

## Vacation Styles, Mental Well-Being and Work Motivation

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### ABSTRACT

The aim of the study was to scrutinize the differences in Mental Wellbeing and Work Motivation of corporate employees with respect to their gender and vacation styles, that is, workcation and vacation. The study also assessed the association between employees' work motivation and mental wellbeing. A descriptive study was carried out and the data was drawn from an online survey of 195 employees. The Work Motivation Questionnaire (Agarwal, 2012) and Warwick-Edinburgh Mental Wellbeing scale (Taggart, 2016) were utilized to gather the data. Independent samples t-tests were used to interpret the differences in wellbeing and work motivation of corporate employees with regards to their gender and vacation styles, workcation and vacation. Correlation and linear regression were both employed to evaluate the link and effect of work motivation on mental wellbeing. The findings indicated that there were no significant differences in wellbeing and work motivation of employees based on their vacation styles. There was a significant difference in the wellbeing of employees with respect to their gender and no significant difference was found in employees' work motivation based on their gender. Work motivation was found to be significantly correlated with mental wellbeing, accounting for 21.3% of the variance in mental wellbeing can be explained by work motivation.

**Keywords:** *Mental - Wellbeing, Work Motivation, Workcation, Vacation, Gender.*

The world of work has evolved over the past few decades as a result of factors, like, globalisation, increased employment, work flexibility, digitization of work processes and individualization of employment relations (Ajzen, 2021). Every aspect of mankind has changed as a result of technological growth, including the workplace settings. (Kurniasari et al., 2022). Henceforth, employees are able to work from anywhere and at any time thanks to information technology and a flexible work environment (Barth & Blazejewski, 2021).

The global economy was impacted by the Coronavirus disease of 2019 (Covid-19) pandemic in a number of ways. One of the major changes brought about by the pandemic was the rise in popularity of working from home (WFH) (Kitagawa et al., 2021). Multiple studies indicated the advantages and disadvantages of remote work on psychological well-being of employees (Apajalahti, 2022). Some studies demonstrated better mental health of employees

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when they were working from home (Kitagawa, 2021; Darouei & Pluut, 2021; Bellmann, & Hubler, 2020; Kroll, & Nuesch, 2019) while other research indicated a detrimental effect on stress levels, mental health and health behaviours (Bergefurt et al., 2022; Daraba et al., 2021; Xiao et al., 2021; Czeisler et al., 2020).

As a matter of fact, the removal of usual outlets for activities became vividly visible as a result of the restrictions placed on mobility that forced people to work from home and whenever possible avoid gatherings (Danckert, 2022). With the gradual release of lockdown, the concept of "Workcation" bloomed amongst remote workers blending the line between work and personal life (Pecsek, 2018). Some, however, think it perfectly exemplifies the intersection of work and life (Arena & Hussenot, 2021).

### ***Vacation***

Lounsbury & Hoopes (1986) defined vacation as "A cessation of work, a period during which a person is not actively engaged in his or her job" (Lounsbury & Hoopes, 1986). The typical objectives of vacationing are the restoration of work capacity and the reduction of stress associated to work (Allmer, 1996). Vacations enhance employees' physical and mental health, productivity at work, creativity and interpersonal bonds (Glover, 2017; Kuhnel & Sonnentag, 2011; Bloom., et al, 2011; Chikani, et al., 2005). Therefore, vacationers typically have better and more content lives. A relatively long period of relaxation that constitutes vacation is probably a great opportunity for recovery and a potent defence against the harmful effects of work stress (Bloom, 2012).

### ***Workcation***

The proliferation of the Internet in the 1990s, followed by internet-based technological developments like cell phones or video callings have altered the approach of interaction in human's private and professional lives (Pecsek, 2018). With the advent of technology and pandemic thereafter, the distinction between work and leisure is collapsing as work and private life has become more intertwined (Bellmann & Hubler, 2020).

As more people started working from home during the pandemic, they discovered that they could combine the finest features of a holiday with their standard office duties. Extended stays that allowed people to blend work and leisure during vacations came as a modern development which resulted in a novel form of extended travel, Workcation. (Elliot, 2021).

Workcation is defined by Pecsek (2018) as "A hybrid type of tourism when tourists travel for either leisure or dual (business and leisure) motive and due to the modern technology, they perform both work and leisure activities away from home (Pecsek, 2018)."

