

## Examining the Relationship of Job Satisfaction, Work Motivation and Quality of Life on Working Professionals

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### ABSTRACT

This study aimed to explore how job satisfaction and motivation influence personal well-being. Self-reported data on job satisfaction, work motivation, and quality of life were gathered from workers across various sectors. The findings indicated a strong positive correlation between job satisfaction, motivation, and quality of life. Through purposive sampling, a diverse group of 100 participants, spanning both genders and aged between 25 and 50 years, was selected to ensure representation. Data were collected using the "Job Satisfaction Scale," "Work Motivation Scale," and "THE WHOQOL-BREF," along with demographic information. The results underscored significant positive relationships between quality of life and work motivation, as well as between job satisfaction and quality of life among employees. Additionally, the study highlighted the interconnectedness of job satisfaction, work motivation, and quality of life.

**Keywords:** *QOL, work motivation, Statistical analysis, correlation, Job motivation*

Employees' health and happiness are intertwined with job satisfaction and work motivation. Employee performance, retention, and stress on the work are just a few of the many outcomes that have been linked to job satisfaction and motivation. However, there is a dearth of research on how happiness in the workplace affects one's motivation and quality of life. Quality of life is an umbrella term that refers to a person's overall health and happiness in mental, emotional, and social spheres. A deeper understanding of the components that lead to a happy and fulfilled life may be gained by examining the connection between work satisfaction, motivation, and quality of life. Therefore, the intent of this research is to investigate the impact of job satisfaction and work motivation on individuals' well-being. This research has the potential to aid in the improvement of worker well-being and the promotion of a pleasant work environment by shedding light on the aspects.

### Background of the study

Many academics and officials from many professions have taken an interest in quality of life. The quality of one's life is typically linked to one's physical and mental well-being, financial stability, social connections, and sense of purpose. Despite their obvious importance, the factors of job satisfaction and work motivation in determining an individual's quality of life have been given less consideration than they deserve.

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The term "job satisfaction" refers to an employee's assessment of their working conditions in general, including their salary, working conditions, relationships with coworkers, and professional development chances. On the other side, "work motivation" describes the internal force that propels workers to do their jobs well.

In the dynamic and competitive modern workplace, understanding the intricate relationship among job satisfaction, work motivation, and quality of life is imperative. This knowledge holds potential for employers and policymakers to devise strategies aimed at enhancing employee morale and productivity. Moreover, individuals stand to make more informed career decisions that positively impact their overall well-being by grasping the interplay between job satisfaction and work motivation.

Hence, this study aims to delve into the impacts of job satisfaction and work motivation on employee well-being. Encompassing employees from diverse fields, the research seeks to offer a comprehensive perspective on the interconnectedness of job satisfaction, work motivation, and quality of life. By contributing to existing literature, this research endeavors to shed light on pivotal issues pertinent to businesses, governments, and individuals striving to enhance their lives.

### ***Job Satisfaction***

Employment is the pivot point in most people's life. They depend on their work schedules for their social and financial stability. For this reason, maintaining a contented staff is essential to any company's success. The private sector is now driving India's economic growth. They not only give first-rate services, but also pave the way for a large number of people to find gainful employment in the field.

The term "job satisfaction" is used to describe how a person subjectively feels about their employment. It's hard to pin down since it depends on so many things: the tasks itself, the coworkers and managers one interacts with, the job's financial and social perks, and so on.

The work Characteristics Theory (JCT) by Hackman and Oldham from the 1970s is an important model of work happiness. It is hypothesized that these five factors—task identity, task diversity, autonomy, task importance, and feedback—are significant contributors to employee happiness on the work. Employees are more likely to feel intrinsic motivation and high levels of job satisfaction when these factors are present in their workplace.

Social support is a significant psychological component that affects work happiness. The term "social support" is used to describe the extent to which a person feels they are getting psychological and practical help from their social network. Social support in the workplace may come from co-workers, managers, and the company as a whole. Those who feel they have a lot of social support at work tend to be happier in their jobs, according to studies.

Perceptions of justice, job stability, work-life balance, and career advancement prospects are all psychological elements that might impact job satisfaction. Higher levels of job satisfaction are reported by workers who perceive they are treated fairly, have job stability, have a reasonable work-life balance, and have possibilities for professional growth.

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### Factors affecting job satisfaction

Job satisfaction may be affected by a number of things, including:

- **Job autonomy:** An employee's level of autonomy and decision-making in the workplace has been linked to their level of contentment there. When given greater freedom in their work, workers are more satisfied with their jobs.
- **Relationships with colleagues and superiors:** One's level of pleasure on the job might vary widely depending on one's interpersonal connections at work.
- **Compensation and benefits:** Job satisfaction may be affected by several factors, including compensation and perks. Workers who believe they are being rewarded properly and who have access to generous perks are more likely to be happy with their jobs.
- **Workload and job demand:** Job happiness may be exaggerated by factors like the workload and the difficulty of the position. Job satisfaction might suffer when workers are overburdened or stressed out by the demands of their jobs.
- **Opportunities for growth and development:** Job satisfaction may be affected by whether or not there are possibilities for professional development, such as training or promotion within the organization. Job satisfaction is greater reported by workers who believe they have room to learn and advance in their position.
- **Organizational culture and values:** Employee happiness may be affected by the company's culture and principles. Workers who see a congruence between their own personal beliefs and those of the company are more likely to be happy in their positions.

### Job Satisfaction and its indicators

"Job satisfaction" encapsulates the level of contentment or fulfillment an individual experiences within their current employment. This encompasses various facets of the workplace, such as interactions with colleagues, job responsibilities, and compensation. Several common benchmarks are employed to gauge employee satisfaction, including:

One prominent theory, Self-Determination Theory (SDT), posits that Employees are driven to meet their demands for autonomy, relatedness, and competence in the workplace. Autonomy is the extent to which workers are free to make their own decisions; competence is the extent to which workers are confident in their ability to carry out job duties; and relatedness is the extent to which workers value having mutually supportive relationships with their colleagues.

Alternatively, Goal Setting Theory suggests that people exhibit heightened productivity when they strive toward ambitious and meaningful objectives. This theory posits that individuals are more motivated and effective when pursuing and achieving challenging goals that align with their aspirations.

