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# A Study on the Effect of Work Motivation on Job Satisfaction

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## Abstract

Job satisfaction has been a subject of interest for psychologists and management practitioners for distant past and recently, economists have also started getting interested in it. Job satisfaction is a function of employees liking to come to work and how they get enforced to perform their jobs. The present Study aim to research is review to identify the relationship between work motivation and job satisfaction. To study the factors affecting employee motivation. Total of 130 executives & employees were investigated by structured questionnaires. The Data was analysed using SPSS Software. A Likert types pf scale was used to evaluate answers varying from strongly agree to strongly disagree. Validity & reliability test were applied to ensure the statistic, independent sample t- test, chi-square, Kruskal- Wallis test & Mann- Whitney test. It is recommended that management must provide regular training to the employees at each level and give service and best performance awards not only to motivate but to create an urge of competition and achieving more.

**Key Words:** Job Satisfaction, motivation, services and best performance

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## 1. Introduction

In general terms, motivation can be described as the direction and persistence of action. Motivation is described, usually, as intentional. Motivation is assumed to be under the worker's control, and behaviours that are influenced by motivation, such as effort expended, are seen as choices of action. Job satisfaction has been a subject of interest for psychologists and management practitioners for distant past and recently, economists have also started getting interested in it. A worker who has contributed his maximum to the organization attaining its goals become fully satisfied with his job. To survive in this highly competitive globalized market, it is indispensable to ensure quality production at minimum cost, which can be best accomplished only through motivated, skilled and satisfied labour fleet.

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## 2. Review Of Literature

(Setyo Riyanto ,EndriEndri, Novita Herlisha, August 2021) Motivation has a positive effect on the performance of IT staff, according to research carried out by the University of Bath in the UK. Research respondents were system developers who handle system development activities for a project or part of an ongoing project. **(Effect Of Work Environment On Lecturer Performance Mediated By Work Motivation And Job Satisfaction Win Narasuci 2018)** This study shows that there is a positive and significant effect of the work environment on lecturer performance. The population of this research is all lecturers State Polytechnic of Malang with civil servant status. Data were obtained by using questionnaire, online Sobel test and data analysis. **(Analysis of Job Satisfaction in the Hotel Sector in Cuenca SERRANO-LÓPEZ,2019)** Job satisfaction has an important impact on the quality of the service provided and, as a consequence, on the company's image. This paper reviews some explanatory variables regarding job satisfaction in the hotel sector and makes an empirical application to the hotels of Cuenca (Ecuador). **(Association between Work Motivation and Job Satisfaction of College Teachers Sarita Maharjan 2012)** This paper examines the association between work motivation and job satisfaction of teachers. Only 112 responses are usable out of 150 questionnaires distribution to teachers of university constituent, affiliated and plus two campuses/ colleges in Kathmandu valley. Using descriptive statistics and correlation analysis, the study analyses the work motivation of the teachers. **(Analysing relationship between employee job satisfaction and motivation Louise van Scheer's Johan Botha 2014)** Research conducted to establish whether there is a relationship between job satisfaction and motivation of retail employees at grocery retailers in Pretoria, South Africa. The research also established that the customer's perception is that there is little empowerment to the frontline staff. Management is of the impression that it is doing

enough to address customer satisfaction problems. (**Competence, Job Satisfaction, Work Motivation, and Job Performance of The Village (“Nagari”) Masters in Managing E-Village Finance Syamsir 2020**) Village Masters in West Sumatera manage e-village finance. This uniqueness has an impact on how the community was managed and how to manage its finance. The competence, job satisfaction, and work motivation of the nagari masters is crucial to their success in rural development.

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### 3. RESEARCH OBJECTIVE:

The aim of the research is to study the following objectives:

1. To identify the relationship between work motivation and job satisfaction.
2. To study the level of motivation of employees.

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### 4. RESEARCH METHODOLOGY:

This study is based on primary data as the secondary information is not suitable for quantitative scale measurement. A detailed structured survey questionnaire was used to collect data from the participants' convenience sampling method from major big companies. 200 questionnaires were distributed in the companies. At the end to collect data 130 respondents were received. Finally, the valid data (n) used for this study stood at 130. The survey was conducted during December 2021 to April 2022 by face-to-face interviews in the organization. Statistical methods used to analyze the data that we collected from the respondents is statistical software SPSS for the statistical analysis. During this study, the responses and information collected from the survey were tested using statistical techniques like Cronbach's alpha were used to test normality. The data collected from 130 respondents were analyzed using descriptive statistics. In addition, Chi-square & Kruskal Wallis Test was used to analyze the relationships between factors affecting work motivation at work and employee's happiness at work level.