### ***Work motivation***

According to the research on organisational behaviour, work motivation is frequently described as a set of psychological processes that leads to behaviour's initiation, direction, intensity, and persistence (Pinder, 1984; Campbell & Pritchard, 1976). The conventional method of studying motivation is to understand internal cognitive processes, or how people feel and think. The two primary categories of these many cognitive theories of motivation are content theories and process theories (Dinibutun, 2012). Content theories try to pinpoint the precise elements that in reality motivate employees at work. The features of demands and drives are the main emphasis of content theories (Dinibutun, 2012). The following are important content theories of motivation: Maslow's Hierarchy of Needs Theory, Alderfer's Modified Need Hierarchy Model, Herzberg's Two-Factor Theory and McClelland's

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Achievement Motivation Theory. On the other hand, process theories place more emphasis on how behaviour is started, guided, and maintained. It highlights the motivation's actual process and advance knowledge of the complex nature of job motivation (Dinibutun, 2012). A few significant process theories of motivation are: Expectancy-Based Models, Vroom's Expectation Theory, Porter-Lawler Model, Equity Theory, Goal Theory and Attribution Theory.

Employee's productivity in an organisation depends heavily on motivation, management and leadership styles. Therefore, though each person has their own expectations, it is the leadership's task to build and match strategies with theories that would help their people feel satisfied in their jobs (Badubi, 2017).

### ***Mental well-being***

American Psychological Dictionary has defined Well-being as "A state of happiness and contentment, with low levels of distress, overall good physical and mental health and outlook, or good quality of life" (American Psychological Association Dictionary).

The two viewpoints that are now widely recognised as being part of mental wellbeing are: (1) the subjective experience of happiness (affect) and satisfaction with life (the hedonic perspective); and (2) the positive psychological functioning, satisfying relationships with others, and self-realization (the eudaimonic perspective) (Deci & Ryan 2008; Ryan & Deci, 2001). Each of these orientations focuses on the hedonic and eudaimonic components of wellbeing, which are two separate yet connected aspects of wellbeing (Kashdan et al., 2009; Keyes et al., 2002).

### ***Need of the study***

Studies done by researchers during covid-19 pandemic gave insights in many aspects of employees' psychological well-being. People have been subjected to social isolation as a result of the pandemic, leading to heightened degrees of loneliness, which may be linked with reduced work performance and contentment as well as heightened stress (Toscano & Zappala, 2020). Moreover, research revealed that after pandemic, boredom and anxiety symptomatology increased while the mean scores for wellbeing decreased (Boateng, 2021). Additionally, studies also claimed that the lengthy isolation brought on by quarantine measures might not be good for the psychological health of the most vulnerable members of society. Due to these restriction on people's desires and involvement in social activities, a link was found among high stress levels, sadness, irritability, insomnia, and boredom. All of which had an adverse effect on people's general psychological wellbeing (Chirisa et al., 2022; Boylan et al., 2021; Roosi et al., 2020; Martelli & Wolff, 2020). Henceforth, when the restriction after the pandemic were relaxed, people started to step out and slowly began resuming their lives. As employees continued to do remote work, they engaged in a new trend of vacation style called Workcation, wherein the employees continue to do their office work while vacationing in a touristy location. Thus, the need of this study is to gain insights in the new travel behaviour with respect to the differences it creates in employees well-being and work motivation.

This study strives to investigate the differences in employees mental well-being and work motivation after engaging in different vacation styles. Moreover, the study also seeks to find out the relationship between mental well-being and work motivation.

## **REVIEW OF LITERATURE**

### ***Mental Well-being***

The previous literature showed that mental well-being of employees has improved during vacation but the effect of vacation on mental well-being fades out quickly in employees because of the job demands (Chen et al, 2016; Kuhnel and Sonnentag, 2011; Bloom et al, 2011). Similarly, the previous findings also suggested that workcation also creates a difference in well-being of employees (Misra et al., 2022; Kurniasri, Isbah and Azca, 2022; Nawijn & Damen, 2014). However, the positive experience of workcation depends on various factors, such as, flexibility, length of stay, destination characteristics, travel practises, remote work type, workplace and travel party (Chevtaeva, Neuhofer & Rainoldi, 2022; Kurniasri, Isbah and Azca, 2022; Reisch and Reyes, 2020). In addition to this, the difference in well-being based on gender was revealed in previous findings. Past literature strongly supported that wellbeing of male workers is better than the wellbeing of female workers (John et al, 2020; Aryan & Kathuria, 2017; Rajadhyaksha and Velgach, 2009).