Understanding the multifaceted nature of employee motivation and engagement necessitates familiarity with these variables, which can be advantageous for employers and managers seeking to enhance organizational effectiveness.

Several scales and questionnaires are utilized in psychology to assess job motivation. Common examples include:

- **Work Extrinsic and Intrinsic Motivation Scale (WEIMS):** Measures the extent to which individuals are motivated by external versus internal factors in their job roles.

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- Intrinsic Motivation Inventory (IMI): Assesses an individual's intrinsic motivation levels in specific tasks or job roles.
- Multidimensional Work Motivation Scale (MWMS): Evaluates various types of motivation at work, including intrinsic, extrinsic, and amotivation.
- Job Diagnostic Survey (JDS): Measures job characteristics associated with high levels of motivation, such as task variety and autonomy.
- Goal Orientation Measure (GOM): Assesses different types of goal orientation, which can impact motivation at work.

### *Work Motivation*

Motivation in the workplace is a complex psychological model that encompasses the various driving forces influencing an employee's behaviors and decisions while on the job. Within the field of psychology, numerous theories and models have been devised to unravel the factors contributing to workplace motivation.

A leading theory in this field is Self-Determination Theory (SDT), which states that people are motivated to do work that satisfies their basic psychological requirements for autonomy, relatedness, and competence. Autonomy pertains to the degree of independence and self-direction employees experience in decision-making regarding their tasks. Competence reflects an individual's belief in their ability to effectively perform their job duties. Relatedness underscores the significance of cultivating supportive and meaningful connections with colleagues in the workplace.

Goal Setting Theory is an alternative explanation for what drives people at work; it postulates that people are more productive when they have ambitious objectives to strive towards. According to this notion, people are more motivated and productive when they strive for and ultimately attain objectives that are both stretch and meaningful to them.

Many models of job motivation have been developed, each focusing on a different set of characteristics that may have an impact on workers' motivation. The Job Characteristics Model, for instance, suggests that five fundamental job characteristics—skill diversity, task importance, task identity, autonomy, and feedback—influence job motivation. Opportunities to exercise abilities, see the results of their labour, and get constructive criticism are all regarded to boost employee motivation. Overall, there are many internal and external aspects that contribute to an employee's level of motivation on the work. In order to boost employee motivation and engagement, understanding these variables may be helpful for employers and managers.

There are several scales or questionnaires used to measure job motivation in psychology. Here are a few commonly used scales:

- Work Extrinsic and Intrinsic Motivation Scale (WEIMS): The WEIMS is a self-report questionnaire that measures the degree to which an individual is motivated by external factors (such as salary, promotion, and recognition) versus internal factors (such as enjoyment, interest, and challenge) in their job.
- Intrinsic Motivation Inventory (IMI): The IMI is a self-report questionnaire that measures an individual's level of intrinsic motivation in a specific task or job. It assesses factors such as interest, enjoyment, and perceived competence.

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- **Multidimensional Work Motivation Scale (MWMS):** The MWMS is a self-report questionnaire that measures different types of motivation at work, including intrinsic motivation, extrinsic motivation, and amotivation.
- **Job Diagnostic Survey (JDS):** The JDS is a tool that measures several job characteristics that are believed to lead to high levels of motivation, including task variety, autonomy, and feedback.
- **Goal Orientation Measure (GOM):** The GOM is a questionnaire that assesses an individual's goal orientation, which can impact their motivation at work.

### **Factors affecting Work Motivation**

Individual characteristics, circumstances connected to the job itself, and social and cultural influences may all have an impact on an employee's level of motivation on the job. The following are some of the most important aspects that might affect employee motivation:

- **Personality and individual differences:** Personality traits including emotional stability, openness to conscientiousness, and experience all have a role in an individual's motivation to achieve in the workplace. Individuals who score higher on the extroversion scale may be more motivated by the approval of their peers, while those who score higher on the conscientiousness scale may be more rewarded when they do a good job and stick to rules.
- **Job characteristics:** One's intrinsic motivation might be affected by the nature of the work itself. Role ambiguity, job instability, and a lack of control over one's work environment are all variables that might decrease motivation, whereas employment features like autonomy, task diversity, and opportunity to grow one's skills can increase it.
- **Organizational culture:** One further factor that might influence employee motivation is the company's culture. When employees feel appreciated and cared for, they are more likely to want to put in extra effort. However, the opposite is true: motivation may be dampened by a toxic or unfavourable workplace culture that promotes competitiveness, disrespect, and unjust treatment.
- **Leadership and management practices:** Worker morale is sensitive to the leadership and management style of the company. When leaders set goals, provide resources, and acknowledge accomplishments, they inspire their teams to work harder. However, the opposite is true of weak leadership, which may dampen morale by failing to set clear goals, provide enough resources, or acknowledge employees for their efforts.
- **Socio-cultural factors:** Cultural and societal influences on work motivation include things like work-related values, conventions, and beliefs. In certain societies, for instance, collectivism could be valued more than individuality, and one's sense of job satisfaction might be affected by how much of an effect their work has on the greater good.

### **Work motivation and its indicators**

The term "work motivation" is used to describe an individual's internal drive or desire to carry out their job-related responsibilities in an efficient and successful manner. Several things might affect it, including as one's values, the nature of one's employment, and the amount and quality of praise one receives. Commonly cited markers of employee motivation include the following:

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- Intrinsic Motivation: Inspiration to get something done because of how much you like doing it.
- Extrinsic Motivation: Motivation to do a job due of the anticipation of future benefits, such as praise or money.
- Self-Efficacy: Confidence in one's own abilities is essential to achieving one's goals.
- Goal Orientation: Targeted effort directed toward the successful completion of a single task or the acquisition of a single skill.
- Task Significance: Meaning at work is the emotion one has when they realize their efforts have a positive effect on other people's lives.
- Autonomy: How much discretionary authority an employee has over his or her own job activities and surroundings.
- Feedback: Work performance feedback is the details an employee receives regarding how their efforts at work have turned out.
- Recognition and Rewards: The act of recognizing someone's efforts and rewarding them monetarily or otherwise.

Employees need to feel motivated in order to reach their objectives and complete their work effectively. The term "motivation" describes a person's inner fire, vitality, and interest in achieving their objectives. Motivated workers are more invested in their jobs and more willing to go above and beyond in their work. Improved productivity, contentment in one's work, and loyalty to one's employer are the results.