#### Hypothesis Development

Based on factors affecting Job Satisfaction among Middle Level Executives, the following hypothesis is developed:

**Ho1:** There is no significant relationship between supporting equipment & Job satisfaction.

**Ho2:** There is no significant relationship between cleanliness of working place & Job satisfaction.

**Ho3:** There is no significant relationship between occupational health care & Job satisfaction.

**Ho4:** There is no significant relationship between training and retraining & Job satisfaction.

**Ho5:** There is no significant relationship between supervisor on ways to improve your workplace environment & Job satisfaction.

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### 5. FINDING OF THE STUDY

#### Reliability Statistics:

Cronbach's Alpha	Cronbach's Alpha Based on SD	Number of Items
0.963	0.963	10

#### Source:

**Reliability Test:** The alpha coefficient for the five (10) items is 0.963, therefore, it suggests that the measurement scale items are having relatively high internal consistency, so it is considered to be scale for measuring workplace spirituality is reliable & the questionnaire is accepted for the study.

(Note: According to Cronbach's Alpha reliability coefficient thumbs rule of 0.9 or higher is considered as "Excellent" in research)

**Demographic Profile:**

<b>Education</b>		
	Frequency	Percent
H.S.C	14	10.8
Graduate	54	41.5
Post Graduate	47	36.2
P. G	15	11.5
Total	130	100.0

<b>Gender</b>		
	Frequency	Percent
Male	73	56.2
Female	57	43.8
	130	100

<b>Age</b>		
	Frequency	Percent
23-30	62	47.7
31-40	46	35.4
41-50	15	11.5
Above 50	7	5.4
Total	130	100.0

<b>Marital Status</b>		
	Frequency	Percent
Unmarried	68	52.3
Married	62	47.7
Total	130	100.0

<b>Salary</b>		
	Frequency	Percent
15000-20000	22	16.9
20000-25000	31	23.8
25000-30000	39	30.0
Above 30000	38	29.2
Total	130	100.0

<b>Work experience</b>		
	Frequency	Percent
Less than 6 months	19	14.6
6 Months to 2 Years	31	23.8
2 Years to 3 years	56	43.1
Above 4 years	24	18.5
Total	130	100.0

From the above table, we can say that 73% of respondents are male and 57% of respondents are female at JB Chemicals and Pharmaceuticals Limited. So, it can be interpreted that majority of the employees are male. We can say that 62% of respondents are from the age group of 23-30, 46% of respondents are from the age group of 31-40, and 15% of respondents are from the age group of 41-50 and 7% are from the age group of above 50 respectively. So, it can be interpreted that majority of the employees belongs to young age group. We can say that 14% of respondents did H.S.C, 54% of respondents graduate, 47% of respondents did post graduate and 15% of respondents did above P.G. So, it can be interpreted that majority of the employees are graduated and literate. We can say that 68% of respondents are unmarried and 62% of respondents are married. So, it can be

interpreted that majority of the employees are unmarried in at JB Chemicals and Pharmaceuticals Limited. we can say that, 22% of respondents are having salary between 15,000-20,000, 31% of respondents are having salary between 20,000-25,000, 39% of respondents are having salary between 25,000-30,000, and 38% of respondents are having salary between 30,000 & above. So, it can be interpreted that majority of the employees are having salary between 25,000 to 30,000. we can say that 19% of respondents are having less than less than 6 months of work experience, 31% of respondents are having 6 Months to 2 Years of work experience, 56% of respondents are having 2 Years to 3 years of work experience, 24% of respondents are having Above 4 years of work experience. So, it can be interpreted that majority of the employees are having 2 Years to 3 years of work experience.

#### Independent Sample T-Test:

	Sig	Evidence level
How satisfied are you with your chances of being promoted to a better position?	0.179	There is evidence of change.