### ***Work motivation***

Previous findings showed varied and contradicting results regarding the role of vacation in improving the motivation of employees. Studies showed that taking a vacation or a paid vacation improves employees' motivation but they also stated that there are other strategies as well to increase motivations of employees which works better than taking a vacation (Pradhan and Tripathi, 2021; American Psychological Association, 2018; Muriuki, 2016). In addition to this, the previous literature on work motivation and remote work stated key factors which may play a role in increasing employees' motivation, such as, work-life balance and flexible working hours among other factors (Dwidienawati et al., 2020; Raisiene et al, 2020; Susilo, 2020; Davidescu, et al., 2020; Klopotek, 2017). The literature on the difference in motivation on the basis of gender was found to be non-conclusive as the past studies showed conflicting results. Some studies revealed no difference in motivation with respect to gender (Dubinsky, A.J., et al.,1993, Hitka, M.,2018, Hollingworth,1918). Whereas, other studies showed that the gender difference in motivation exists on the basis of different aspect of motivation in employees.

### ***Work motivation and mental well-being***

Earlier studies have strongly supported the relationship between motivation and well-being and stated that motivation has significant influence on well-being Hitika, 2018; Ayub & Rafif, 2011). However, the studies have found out the relationship between different types of motivation and wellbeing (Singh, 2015; Pearson & Chatterjee, 2002). The relationship between work motivation and mental wellbeing has turned out to be a significant relationship in previous researches as well (Meng & Yang, 2022; Bjorklund et al; 2013; Lou, 1999).

The review of available literature showed that there is a rising number of studies on the influence of remote work on employees' health and motivation. However, there is a severe lack of research on workcation as it is a relatively new concept and trend which sprung amongst working population after the relaxation of lockdowns in the Covid-19 pandemic. Therefore, this study aims at understanding the differences in wellbeing and work motivation based on workcation in the Indian context. Moreover, very less studies are available to learn about the differences in employees' wellbeing and work motivation after taking a vacation. Henceforth, this study further looks forward to understand the differences in work motivation and well-being based on vacation in the Indian context.

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Existing literature have shown conflicting findings with respect to the differences in wellbeing and work motivation with regards to gender. Thus, this study endeavours to find out if the differences in wellbeing and work motivation exists among corporate employees with respect to their gender in the Indian context. Moreover, the current study seeks to add onto the existing literature of the relationship between work motivation and mental-welling.

### **METHOD**

A descriptive study was carried out with an objective to determine the differences in Mental Well-Being and Work Motivation of corporate employees with regards to their vacation styles, that is, workcation and vacation and gender. Additionally, the association among age, work motivation and mental well-being was studied. To analyse the data, Independent Samples t-test, Correlational and linear regression analysis were used.

### *Hypothesis*

H<sub>01</sub>: There is no significant difference in wellbeing of employees based on workcation.

H<sub>02</sub>: There is no significant difference in wellbeing of employees based on vacation.

H<sub>03</sub>: There is a no significant difference in wellbeing of employees based on gender.

H<sub>04</sub>: There is no significant difference in work motivation of employees based on workcation.

H<sub>05</sub>: There is no significant difference in work motivation of employees based on vacation.

H<sub>06</sub>: There is no significant difference in work motivation of employees based on gender.

H<sub>07</sub>: There is no significant relationships among age, wellbeing and work motivation.

H<sub>08</sub>: There is no significant influence of work motivation on wellbeing.

### *Operational definitions*

- **Work Motivation:** Work Motivation is a set of psychological processes engaged in the human's arousal, direction, intensity, and persistence of voluntary acts which are goal-directed (Kanfer, 1990).
- **Mental Well-Being:** Mental well-being can be understood as an amalgamation of the eudaimonic standpoint and the hedonic perspective. (Ryan & Deci, 2001).

### *Sampling*

The sample of the present study was collected via purposive sampling technique. The sample constituted total 195 employees out of which 95 were males and 100 were females. Participants age group ranged from 22 to 49.