Employees need to be motivated to learn new things and improve their existing abilities. Motivated workers are more inclined to take initiative and look for ways to improve their skills and the company. There will be more happiness and pride in one's work as a result.

Additionally, an individual's emotional and physical health are significantly impacted by work motivation. When workers are inspired, they are less likely to suffer from emotional distress. Motivated workers accomplish more and experience less burnout and tiredness because they are more focused on their objectives and more invested in their job.

The positive effects of employee motivation on the workplace extend beyond the individual level. Workers who are inspired to succeed are more invested in the success of their company, which boosts both their performance and output. Organizational outcomes including profit, customer happiness, and product/service quality all improve as a result.

The success of a company, the happiness of its workers, and their own quality of life all depend on their level of job satisfaction. A healthy work environment that encourages employee motivation and engagement should be a top priority for employers. In doing so, businesses may get an engaged, enthusiastic, and loyal staff, which in turn boosts productivity, profitability, and morale.

### ***Quality of life (QOL)***

The WHO defines QOL as an individual's assessment of his or her present state of well-being in light of the culture and/or value systems in which they live, as well as their own objectives, standards, expectations, and concerns. Standard or key QOL indicators such as wealth, employment, then wire meant, bodily and mental health, recreation, education and leisure time are all examples of such measures. Since it is the most significant source of both

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material and human energy, quality has emerged as a primary focus of academic and scientific efforts aimed at ensuring a better future for people and society. Because it is one of the most significant indices of societal success, direct involvement in individual quality of life must be continually developed and increased. This is frequently expressed in the individual's sense of pleasure, happiness, and zest for life.

Human beings will no longer be bound to their fundamental and vital ingredient to meet their survival demands, there is no question. QOL has a wider range of contexts, with an inclusion of all the fields in relation to international development, healthcare as well as politics and employment. The Journal of Applied Research in QOL described a method called "engaged theory," which considers four aspects of life's quality: environment, economics, politics, and culture. What provides a person with satisfaction and fulfillment in life depends on the quality of his mental, emotional, social and religious convictions, as well as his capacity for self-improvement and rehabilitation. The psychology has a wide range of perspectives, which has resulted in substantial differences in the backgrounds and theoretical frameworks that are used to evaluate the analytical quality of numerous psychological levels, depending on each approach or school of psychology. As a result, we try to figure out what quality of life means from a psychological standpoint.

A person's quality of life depends on several factors, including their physical and mental health, their relationships with others, and their economic stability. The degree to which one is happy and fulfilled in life is proportional to their quality of life.

To begin, an individual's quality of life significantly influences their physical well-being. There is a correlation between a good quality of life and improved health, a stronger immune system, and a longer lifespan. This is due to the correlation between living a healthy lifestyle (including exercise and a nutritious food) and having a satisfying and fulfilling existence.

Second, an individual's mental health is profoundly affected by their quality of life. Stress, anxiety, and sadness are less common in those who have a good quality of life. They are also more likely to be happy with themselves and their lives.

Third, people's quality of life is greatly affected by economic and social stability. Having a strong social support network made up of family and friends who can give emotional and practical aid in times of need may improve one's quality of life. A greater quality of life is also linked to economic stability, such as a stable income and job security.

In addition, a community's quality of life affects its prosperity as a whole. Greater social harmony, civic participation, and economic growth all go hand in hand with a high quality of life. A good quality of life makes a community more attractive as a location to live, work, and visit.

### **Factors affecting Quality of life**

A person's quality of life is influenced by several things, including as their bodily and mental health, their connections with others, and the state of the world around them. The quality of one's life may be affected by a number of psychological aspects, some of which are addressed below:

- Personality traits: Optimism, resilience, and emotional stability are just a few of the personality qualities that have been linked to a better quality of life. Positive

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emotional experiences, resilience in the face of stress, and the ability to see the bright side of life are more common among people who exhibit these characteristics.

- **Social support:** The quality of your life depends greatly on your social connections. A person's capacity to handle stress and difficult circumstances is improved by the positive social support they get from their loved ones, friends, and co-workers.
- **Health and physical functioning:** One's quality of life is significantly impacted by their physical health. A person's physical functioning may be significantly impacted by illnesses like chronic pain or disability, resulting in less mobility, less independence, and a worse quality of life.
- **Financial well-being:** A person's happiness may be affected by their financial situation. An individual's quality of life might suffer when they are under financial strain due to factors like debt, unemployment, or poverty.
- **Personal values and beliefs:** One's outlook on life and the beliefs one has may have a major impact on that outlook. The quality of life is often greater for those who put an emphasis on their own development, meaning, and purpose than for those who seek external approval or wealth.
- **Environmental factors:** A person's standard of living may be affected by their immediate surroundings, therefore it's important to ensure they have access to things like clean air and water, stable housing, and a thriving, sustainable community. A reduced quality of life may be experienced by those who are exposed to hazardous conditions, such as pollution or lack of access to basic necessities.

Different QOL models in psychology emphasize different aspects of QOL. The following are examples of popular models:

- **Objective vs. subjective models:** External, observable characteristics like money, education level, and health condition are prioritized in objective quality of life models. Subjective QOL models, on the other hand, are concerned with how a person really feels, factoring in their emotional, social, and psychological experiences.
- **The WHOQOL model:** The four categories of physical health, mental health, social connections, and environmental variables make up the WHOQOL model, which is a complete, multidimensional model of QOL developed by the World Health Organization. Quality of life is defined differently for different people, hence this model takes into account cultural and individual variances.
- **The PERMA model:** Psychologist Martin Seligman's PERMA paradigm is built on the five pillars of positive emotion, relationships, engagement, meaning, and achievement. In this framework, good feelings and significant life events are singled out as crucial factors improving quality of life.
- **According to Abraham Maslow's hierarchy of needs model,** people can't go on to more complex goals like safety, love and belonging, esteem, and self-actualization unless their most fundamental physiological needs are addressed. The fulfilment of one's physiological and psychological needs is emphasized in this framework.
- **The ecological model: Ecology-based design:** According to the ecological model of quality of life, a person's happiness is directly tied to the state of the environment they live in. Access to natural resources, public security, and environmental legislation are all taken into consideration in this model.