**Independent Sample t-Test:** Independent Sample t-Test: The Independent Sample t-Test compare the means of two independent groups in order to determine whether there is statistical evidence that associated population means are significantly different. Independent Sample t-Test was carried by using SPSS software where it showed value 0.179, which is greater than 0.05. This implies that null hypothesis is true and there is no significant difference in the satisfaction level of executives and employees.

#### Kruskal - Wallis Test

**H0: There is no difference in the distribution of the population.**

**H1: There is a difference in the distribution of the population.**

Variables	Demographic factor	N	Mean Rank	DF	Significance relationship
	<b>Education</b>				
	H.S. C	14	63.64	3	0.477
	Graduate	54	70.37		
	Post Graduate	47	59.41		
	Above P. G	15	68.77		
	<b>Salary:</b>				
	15,000-20,000	22	60.27	3	0.002
	20,000-25,000	31	85.44		
	25,000-30,000	39	53.04		
	Above 30,000	38	65.05		
	<b>Work experience:</b>				
	Less than 6 months	19	59.79	3	0.754
	6 months -2 years	31	68.65		
	2 years – 3 years	56	66.69		
	Above 4 years	24	63.19		
	<b>Education</b>				
	H.S. C	14	59.68	3	0.266
	Graduate	54	69.51		
	Post Graduate	47	63.26		
	Above P. G	15	63.53		
	<b>Salary:</b>				
	15,000-20,000	22	54.86	3	0.004
	20,000-25,000	31	83.97		
	25,000-30,000	39	55.69		
	Above 30,000	38	66.66		
	<b>Work experience:</b>				
	Less than 6 months	19	59.32	3	0.831
	6 months -2 years	31	63.89		
2 years – 3 years	56	68.96			
Above 4 years	24	64.40			
<b>Education</b>					
H.S. C	14	48.96	3	0.306	
Graduate	54	69.70			

Post Graduate	47	64.82		
Above P. G	15	67.93		
<b>Salary:</b>				
15,000-20,000	22	53.59	3	0.003
20,000-25,000	31	81.94		
25,000-30,000	39	53.17		
Above 30,000	38	71.64		
<b>Work experience:</b>				
Less than 6 months	19	57.71	3	0.500
6 months -2 years	31	62.77		
2 years – 3 years	56	70.88		
Above 4 years	24	62.65		
<b>Education</b>				
H.S. C	14	54.39	3	0.100
Graduate	54	73.17		
Post Graduate	47	57.85		
Above P. G	15	72.23		
<b>Salary:</b>				
15,000-20,000	22	58.07	3	0.002
20,000-25,000	31	82.00		
25,000-30,000	39	50.77		
Above 30,000	38	71.46		
<b>Work experience:</b>				
Less than 6 months	19	60.42	3	0.918
6 months -2 years	31	67.81		
2 years – 3 years	56	65.60		
Above 4 years	24	66.31		
<b>Education</b>				
H.S. C	14	58.00	3	0.663
Graduate	54	69.65		
Post Graduate	47	64.47		
Above P. G	15	60.80		
<b>Salary:</b>				
15,000-20,000	22	58.00	3	0.005
20,000-25,000	31	84.21		
25,000-30,000	39	54.56		
Above 30,000	38	65.80		
19				
Less than 6 months	19	59.42	3	0.680
6 months -2 years	31	64.19		
2 years – 3 years	56	69.70		
Above 4 years	24	62.21		
<b>Education</b>				
H.S. C	14	45.21	3	0.032
Graduate	54	74.79		
Post Graduate	47	60.16		
Above P. G	15	67.73		
<b>Salary:</b>				
15,000-20,000	22	50.02	3	0.001
20,000-25,000	31	85.39		
25,000-30,000	39	53.96		
Above 30,000	38	70.08		
<b>Work experience:</b>				
Less than 6 months	19	56.55	3	0.573
6 months -2 years	31	65.90		