### *Tools Used for the Study*

- **Work Motivation Questionnaire:** It is a self-report scale developed by Dr. K.G. Agarwal (2012). There are 26 items on the scale which is measured on a five-point Likert scale. Each question includes five options available, one of which must be checked. Six components were identified via factor analysis of the 26-items. The components are: (1) Dependence (2) Organisational Orientation (3) Relations within the work group; (4) psychological job incentives; (5) material rewards; and (6) the nature of the job. The instrument's internal consistency was validated. The Spearman Brown formula's reliability coefficient was quite high, at 0.994 and the reliability by Cronbach's alpha was  $\alpha = .824$  (Singh & Sharma; 2016). Therefore, the reliability of the scale was adequate. Face Validity was also found to be adequate. The elements that the questionnaire was created to assess were all indicators of work motivation,

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that is, Dependence, organisational orientation, work group connections, psychological motivations, material perks, and job circumstance.

- **Warwick–Edinburgh Mental Wellbeing Scale:** There are 14 items in the scale and the 14 items were self-reporting questions. The scale has all positive items. Likert scale responses ranged from "none of the time" to "all of the time" on a five-point scale. A great level of internal consistency is indicated by Cronbach's alpha coefficient, which is 0.89 (n = 348). Additionally, test-retest reliability score was also found to be high, 0.83. Correlations between WEMWBS and the WHO-Five Well-being Index, the Short Depression Happiness Scale, the Scale of Psychological Well-being, the Satisfaction with Life Scale, and the Positive and Negative Affect Scale - Positive Subscale - were all moderately strong. These results indicate that WEMWBS addresses both hedonic and eudaimonic facets of mental health.

### *Ethical Consideration*

The anonymity of the respondent was maintained by not taking their name during the data collection. Participants received an explanation of the study's purpose and potential dangers and risks associated with it. The participants were also provided with the mail id, in case of any concerns. Additionally, an informed consent was taken before the collection of data from the participant.

## **RESULTS AND DISCUSSION**

### *Preliminary Analyses*

Incomplete data, univariate and multivariate outliers, normality, and multicollinearity were all examined during preliminary analysis. According to the Shapiro-Wilk Normality test the data was normally distributed. Additionally, all of the variables had normal distributions, with skewness and kurtosis scores within -1 and 1 (Tabachnick & Fidell, 2013). Henceforth, parametric tests were used to analyse the data.

### *Analysis and Interpretation*

**Table 1** Difference in Mental Well-Being based on Workcation

Well- being	Workcation		Non - Workcation		<i>t</i> (193)	<i>p</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
	48.32	8.17	46.89	7.72	1.21	0.22*

*Note.* The results of t tests (assumed equal variance) comparing the parameter estimations between the two groups are provided, together with the mean parameter values for the analyses for the workcation group (n = 70) and the non-workcation group (n = 125).

\* $p > 0.05$

Table 1 represents the difference in mental well-being based on whether the employees have taken workcation in past three months. There are two categories; workcation and non - workcation. The results indicated that there was no significant difference in employees' mental well-being on the basis of workcation and non-workcation. Therefore, the null hypothesis was accepted which states that, there is no significant difference in wellbeing of employees based on workcation. Henceforth, there is no difference in the well-being of the employees who have gone for workcation and who have not gone for workcation in the past three months.

The studies on workcation and its implication on wellbeing is in its very inception stage and some of the preliminaries findings suggests contradictory results. Previous findings

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suggested merit and demerits of workcation on well-being. On the one hand, employees might find a balance between work and life and increase their wellbeing, leading to better performance and productivity (Antoine, 2021; Sousa-Uva et al., 2021; Hensellek & Puchala, 2021). On the other hand, taking a workcation may also have social repercussions on travellers, such as decreased satisfaction and wellbeing brought on by physical distance, which frequently results in a sense of alienation and low sense of belonging (Golonka, 2021). Another study by Kurniasari et al., (2022) suggested two viewpoints with respect to the impact of workcation on wellbeing. From one aspect, it does give them more freedom, lessen work-related stress, enhances their mental health, work-life balance, creativity and productivity but then the workers may experience negative effects from flexibility in terms of time and space. Flexible workspaces near natural areas frequently lack ICT infrastructure, which could lower employees' productivity (Kurniasari et al., 2022).