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### Quality of life and its indicators

A person's or a community's quality of life describes how happy they are on the whole. It includes not just one's bodily but also one's mental and social well-being, as well as one's economic and environmental circumstances. Indicators of quality of life that are widely used include the following:

- **Health and Healthcare:** Health care availability, overall health, mental health, life expectancy, and healthy life expectancy are all measured.
- **Education:** Measures of educational success include school enrolment, reading, and proficiency.
- **Economic Well-being:** Access to food, housing, and clothes, as well as employment, poverty, and income levels.
- **Social Relationships:** Assist from others, connections with others, and active engagement in society.
- **Environment:** Housing conditions, availability of green areas, and the state of the air, water, and other natural resources.
- **Personal Safety:** Prevalence of crime, level of violence, and sense of security.
- **Civic Engagement:** Engagement in civic life, voluntary work, and the political process.
- **Cultural and Recreational Activities:** Participation in a variety of recreational, cultural, and athletic activities.
- **Spiritual and Psychological Well-being:** Contentment, joy, and an inner drive to make a difference in the world.

### *Scope of the study*

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

The study would likely use questionnaires or other research methods to collect data from a sample of individuals involved in a variety of organizations and industries. A broad variety of factors, including but not limited to health, mental state, social ties, and environmental effects, would be represented in the collected data.

This research would also look at the relationships between job satisfaction and work motivation and things like personality, social support, financial security, and morals and values. The research may also look at the link between job satisfaction and work motivation, and whether or not that's a direct cause of a better quality of life.

The study's results may have far-reaching significances for people, businesses, and governments. The findings of the research may provide light on how to improve people's lives by raising their levels of contentment and drive in the workplace. This research has the potential to inform business tactics for boosting morale and productivity in the workplace by encouraging workers to take pride in their work. Last but not least, the research may provide policymakers evidence-based suggestions for increasing societal work satisfaction and motivation, which in turn may enhance economic and social results.

## LITERATURE REVIEW

Zhang, (2021) Examining the level of work satisfaction among Chinese educators was the driving force behind this study. An online survey that teachers may have completed at their leisure yielded 332 responses. Intrinsic and extrinsic motivation were shown to be much more strongly correlated with life happiness and work motivation. There was a partial buffering effect of work engagement on the correlation between intrinsic motivation at work and happiness ratings. The findings suggest that enhancing teachers' working circumstances may be achieved by boosting their intrinsic job motivation and work engagement.

(Yee, 2021) Researchers in set out the perspectives of Malaysian hospitality industry employees on the topic of job satisfaction and its correlation to subjective well-being. A self-administered survey yielded 36 responses from employees. Intrinsic and extrinsic motivation were shown to be much more strongly correlated with life happiness and work motivation. The connection between work motivation and life pleasure was demonstrated to be buffered by organizational commitment. The research shows that improving hotel workers' well-being involves an effort to boost their intrinsic and extrinsic motivation to work and their loyalty to the company.

In 2020, Yüksel Finding out how Turkish police officers feel about their jobs and how it distresses their happiness was the main purpose of the research. A total of 432 law enforcement officials participated in an online survey. The results showed a positive relationship between extrinsic and intrinsic motivation, which in turn led to fulfilled lives, and between work motivation and life satisfaction. According to the study, job satisfaction has a moderating role in the link between work motivation and quality of life. Companies should focus on boosting police officers' intrinsic motivation and job satisfaction, according to the study.

"Gholipour" (2020) Finding out what factors in Iran's banking business contribute to workers' pleasure on the job was the driving force behind this learning. A total of 251 employees volunteered their time to complete the survey. The results showed a positive relationship between work motivation and life happiness, with a stronger connection between extrinsic and intrinsic drive. According to the study, job satisfaction has a moderating role in the link between work motivation and quality of life. Businesses should focus on fostering intrinsic motivation and job satisfaction for banking sector workers if they want to improve their quality of life, according to the study.

However, this research was motivated by Abedi (2021) to investigate the levels of job and life happiness among police personnel. In their leisure time, 356 police officers provided the data used in this research. The domains with the largest positive correlation among job satisfaction and QOL were physical health, social connections, and environmental quality.

(Alghamdi 2020) A study was conducted among Saudi Arabian hotel employees to gauge their levels of job satisfaction and QOL. The 320 employees who took part in the study provided their own data via an online survey. Both happiness and QOL were shown to be positively impacted by a high degree of satisfaction with job. People who were content in their work life also seemed to be content in other parts of their lives. Improvements in workers' well-being may result from raising their level of job satisfaction.

Kara (2020) Examining the association between job satisfaction and teachers' quality of life in Turkey was the driving force for this study. Two hundred and fifty teachers participated in

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the study, and information was collected using a self-report survey. There was a positive correlation between life happiness and job satisfaction. It was common for teachers to indicate happiness in other areas of their life when asked about their work satisfaction. Improving teachers' quality of life may be as simple as making their jobs more fulfilling, according to these findings.

In 2020, Liu Finding out how the nursing staff in Saudi Arabia feels about their professions and overall quality of life was the primary goal of this study. In a cross-sectional research, 350 nurses were asked to fill out a questionnaire by themselves. Job satisfaction is good for happiness and quality of life alike. There is strong evidence that job satisfaction and quality of life are related. Based on these findings, it seems that nurses' health and happiness might be improved by making them happier at work.

According to Ibidunni (2020), The persistence of this learning was to examine how a big government agency in Nigeria dealt with its workers' motivation, happiness, and quality of life. Respondents' levels of contentment at work, motivation, and overall quality of life were among the topics covered by the 428 surveys. People conveyed higher levels of life satisfaction when they were happy in their jobs and motivated by internal factors. Motivation was shown to mediate the association between job satisfaction and QOL, according to the study researchers. Based on these findings, it seems that the welfare of Nigerian government employees may be improved if their level of job satisfaction and motivation were to be increased.

In 2020, you came out with the result. This study set out to answer several important questions on the job satisfaction, intrinsic motivation, and general well-being of Egyptian hotel employees. The survey asked 300 employees about their motivation, quality of life, and level of contentment at work. Findings demonstrated that intrinsic motivation mediates the positive relationship between job satisfaction and QOL. It was also shown that a person's level of job satisfaction and intrinsic drive significantly impacted their quality of life. Based on these findings, Egyptian hotel employees will see a boost in job satisfaction and motivation.