2 years – 3 years	56	69.61		
Above 4 years	24	62.48		
<b>Education</b>				
H.S. C	14	56.68	3	0.255
Graduate	54	73.06		
Post Graduate	47	61.19		
Above P. G	15	60.03		
<b>Salary:</b>				
15,000-20,000	22	60.68	3	0.009
20,000-25,000	31	81.19		
25,000-30,000	39	52.10		
Above 30,000	38	69.24		
<b>Work experience:</b>				
Less than 6 months	19	63.89	3	0.805
6 months -2 years	31	69.05		
2 years – 3 years	56	66.59		
Above 4 years	24	59.65		
<b>Education</b>				
H.S. C	14	49.50	3	0.255
Graduate	54	71.67		
Post Graduate	47	63.24		
Above P. G	15	65.30		
<b>Salary:</b>				
15,000-20,000	22	54.41	3	0.002
20,000-25,000	31	84.11		
25,000-30,000	39	52.83		
Above 30,000	38	69.74		
<b>Work experience:</b>				
Less than 6 months	19	58.29	3	0.643
6 months -2 years	31	63.31		
2 years – 3 years	56	69.84		
Above 4 years	24	63.92		
<b>Education</b>				
H.S. C	14	48.96	3	0.186
Graduate	54	71.88		
Post Graduate	47	62.49		
Above P. G	15	67.40		
<b>Salary:</b>				
15,000-20,000	22	55.39	3	0.000
20,000-25,000	31	87.52		
25,000-30,000	39	50.05		
Above 30,000	38	69.25		
<b>Work experience:</b>				
Less than 6 months	19	62.84	3	0.818
6 months -2 years	31	62.10		
2 years – 3 years	56	69.02		
Above 4 years	24	63.79		
<b>Education</b>				
H.S. C	14	49.00	3	0.313
Graduate	54	68.85		
Post Graduate	47	67.52		
Above P. G	15	62.50		
<b>Salary:</b>				
15,000-20,000	22	55.02	3	0.003
20,000-25,000	31	84.24		

25,000-30,000	39	53.97		
Above 30,000	38	68.11		
<b>Work experience:</b>				
Less than 6 months	19	63.47	3	0.641
6 months -2 years	31	65.37		
2 years – 3 years	56	69.42		
Above 4 years	24	58.13		
<b>Education</b>				
H.S. C	14	56.43	3	0.589
Graduate	54	70.06		
Post Graduate	47	62.93		
Above P. G	15	65.63		
<b>Salary:</b>				
15,000-20,000	22	58.09	3	0.003
20,000-25,000	31	82.63		
25,000-30,000	39	51.76		
Above 30,000	38	69.92		
<b>Work experience:</b>				
Less than 6 months	19	63.82	3	0.936
6 months -2 years	31	66.37		
2 years – 3 years	56	67.18		
Above 4 years	24	61.79		
<b>Education</b>				
H.S. C	14	56.86	3	0.654
Graduate	54	68.83		
Post Graduate	47	66.14		
Above P. G	15	59.57		
<b>Salary:</b>				
15,000-20,000	22	60.00	3	0.011
20,000-25,000	31	82.53		
25,000-30,000	39	53.88		
Above 30,000	38	66.71		
<b>Work experience:</b>				
Less than 6 months	19	58.13	3	0.283
6 months -2 years	31	65.53		
2 years – 3 years	56	71.79		
Above 4 years	24	56.63		

From the above table, Indicate the relationship between responding view regarding variables and demographic factors like , education, Salary and Work experience. Since P-value of all demographic variable is greater than 0.05 thus, null hypothesis is accepted. So, it can be interpreted that there is no relationship between various variable and demographic factor reference regarding effect of work motivation on job satisfaction.

#### Limitations

- Research was limited to Surat city only.
- Most of the Literature review taken into consideration was of secondary data.

## 6. CONCLUSION

The findings of this research prove that there is a positive direct effect between work motivation and job satisfaction. The greater the motivation of employees at work, the higher the level of job satisfaction. Therefore, it is important for managers of organization to improve their employees' motivation. Employees who have great work motivation will be able to make the best contribution to the organization by carrying out their jobs at the very best they can, and the positive results obtained will give satisfaction to their work. The results of this study indicate that motivation has a significant effect on job satisfaction. This study proves that both theoretically and previous empirical studies explain that increasing work motivation will increase the job satisfaction of lecturers at private universities in the city of Makassar. According to empirical studies, motivation from a financial perspective can encourage someone to do work. This can be a concern for universities and management study programs in the city of Makassar to

manage their human resource arrangements as well as possible to create job satisfaction. The results of this study indicate that the work environment has a significant effect on job satisfaction.

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