From the above mentioned studies, it can corroborated that well-being depends on the various factors that impact the experience of workcation for employees, such as, place, working hours, flexibility among other things. However, the results from the present studies shows no difference in the well-being of employees who have taken workcation from those who have not taken a workcation.

**Table 2 Difference in Well-Being based on Vacation**

Well- being	Vacation		Non - Vacation		<i>t</i> (193)	<i>p</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
	48.23	8.26	46.52	7.42	1.52	.13*

*Note.* For the vacation group (n = 101) and the non-vacation group (n = 94), the mean parameter values for the analyses are provided, together with the outputs of t tests (assumed equal variance) comparing the parameter estimates between the two groups.

\**p*>0.05

Table 2 represents the difference in Mental well-being based on whether the employees have taken a vacation in past three months. There are two categories vacation and non – vacation. The results indicated that there was no significant difference in mental well-being of employees on the basis of vacation and non- vacation. Therefore, the null hypothesis was accepted which states that, there is no significant difference in wellbeing of employees based on vacation. Undertaking a vacation does not make a difference in employees' wellbeing. Henceforth, there is no difference in the well-being of the employees who have taken a vacation and who have not taken a vacation in the past three months.

These results contradict the previous studies which found out that people who have taken vacation are more satisfied with their life compared with individuals who have not taken vacation (Dolnicar et al., 2012; Bloom et al, 2011; Gilbert and Abdullah, 2004). Research by Bloom et al. (2012) indicated that employees' health and wellbeing spiked during vacations, peaked on the eighth day off, and quickly dropped to baseline levels within the first week of returning to work. The length of the vacation and the majority of the activities were only marginally related to health and wellbeing changes before, during, and after the trip (Bloom et al., 2012). Therefore, health and well-being improved over the course of the prolonged summer break, but these good results were also found to be transitory. Furthermore, research done by Kuhnel and Sonnentag (2011), stated the reason behind short-term beneficial effects of vacation on employee's well-being. The authors found out that job demands which includes, work engagement and emotional exhaustion after vacation leads to fading out of positive effect of vacationing (Kuhnel & Sonnentag, 2011). These findings align with the

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assumptions of Conservation of Resources (COR) theory given by Hofboll (1989), that an individual's resources are threatened when the individual is faced with demands during stressful work (Hofboll 2001; Hofboll, 1989). From the above reviewed studies, it can be concluded that the benefits of vacation on well-being for employees do exist but they are short-lived.

**Table 3 Difference in Mental Well-Being based on Gender**

Well-being	Female		Male		<i>t</i> (193)	<i>p</i>	Cohen's <i>d</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			
	45.67	7.45	49.24	7.96	3.23	0.001	0.46

*Note.* The results of *t* tests (with the assumption of equal variance) comparing the parameter estimates between the two groups are provided, together with the mean parameter values for the analyses for the female group (*n* = 100) and the male group (*n* = 95).

\**p*<0.05

Table 3 represents the difference in mental well - being on the basis of gender. There are two categories; females and males. The result indicated that there was a significant difference in mental wellbeing on the basis of gender. The average mean score of the male employees was higher than the average mean score of female employees, this shows that the mental wellbeing is higher for male employees than female employees. The calculation of Cohen's *d* showed a medium effect size between two means. Therefore, the null hypothesis was rejected which states that, there is a no significant difference in wellbeing of employees based on gender. Henceforth, it can be stated that, at a 5% level of significance, there is a significant difference between the mental well-being of male employees and female employees.

The difference in the psychological well-being on the basis of gender in IT sector is previously reported as well (Aryan & Kathuria, 2017). Another study done by John et al (2020) reported that male employees had greater psychological health than female employees (John et al, 2020). Therefore, it may be said that there is a noteworthy difference between the wellbeing of men and women workers. Similarly, many research have demonstrated that there is a gender difference in work-life conflict, with women experiencing more difficulties than men (Rajadhyaksha & Velgach, 2009; Grzywacz & Carlson, 2007; Hyman & Summers, 2004; Gutek., 1991).