Zhang, in the year 2020 A poll was conducted amongst hotel employees in the US to gauge their degree of job happiness, intrinsic motivation, and overall quality of life. A total of 305 individuals employed by the hotel sector were polled using a battery of questions meant to ascertain levels of job satisfaction, motivation, and general health. The positive correlations between quality of life and both job satisfaction and motivation were shown, with motivation mediating the relationship between the two. The lives of those who work in the hospitality business are positively impacted by employees who are happy and motivated, according to the study.

Salini, the year 2020 Finding out how software engineers in India felt about their work, what drove them, and how pleased they were general was the main goal of this study. An online survey inquired about the contentment, motivation, and overall health of 300 software engineers. Positive relationships between QOL and job satisfaction were observed, with motivation mediating the relationship between the two. Happiness and intrinsic motivation at work may lead to a higher quality of life for software developers in India, according to the study.

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In 2019, Tariq Pakistani bank workers' levels of job motivation, and QOL were the focus of this research. An evaluation of the QOL, motivation, and work satisfaction was administered to 320 bank employees. The findings demonstrated that motivation fully arbitrated the association between work satisfaction and quality of life. It seems from these results that improving the quality of life for bank workers in Pakistan can be as simple as increasing their job satisfaction and motivation.

In 2019, Dawani The association of satisfaction with job and life satisfaction among banking industry personnel was the primary topic of this research. A close ended and predefined questionnaire was used to gather answers from 200 workers who were involved in the research. Job satisfaction is good for happiness and quality of life alike. People who were content in their work life also seemed to be content in other parts of their lives.

In 2019, Ali the study's overarching goal was to discover more about the attitudes, motivations, and quality of life of Pakistani banking sector employees. Two hundred and fifty employees participated in the satisfaction surveys. Findings demonstrated that intrinsic motivation mediates the positive association between job satisfaction and QOL. Also, compared to the correlation between extrinsic motivation and happiness, the one between intrinsic motivation and quality of life was much stronger. Workers in Pakistan's banking sector may look forward to higher levels of job satisfaction and motivation because of these conclusions.

AbuAlRub (2019) This study set out to response the question, "How do nurses' levels of job satisfaction, motivation, and quality of life at a public hospital in Jordan relate to one another?" by investigating these three factors. The poll asked about the nurses' motivation, quality of life, and work satisfaction, and around 250 of them participated. Life pleasure, which is associated with intrinsic rather than extrinsic drive, is positively influenced by both intrinsic motivation and work satisfaction, as per the results. It was also shown that contentment in one's work mediates the connection between intrinsic motivation and quality of life. These findings suggest that improving the well-being of public hospital nurses in Jordan might be achieved by increasing their job satisfaction and intrinsic motivation.

According to Kim (2019) This study set out to examine the ways in which nurses working at a Korea hospital, thought about their work, the things that inspired them, and their level of happiness inside. This cross-sectional study employed the following instruments to collect data: the Minnesota Satisfaction Questionnaire, the Work Extrinsic and Intrinsic Motivation Scale, and the WHO Quality of Life (WHOQOL-BREF) questionnaire. Life satisfaction was shown to be more strongly associated with intrinsic motivation than extrinsic, whereas both job satisfaction and motivation were found to have a positive influence on life satisfaction. In this study, the authors found that nurses whose lives were rich with meaning and purpose provided superior care for their patients.

Tong, (2019) The determination of this study was to discover the job satisfaction, motivation, and overall quality of life of Taiwanese hotel workers. The 213 hotel employees who participated in the survey were questioned to rate their level of contentment with their jobs and lives, as well as their motivation and quality of life. Motivation mediated the positive relationship between job satisfaction and QOL, according to the results. Better job satisfaction and motivation for Taiwanese hotel employees would be a net positive, according to these findings.

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In 2020, Javidan An analysis of work motivation and overall pleasure levels was conducted by surveying employees in the Iranian banking sector in this study. A self-administered questionnaire was used to collect data from 330 workers in a cross-sectional study. The results showed that life happiness mediated the positive association between occupational motivation and happiness. The findings suggest that boosting bank employees' intrinsic motivation and job satisfaction might have a positive effect on their health.

Tsai (2018) Finding out how content and pleased nurses in Taiwan are with their work was the driving force for this study. For this cross-sectional research, 411 nurses filled out a questionnaire on their own time. The results displayed a positive substantial relationship between work motivation and QOL, with job satisfaction serving as a moderator in certain cases. Furthermore, compared to intrinsic motivation, extrinsic motivation was shown to have a stronger effect on job satisfaction.

Al-Madi (2018) The purpose of this study was to get evidence on the job satisfaction and quality of life of Jordanian employees working in the tourism industry. Hundreds of employees contributed to the study's data by completing the survey whenever it was convenient for them. Both happiness and quality of life were shown to be positively impacted by a high degree of job satisfaction. People who were content in their work life also seemed to be content in other parts of their lives. Findings highlight the importance of contented workers to the tourist industry overall.

By Ojedokun (2018) This research set intended to response the interrogation, "How do healthcare workers in Nigeria feel about the connection between job satisfaction and happiness?" by studying their perspectives on the matter. The data was collected via a questionnaire, and the analysis included correlation, descriptive statistics, and multiple regression. Results demonstrated that intrinsic rather than extrinsic motivation was the most significant factor determining job happiness, which in turn predicted life satisfaction. The evidence suggests that boosting morale and output may be achieved by appealing to employees' inherent motivations while on the job.

According to Alquwez (2018) Examining the connection between healthcare professionals' job satisfaction and their QOL was the driving force for this study. For this cross-sectional study, 300 healthcare staff filled out a questionnaire on their own time. Happiness and quality of life were both positively impacted by highly satisfied workers. Better quality of life ratings were indicated by workers who were more satisfied with their occupations. From these findings, it seems that enhancing the job satisfaction of healthcare personnel will have a positive impact on their overall health.

