scores of the means, SDs and mean contrast were utilised for the examination of the review. The outcome expresses that there is no distinction in sexual orientation as to employee motivation and life satisfaction. Another study that was conducted by Robert Stefko, Richard Fedorko, et al (2017) “aimed to bring up distinctions in sexual orientation in the evaluation of the chose factors concerning work fulfilment and inspiration among representatives. The outcomes guided out that ladies' work fulfilment conversely, toward men fundamentally influences the acknowledgment of the predominant”.

How might associations further develop representative inspiration and life fulfilment of people among authoritative various levelled framework?

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“Assist representatives with grasping their own inspiration: individuals who are most joyful and most empowered and drew in are taking care of business that lines up with what propels them. Administrators and representatives cooperate to tweak jobs or errands so they are more lined up with inspirations and enthusiasm. More prominent commitment will follow.

Care about individuals: workers' commitment and expectation to remain with their ongoing organisation is emphatically higher for representatives who unequivocally concur that their directors care about their prosperity.

Give individuals greater power, not simply greater obligation: research on high potential ability has found that high possibilities don't simply need greater obligation in formative tasks. More dynamic power will increment level responsibility and commitment to the association.

Be legitimate: building relationship requires endlessly trust comes when you quit "faking it" or "assuming a part". Associations that encourage bona fide conduct are bound to have drawn in, excited representatives. Real authority is more significant for worker commitment. Make reward framework that certify: insisting rewards propel workers by perceiving administrators that satisfy significant, testing objectives. Normal rewards, for example, pay increments, rewards, investment opportunities, advancements, and acknowledgment are certifying assuming they are attached to significant objectives and are not regulated in a harsh way.

Limit authoritative governmental issues and advance reasonableness: in numerous associations the climate is profoundly politicised and administrators feel that they should take part in political way of behaving to keep up with or advance their status. So, to support representative inspiration, offer the pay, advantages, and advantages that they need, merit, and anticipate”.

Life satisfaction is one mark of worker prosperity. Representative life not entirely set in stone by physical and psychological circumstances that are subject to different pointers including pay, lodging, associations with others, training, wellbeing, ecological quality, balance between serious and fun activities, which together decide the degree to which workers relatively survey their personal satisfaction. Life fulfilment can influence worker execution, responsibility and turnover.

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Conflict of Interest

The author(s) declared no conflict of interest.

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