Gutek et al., (1991) particularly stated that despite working roughly the same amount of hours as males, women experienced higher work-life interference (Gutek et al., 1991). A study by Burke (2000) further argued that because women established clear boundaries between work and family and typically disapproved of them overlapping or spilling over, males typically gained more at work or were more satisfied than women (Burke, 2000). Women may display dissatisfaction, agitation, annoyance, and anxiety when their jobs prevent them from taking care of their children. However, men frequently experience greater levels of fulfilment due to their better professional achievements, regardless of the consequences for their family's neglect. The plausible reason for differences in mental wellbeing on the basis of gender can be attributed to the continued burden of care work placed on women and that women spend more time than men on household and childcare duties (Walsh, 2013; Jenkins, 2000). These challenges in turn impacts their health and general well-being (John et al, 2020).



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**Table 4 Difference in Work Motivation based on Workcation**

Work Motivation	Workcation		Non- Workcation		<i>t</i> (193)	<i>p</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
	89.87	12.31	87.20	14.57	1.29	0.19

*Note.* In addition to the results of *t* tests (assume equal variance) comparing the parameter estimates between the two groups, mean parameter values for the analyses are presented for the workcation group (*n* = 70) and the non-workcation group (*n* = 125).

\**p*>0.05

Table 4 represents the difference in Work Motivation based on whether the employees have taken workcation in past three months. There are two categories; workcation and non – workcation. The results indicated that there was no significant difference in the work motivation of the employees on the basis of workcation and non-workcation group. Therefore, the null hypothesis was accepted which states that, there is no significant difference in work motivation of employees based on workcation. Undertaking a workcation does not make a difference in employees’ work motivation. Henceforth, there is no difference in the work motivation of the employees who have gone for workcation and who have not gone for workcation in the past three months.

The previous studies were limited to gain insights on workcation as it is a relatively new concept and the research on this type of vacation is still in an infancy stage. A study by Kurniasari et al., (2022) listed out some of the motivators when undergoing workcation. These include flexibility, decreased daily stress, maximising business travel, boosting productivity and creativity, the ability to both work and travel, and the maintenance of a healthy work-life balance (Kurniasari et al., 2022).

Furthermore, the findings on work motivation when working remotely suggested that working remotely has positive impact on employee’s work motivation and work-life balance (Virtanen, 2020). A number of studies have emphasised on the aspect of flexibility in working time and place of work in order to improve work motivation when the employees are working remotely as it would enable the members of the organization to maintain productivity and health, to flexibly schedule working hours, to work without continual management supervision, to balance work and personal life, and to reduce travel time to and from the office (Dwidienawati et al., 2020; Raisiene et al, 2020; Susilo, 2020; Davidescu et al., 2020; Klopotek, 2017). Moreover, another research suggested that the eagerness to work remotely has increased because of covid-19 pandemic. Even though, working remotely is not a desirable way of working for the employees it has increased employees’ motivation, engagement and work performance (Lakko, 2021).

**Table 5 Difference in Work Motivation based on Vacation**

Work Motivation	Vacation		Non - Vacation		<i>t</i> (193)	<i>p</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
	89.03	12.87	87.22	14.80	0.91	0.36

*Note.* For the vacation group (*n* = 101) and the non-vacation group (*n* = 94), the mean parameter values for the analyses are provided, together with the outcomes of *t* tests (assumed equal variance) comparing the parameter estimates between the two groups.

\**p*>0.05

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Table 5 represents the difference in work motivation based on whether the employees have taken vacation in past three months. There are two categories; vacation and non-vacation. The results indicated that there was no significant difference in the work motivation on the basis of vacation and non - vacation. Therefore, the null hypothesis was accepted which states that, there is no significant difference in work motivation of employees based on vacation. Undertaking a vacation does not make a difference in employees' work motivation. Henceforth, there is no difference in the work motivation of the employees who have gone for vacation and who have not gone for vacation in the past three months.

These results contradict the previous studies which states that taking a vacation improves employee motivation. Employees who reported that their company's culture welcomes time off were more likely to report feeling more motivated and productive after returning from vacation than employees who said their company doesn't encourage time off (American Psychological Association, 2018). Furthermore, studies have also reiterated that non-monetary rewards, like, paid vacation are relevant in enhancing motivation of employees (Muriuki, 2016; Yousaf et al, 2014). However, another study from India contradicted the above mentioned findings by deriving from their study's findings that regular motivational strategies were more effective than holiday motivational strategies in keeping staff members motivated. (Pradhan & Tripathi, 2021).