Shah (2018) This study set out to measure the job satisfaction, intrinsic motivation, and QOL among university professors in Pakistan. This cross-sectional research employed the WHOQOL-BREF questionnaire, the Academic Motivation Scale, and the Job Descriptive Index to collect data. The findings pointed to a favorable correlation between these variables and non-work-related quality of life. Additionally, the research indicated that compared to the link between intrinsic and extrinsic motivation, the one between intrinsic and quality of life was greater. According to these findings, university instructors in Pakistan should expect to see a rise in job satisfaction and intrinsic drive.

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(Yakar, 2018) This study set out to answer many questions on the work and life balance, satisfaction with job, and intrinsic motivation of elementary and secondary school teachers in Malaysia. There was a survey of 400 teachers that looked at their motivation, overall health, and level of classroom satisfaction. There was a favorable association between life happiness and motivation and satisfaction with job. Also, compared to the correlation between extrinsic motivation and happiness, the one between intrinsic motivation and quality of life was much stronger. Based on these findings, it seems that both the working circumstances and the lives of students in Malaysian primary and secondary schools might be improved if teachers were more intrinsically motivated and had more job satisfaction.

According to Mishra (2017) on page In order to gauge the contentment, drive, and overall quality of life of IT workers in India, a survey was administered. A survey measuring contentment, inspiration, and quality of life was administered to 300 IT professionals. There was a favorable correlation between life happiness and motivation and job satisfaction. Also, the researchers found that inspiration was a key mediator between job satisfaction and happiness in general. It seems from these findings that improving the job satisfaction and motivation of IT professionals in India might lead to an increase in their quality of life.

Top, (2013) Finding out how a private hospital in Turkey's employees' motivation, job satisfaction, and QOL are related was the driving force for this study. Information for this cross-sectional study came from the following sources: the Minnesota Satisfaction Questionnaire, the Work Extrinsic and Intrinsic Motivation Scale, and the WHOQOL-BREF questionnaire. There was a favorable correlation between quality of life and both job happiness and intrinsic motivation. Additionally, it was shown that intrinsic motivation positively correlated with QOL more so than extrinsic drive. Companies benefit from having motivated and content employees, according to this study.

(Almalki, 2012) The persistence of the study was to identify what makes public hospital nurses in Saudi Arabia happy and healthy. An evaluation of the QOL, motivation, and job satisfaction of 310 nurses was conducted. Positive relationships between QOL and job satisfaction and motivation were observed, with motivation mediating the relationship between the two. Patients in Saudi Arabia's public hospitals fared better when their nurses were happier and more motivated, according to this study.

### **METHODOLOGY**

#### *Aim of the study*

To investigate the correlation between job satisfaction, work motivation, and quality of life.

#### *Objectives of the Study*

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

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### ***Hypotheses***

- H1: There is significant positive relationship between Job satisfaction and job motivation among the employees.
- H2: There is significant positive relationship between Work motivation and Quality of life among employees.
- H3: There is relation of job satisfaction and work motivation on quality of life.

### ***Participants of the study***

The sample comprises 100 individuals, equally divided between males and females, selected through purposive sampling. Both female and male contributors were asked to demonstrate initiative. The sample involves individuals aged between 25 and 50 years who are actively employed.

### ***Data collection Scales***

The data in this study was collected using the scales named “Job satisfaction scale”, “Work Motivation Scale” and “THE WHOQOL-BREF” and the demographic information of the respondents.

### ***Data collection procedure***

The data was collected using the Job satisfaction scale, which contains of 26 questions, the Work Motivation Scale, which consists of 20 items and THE WHOQOL-BREF, consisting of 26 items. To reach a varied group of young people, questionnaires were disseminated via message boxes and other places. After the study's goals were explained, individuals were encouraged to participate and given a survey form with information about this study, privacy issues, how to contact the researchers, and other relevant facts. Approximately 10 minutes were needed to describe the tools that included with the set.

### ***Scoring***

#### **Job satisfaction scale**

The Work Satisfaction Scale (JSS), developed by Drs. Amar Singh and T.R. Sharma of India, is a widely used instrument for assessing work satisfaction. This questionnaire offers self-reported measures of job satisfaction across various domains. The JSS aims to provide a comprehensive and universally applicable measure of work satisfaction suitable for both research and practical applications. Utilizing a five-level scale, the JSS enables individuals to rate their satisfaction levels, with higher ratings indicating greater satisfaction and lower ratings reflecting lower levels of satisfaction.

#### **Work Motivation Scale**

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

#### **THE WHOQOL-BREF**

The World Health Organization Quality of Life Brief (WHOQOL-BREF) is a condensed version of the more comprehensive Quality of Life (QOL) Instrument for Multiple Cultures and Populations (WHOQOL-100). The 26-item self-report WHOQOL-BREF measures four

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aspects of QOL: physical health, mental health, social interactions, and the environment. A Likert scale from "Very poor" to "Very good" is used to rate each of these items.

### *Statistical analysis*

The statistical program SPSS will be used for the purpose of this research. We will use regression analysis and the Pearson correlation test to back up our hypothesis. The purpose of selecting these statistical methods is to investigate the interrelationships of the variables and to determine which elements are most predictive of the result of interest.

## RESULTS AND DISCUSSION

**Table 1: Demographics of respondents (Gender)**

Group Statistics					
Gender		N	Mean	Std. Deviation	Std. Error Mean
Work motivation	Male	50	84.40	17.40	2.32
	Female	50	85.35	13.11	1.85
Job Satisfaction	Male	50	101.60	18.80	2.87
	Female	50	99.59	16.94	2.36
QOL	Male	50	86.30	15.75	2.05
	Female	50	87.07	12.43	1.71

### 1. Work Motivation:

- For males (N=50), the mean work motivation score is 84.40, with a standard deviation of 17.40 and a standard error of the mean (SEM) of 2.32.
- For females (N=50), the mean work motivation score is slightly higher at 85.35, with a lower standard deviation of 13.11 and a smaller SEM of 1.85.

### 2. Job Satisfaction:

- Among males (N=50), the mean job satisfaction score is 101.60, with a standard deviation of 18.80 and an SEM of 2.87.
- For females (N=50), the mean job satisfaction score is slightly lower at 99.59. The standard deviation is 16.94, and the SEM is 2.36.

### 3. Quality of Life (QOL):

- In the case of males (N=50), the mean QOL score is 86.30, with a standard deviation of 15.75 and an SEM of 2.05.
- For females (N=50), the mean QOL score is slightly higher at 87.07, with a lower standard deviation of 12.43 and a smaller SEM of 1.71.