**Table 6 Difference in Work Motivation based on Gender**

Work motivation	Female		Male		<i>t</i> (193)	<i>p</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
	87.10	12.93	89.28	14.70	1.10	0.27

*Note.* In addition to the results of t tests (assumed equal variance) comparing the parameter estimates between the two groups, the mean parameter values for the analyses are presented for the female group (n = 100) and the male group (n = 95).

\**p*>0.05

Table 6 represents the difference in work motivation based on gender. There are two categories; females and males. The result indicated that there was no significant difference in occupational motivation of employees with respect to the gender. Therefore, the null hypothesis was accepted which states that, there is no significant difference in work motivation of employees based on gender.

Previous studies show inconclusive results with respect to differences in occupational motivation with respect to gender. Some studies reported significant differences in employees' motivation at work based on their gender (Hitka, 2018; Stefko; 2017; Ayub & Rafif, 2011; Horner, 2005; Hofstede, 2001; Reif et al., 1976). Previous work also added that the motivational element or aspects at work for employees may differ with respect to gender. Females had higher scores on Recognition, Security and Personal Growth aspects (Tohidi & Jabbari, 2012; Stead, 2009). On the other hand, males had higher scores on Competition, Fear of Failure, Power, Immersion, Commercial Outlook and Flexibility (Stead, 2009). Similarly, Hofstede (2001), also reported that women enjoy a friendly environment and typically care about prestige, challenge, meaningfulness, job protection, co-operation, and their work environment circumstances, and males typically worry about incomes, promotion, and responsibilities (Tohidi & Jabbari, 2012; Gooderman et al., 2004; Hofstede, 2001).

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On the contrary, few studies show very minimal or no difference in employee's motivation on the basis of gender or they found no relationship between gender and work motivation (Dubinsky et al.,1993, Hollingworth, 1918). Similar to this, Pearson and Chatterjee (2002) found that, despite differences, men and women's job motivations were largely consistent throughout the gender spectrum in China. They reported that both the genders have similar attitudes on high income, training options, working independence, skill usage, desirable locations, relationships with managers, etc. Investigations in the domains of psychology, sociology, etc. discovered that gender inequalities are situation-dependent and do not surpass more than 10% of the difference. (Pearson & Chatterjee, 2002; Spence, 1993; Hyde, 1991; Basow, 1992).

**Table 7 Descriptive statistics and Correlations for Well- Being, Age and Work Motivation**

<b>Variables</b>	<b>n</b>	<b>M</b>	<b>SD</b>	<b>1</b>	<b>2</b>	<b>3</b>
1. Age	195	25.28	4.21	-		
2. Well- Being	195	47.41	7.89	.087	-	
3. Work Motivation	195	88.16	13.83	-.115	.462**	-

Note. N=195

\*\* $p < .05$ .

Table 7 shows the correlation between age, well-being and work motivation. From the above table, it is apparent that well-being has a significant positive correlation with work motivation. These findings indicate that, both variables, work motivation and mental wellbeing vary in one and the same direction. The variables, well-being and work motivation are moderately positively correlated. Therefore, the null hypothesis was rejected which stated that, there is no significant relationship among age, wellbeing and work motivation and the alternative hypothesis was accepted.

The results of the analysis agree with the previously found connections between employees' occupational motivation and wellbeing. A study carried out by Bjorklund et al., (2013) demonstrated similar results wherein they discovered a connection between variations in work motivation and variations in mental wellbeing. Furthermore, a higher level of work motivation reduces the likelihood of feeling exhausted, whereas a lower level of work motivation increases the likelihood of feeling both exhausted and depressed (Bjorklund et al., 2013; Stoerseth, 2006; Sjoberg et al., 2005; Stoerseth, 2004,).

Past studies also reiterated on the strong relationship between motivation at work and well-being of employees. According to a study by Broeck et al., (2013) autonomous motivation has a positive relationship with job satisfaction and enthusiasm/engagement and a negative association with strain or burnout. Henceforth, according to a range of other studies, autonomous motivation is significantly associated with psychological health and job satisfaction, (Broeck et al., 2013; Fernet, 2013; Millette & Gagne, 2008; Blais et al., 1993).

A study done by Kaur (2013) showed that the psychological well-being and the motivation level are highly correlated in the employees of IT sector. According to another study's findings, intrinsic motivational factors, like, recognition, the work itself, chances for professional development and promotion, responsibility, and a positive mindset about the firm and employee work satisfaction all have a strong high correlation with each other. However, there was no discernible link between hygiene (extrinsic) factors and job satisfaction (Kaur, 2013; Ahmed et al., 2010).

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From the above findings, it can be concluded that intrinsic motivation has a strong relationship with wellbeing. On the contrary, extrinsic factors do not have a strong relationship with wellbeing.

**Table 8 Influence of Work Motivation on Mental Wellbeing**

Independent Variable	R <sup>2</sup>	B	SE B	$\beta$	t
Constant		24.17	3.25		7.43
Work Motivation	0.21	0.26	0.03	0.46	7.23*

Note. N=195. The impact of work motivation on well-being is examined in the above table.

\* $p < 0.05$

Table 8 illustrates a linear regression for the effect of work motivation on mental wellbeing. The findings from the above table demonstrated the percentage of the contribution of independent variable, work motivation on the dependent variable, mental well-being which was equal to 21.3%. The result indicated that work motivation has a significant impact on mental well-being and 21.3% of variance in mental well-being can be explained by work motivation. The B value derived is 0.26 which suggests that one unit change in work motivation makes 0.26 unit of change in mental well-being. The beta value derived is 0.46 which suggests that one unit change in the standard deviation makes 0.46 unit of change in mental well-being.

Self-Determination theory, postulated by Deci and Ryan (1985) suggested that types of more self-determined motivation are considered to have a beneficial effect on psychological adaptation (Fernet, 2013; Gagne & Deci, 2005; Deci & Ryan, 1985). Furthermore, the Self-Determination theory contends that self-determination and following through on it motivates a person to move closer to their real selves. There has been empirical evidence to support this notion. In fact, studies have shown that self-determined motivation has both beneficial and detrimental impact on psychological health of workers. They have been linked to lower levels of burnout (Gagne et al., 2015; Fernet, Austin, & Vallerand, 2012), psychological tension (Broeck et al., 2013), and psychological agony (Blais et al., 1993) in the context of the workplace and elevated levels of work life satisfaction (Millette & Gagne, 2008), involvement (Broeck et al., 2013), and vibrancy (Gagne et al., 2015).

A recent research investigated the relationship directionality of the variables, psychological wellbeing and motivation at work. The results seemed to partially support the standard causality hypothesis which states that, the work motivation influences psychological wellbeing at workplace (Veronique, 2018). These findings complemented the earlier research studies done on self-determination theory holds that both intrinsic motivation and identified motivation contributes to psychological wellbeing.

## CONCLUSION

Based on the results of the hypotheses testing and dimensions correlation and regression between variables, the conclusions of this study revealed that there was no notable differences in the employees' motivation to work and mental wellbeing with regards to the employee's vacation styles i.e., vacation and workcation. The study also reported that male employees have better mental well-being than female employees. However, significant difference was not found in the work motivation of male employees and female employees. In addition to this, work motivation and mental well-being were found to be moderately positively correlated and the influence of work motivation on mental well-being was found to be 21.3%.

### **Implications**

The research will give the corporate sector insights on the wellbeing and work motivation of employees due to a vacation or a workcation. It will also help employees to form an understanding of the relations between work motivation and mental wellbeing. The findings obtained will help the corporate sector to recognise the importance of various factors, like, flexibility, working hours, wellbeing and work motivation in employee performance and will help them to look for better resorts, for instance, mental health interventions and other strategies to improve their employees' work motivation as it has a significant influence on mental well-being of employees. Moreover, with respect to the results found in the present study, the employers can explore the factors influencing work motivation and well-being and can work on that for their employees' betterment.

### **Limitations of the study**

As the employees were asked to participate in the study voluntarily via google forms, the extraneous variables may have posed constraints to the data collection, like, fatigue, sample size, location, time, physiological and psychological state of the participant while participating in the study. Due to time and resources constraints, the sample size of the study limited to a smaller sample group. Moreover, workcation as a trend has started flourishing after the covid-19 pandemic among corporate employees, therefore, to get a conceptual clarity on workcation, previous studies were not sufficient.

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