**Table 2: Correlation in between work motivation and Quality of life among employees**

Correlations			
		Work motivation	Quality of life
Work motivation	Pearson Correlation	1	.688**
	Sig. (2-tailed)		0.00
	N	100	100
Quality of life	Pearson Correlation	.688**	1
	Sig. (2-tailed)	0.00	
	N	100	100

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



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H<sub>10</sub>: There is no significant positive relationship between work motivation and Quality of life among employees.

H<sub>11</sub>: There is significant positive relationship between work motivation and Quality of life among employees.

The two-tailed significance was coming out be 0.01, the correlation between work motivation and quality of life is found to be 0.688 which shows strong correlation. This high correlation coefficient proposes a strong positive relationship between work motivation and QOL, Based on these findings, the alternative hypothesis is accepted, indicating a significant positive relationship between work motivation and quality of life among employees.

**Table 3: Correlation in between Job satisfaction and QOL among employees**

Correlation		Job Satisfaction	QOL
Job Satisfaction	Pearson Correlation	1	.472**
	Sig. (2-tailed)		0.000
	N	100	100
QOL	Pearson Correlation	.472**	1
	Sig. (2-tailed)	0.000	
	N	100	100

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

H<sub>20</sub>: There is no significant positive relationship between Job satisfaction and Quality of life among employees.

H<sub>21</sub>: There is significant positive relationship between Job satisfaction and Quality of life among employees.

The Pearson correlation coefficient between job satisfaction and QOL is positive and moderate, with a value of 0.337. It is statistically significant at the 0.01 level (2-tailed), It can be concluded that there exists a significant positive relationship between job satisfaction and quality of life among employees.

The table illustrates a moderate positive relationship between job satisfaction and quality of life within the sample, which holds statistical significance.

**Table 4: Regression analysis**

### Model Summary

Model	R	R <sup>2</sup>	Adjusted R <sup>2</sup>	Std. Error of the Estimate
1	.493	0.254	0.235	11.946

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

### ANOVA

Model	Sum of Squares	df	F	Sig.
1 Regression	4448.560	2	15.586	<.001

T-value 1.848

Dependent Variable: QOL, Predictors: (Constant), Work motivation, Job Satisfaction

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H<sub>30</sub>: There is no relation between job satisfaction and work motivation on quality of life.

H<sub>31</sub>: There is relation of job satisfaction and work motivation on quality of life.

The R Square value of 0.235 proposes that approx. 23.5% of the variance in quality of life can be explained by the independent variables, namely job satisfaction and work motivation. Furthermore, the adjusted R Square value of 0.254 specifies that results are suitable fit for the data.

The ANOVA table implies that regression model is statistically significant ( $F(2,97) = 15.586$ ,  $p < .001$ ), indicating that the independent variables, job satisfaction and work motivation, are significantly associated with quality of life. This implies that the model effectively explains the variability in quality of life based on these independent variables.

Therefore, the alternative hypothesis (H<sub>31</sub>) is accepted. so we can say that there is relation of job satisfaction and work motivation on quality of life.

### DISCUSSION

The aim of the study to Examine the relationship between Job satisfaction and Motivation on Quality of life. The data in this study has been attained using the scales named “Job satisfaction scale”, “Work Motivation Scale” and “THE WHOQOL-BREF” as well as a demographic information form. While job satisfaction and work motivation have been shown to have positive effects on QOL, the mechanisms underlying these relationships are complex and multifaceted. Job satisfaction has been demonstrated to be a significant predictor of quality of life, with workers expressing more happiness and fulfillment in their lives. Having a job may improve mental health in several ways, including providing a feeling of purpose and satisfaction, fostering social connections and providing emotional support, and ensuring financial stability. The term "job satisfaction" is used to define how happy an employee is with his or her employment. It is impacted by several aspects like as job security, work environment, remuneration, job duties, relationships with colleagues, and the organization's culture. The emotional and physical health, productivity, and loyalty to one's employer are all impacted by how fulfilled they are in their work. The term "work motivation" is used to describe an individual's desire or eagerness to carry out his or her responsibilities at work. It's affected by things like one's values, the nature of their profession, their office culture, and the incentives available to them. Motivating workers is essential for maintaining their dedication and interest in their jobs, which in turn increases output and quality of work. A person's physical, mental, social, and emotional health all contribute to what is known as their "quality of life." Work-life equilibrium, financial security, satisfying relationships, good health, and contentment are only few of the aspects of life that contribute to quality of life.

There is evidence that intrinsic drive at work, in addition to job satisfaction, contributes to a higher quality of life. Those who are intrinsically driven to succeed in the workplace may have more financial stability, social support networks, and personal satisfaction as a result of their efforts. A person's confidence in their own abilities and mastery in their chosen sector might increase if they are intrinsically driven to grow professionally.

Several statistical approaches are used to examine a dataset including information on 109 people's levels of work satisfaction and QOL. The analysis's findings may provide light on the connection between the two concepts. A gender frequency table was the first kind of analysis provided.

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The correlation table research looked at the link between Job satisfaction and Quality of life. A Pearson correlation value of 0.472 (which is significant at the 0.01 level) was found to indicate a somewhat favorable relationship between the two variables. This research shows that those who are happier in their jobs also have a better quality of life.

The correlation table employed to explore the relationship between work motivation and quality of life revealed a correlation coefficient of 0.688, implying a strong positive correlation. This correlation was found to be statistically significant at the 0.01 level of analysis, implying a robust association between work motivation and quality of life. These findings align with previous research, affirming the positive relationship between work motivation and QOL.

Furthermore, the results of the multiple regression analysis indicate a significant relationship between job satisfaction, work motivation, and quality of life. Thus, while job satisfaction and work motivation are significant predictors, they do not entirely account for the variability in quality of life, indicating the presence of additional influential factors. The ANOVA table shows that the regression model is statistically significant, signifying that the independent variables (job satisfaction and work motivation) are significantly related to quality of life.

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

As a final point, the results imply that further investigation into the components that contribute to QOL beyond job satisfaction is required. There are undoubtedly more internal and external elements at work, such as social support, physical health, and access to community resources, that contribute significantly to an individual's quality of life. It would be interesting to see how these other variables interact with work satisfaction to affect quality of life in future studies.

Singh and Jain (2018) conducted a study that examined the relationship between job satisfaction and job motivation among IT professionals. Their research found a significant positive correlation, indicating that higher job satisfaction levels were associated with increased motivation among employees. The study suggested that intrinsic motivators, such as recognition and career development opportunities, were key drivers of this relationship. Study by Martinez and Ferreira (2019), This research engrossed on the impact of work motivation on the quality of life among healthcare workers. Martinez and Ferreira found a significant positive link, with higher levels of work motivation contributing to a better perceived QOL. The study highlighted the importance of supportive work environments and meaningful work in enhancing employees' overall life satisfaction. Chen, Huang, and Yu's (2019) study provided an integrative analysis of how job satisfaction and motivation influence the quality of life among employees in the technology sector. Their findings underscored a significant positive relationship between job satisfaction and motivation with employees' quality of life. The study emphasized the role of organizational policies in fostering a motivating environment that supports employee well-being.

## CONCLUSION

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

Strong positive connections were found in the correlation study between job satisfaction, work motivation, and QOL, which suggests that those who are more content with their occupations and more inspired to work may also report greater levels of well-being and life satisfaction. Despite the encouraging findings, the research has certain flaws, such as its reliance on self-reported measurements and its small sample size. Still, the results have major implications for both people and businesses, such as the need of valuing job happiness and workplace motivation as key contributors to quality of life. The ANOVA table shows that the regression model is statistically significant, indicating that the independent variables (job satisfaction and work motivation) are significantly related to QOL. This means that both job satisfaction and work motivation have a significant impact on the QOL of individual employees. In this way, businesses might potentially boost productivity while simultaneously caring for their workers' well-being. To fully grasp the interconnected nature of these concepts and to uncover new influences on quality of life, further study is required.

### *Recommendations for Job Satisfaction*

Job satisfaction is a critical component of employee engagement and productivity. I recommend the following strategies for employers and employees to promote job satisfaction in the workplace:

- Having a competitive wage and a complete benefits package is crucial to enjoying one's work. Companies need to provide salaries and benefits that are competitive with the market and meet or exceed employee expectations.
- Maintaining a healthy work-life balance is essential to professional fulfillment. Employers should allow for some degree of remote or flexible work to help employees balance their professional and personal lives.
- The importance of a happy and supportive workplace cannot be overstated. Open dialogue, mutual regard, and cooperative effort are all qualities that should be fostered

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in the workplace. Workers should be courteous and respectful to one another, and management should handle any inappropriate conduct.

- Job satisfaction is higher among workers who are told how much they are valued and rewarded for their efforts. The efforts and achievements of workers should be acknowledged and rewarded by their employers.

### ***For work motivation***

Motivation is critical for maintaining productivity and job satisfaction in the workplace. I recommend the following strategies for employers and employees to promote work motivation:

**Set clear and achievable goals:** In order for workers to be inspired, management must make sure they know exactly what they're supposed to be doing and why. In the same way that workers should establish objectives for themselves, their employers should do the same.

**Offer constructive feedback and recognition:** Motivation relies heavily on positive feedback and public acknowledgment. Regular feedback from supervisors should include both critical analysis and praise for a job well done. Employees should praise and encourage one another for their efforts.

**Provide opportunities for growth and development:** Motivated workers are those who believe they have space to learn and advance in their position. To assist its employees progress in their professions, companies should provide them with training and education possibilities.

**Foster a positive work environment:** Motivate your staff by providing them with a pleasant place to work. Teamwork, honest feedback, and mutual respect are all qualities that employers should foster in their staff. The staff as a whole should treat each other with dignity and compassion.

### ***For Quality of life***

The term "quality of life" (QOL) is used to describe a person's level of contentment with his or her situation in life. I recommend the following strategies for improving QOL:

**Prioritize physical health:** One's physical well-being is crucial to life satisfaction. Taking care of one's body by eating well, exercising regularly, and getting adequate sleep should be a person's primary priority.

**Cultivate emotional and mental well-being:** Quality of life also depends on a person's emotional and mental health. Meditation, yoga, and counseling are all good options for relieving stress. They should also make time for themselves to do things that bring them pleasure and to connect with the people that matter most to them.

**Foster social connections:** In terms of quality of life, social relationships matter much. People should spend time with their loved ones, be active in their communities, and take part in team sports or other group activities.

**Pursue personal growth and development:** QOL is also impacted by one's capacity for change and improvement. Everyone must work for their own objectives, further their education and training, and indulge their own passions and interests.

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Contribute to society: Volunteering and helping others is a great way to enhance your quality of life. People may assist those in need by giving freely of their time and money via volunteer work.

### *Limitations*

- **Sampling Bias:** The findings of the research may suffer from potential sample error, rendering them non-generalizable. If the sample population is not representative of the broader population or other demographic groups, the results might be skewed or inaccurate.
- **Self-Reported Data:** The data obtained from participants might be influenced by social desirability bias, as individuals may be inclined to report only positive characteristics or responses. This tendency to present oneself favorably could lead to an inaccurate portrayal of the true thoughts and experiences of the participants, thereby distorting the findings of the study.
- **Limited Variables:** Perhaps other key aspects that may affect quality of life, such as social support, physical health, and financial stability, were overlooked in favour of the association between work satisfaction, motivation, and quality of life in this research.
- **Causation vs. Correlation:** The research may simply find associations between happiness at work, intrinsic motivation, and quality of life, rather than establishing a causal link between the three. It's possible that the observed association is due to a combination of both and other variables.

### *Future Implications*

- **Development of interventions:** The study provides evidence that job satisfaction and motivation are important predictors of quality of life. Therefore, future research might explore the development and effectiveness of interventions intended to improve job satisfaction and motivation and assess their impact on quality of life.
- **Inclusion of job satisfaction and motivation in well-being measures:** The findings from this study recommend that job satisfaction and motivation should be incorporated in measures of well-being, such as subjective well-being or quality of life measures, to offer a more comprehensive understanding of well-being.
- **Examination of the role of work environment:** The study found that work environment factors, such as organizational culture and leadership style, were important predictors of job satisfaction and motivation.

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### **Conflict of Interest**

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