



## The Factors Affecting Job Satisfaction and its Impact on Motivation

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### ABSTRACT:

Job satisfaction is a key factor influencing how employees feel about their work. It's impacted by the work itself (is it challenging and fulfilling?), compensation (fair pay and benefits), work-life balance, company culture (positive and supportive environment?), and growth opportunities. When employees are satisfied, they're motivated, productive, and engaged. The opposite is true for low satisfaction, leading to discouragement and high turnover. Businesses that understand these factors can create a work environment that fosters satisfaction and motivation, benefiting both the employees and the organization as a whole.

**KEYWORDS:** Satisfaction, conflict at work, Social relations in workplace, motivation, Job security, work life balance

### INTRODUCTION:

Building on the foundation of factors affecting job satisfaction, let's explore its consequences. High job satisfaction fuels motivation, leading to a more productive and engaged workforce. Employees become invested in their work, taking initiative and striving for excellence. Conversely, low satisfaction breeds discouragement. Demotivated employees lose focus, become prone to absenteeism, and may even seek new opportunities. Job satisfaction is the feeling of contentment and enjoyment we experience at work. It's more than just liking your tasks; it's the whole package - feeling valued by colleagues, having stimulating work, and achieving work-life balance. When these factors align, we feel motivated, engaged, and proud of our contributions. Job satisfaction isn't static, it's a personal equation influenced by our needs, values, and aspirations. But when found, it's a powerful force driving productivity, loyalty, and overall well-being for both employees and organizations. This high turnover disrupts workflow and creates additional costs for companies. By understanding these dynamics, businesses can prioritize factors that enhance job satisfaction, fostering a motivated and productive work environment that benefits both employees and the organization's success. Motivation is the internal force that drives us to take action towards our goals. It's the **spark** that ignites our desire and propels us forward, pushing us past challenges and obstacles. It can be fueled by a variety of factors, like intrinsic desires for personal growth, the pursuit of rewards, or even a sense of duty or obligation. The concept of job satisfaction is multifaceted and subjective, encompassing an individual's overall feelings and perceptions about their work. It's not just about liking your tasks or getting a paycheck; it's a complex interplay of various factors that contribute to your sense of fulfillment and well-being in the professional sphere. Motivation is the **psychological and physiological force** that drives us to take action. It's the **internal spark** that ignites our desire and propels us towards specific goals. This force arises from our **needs and desires**, whether it's the pursuit of personal growth, the pull of external rewards, or a sense of responsibility.

### REVIEW OF LITERATURE

**Richard M. Ryan (2016):** Ryan is a co-creator of Self-Determination Theory, which emphasizes intrinsic motivation. His research underscores autonomy, competence, and relatedness as crucial psychological needs that impact job satisfaction and motivation in work settings. This theory has wide-ranging applications in understanding employee engagement and well-being.

**Fred Luthans (2018):** Luthans is a prominent researcher in the field of positive psychology at work. His work emphasizes the role of psychological capital (PsyCap) in enhancing motivation and job satisfaction among employees. Luthans' findings have practical applications in talent development and organizational well-being.

Allen, Natalie J. (2015): Allen regularly explores the topic of work-family balance and how it affects workers' well-being. Her study has application in helping to comprehend how work-life balance affects motivation and job satisfaction.

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## RESEARCH METHODOLOGY

### OBJECTIVES:

1. To measure the level of job satisfaction among employee.
2. To study the growth opportunity of employee.
3. To analyze the significance relationship between the working conditions and job satisfaction.
4. To final out various monitory & non-monitory benefits available in the organization.
5. To study the significants association between job satisfaction and motivation

### HYPOTHESIS:

H1 : There is a significant relationship between working condition & job satisfaction.

H2 : There is a significant association between job satisfaction & motivation.

### UNIVERSE, SAMPLE AND SAMPLING METHOD:

- The universe comprises of all survey components that suits for inclusion in the research study. The universe for the present Research study includes middle level employees of pharmaceutical Industries of padra luna District in Gujarat, India. The universe comprised approximately of 550 respondents. The sample consists of 240 (two hundred and forty) respondents belonging to the middle management, and thirty respondents from each four pharmaceutical companies have been taken as a sample for this research study. Purposive sampling method was used to select a particular unit for the present study which comprises of middle level employees of pharmaceutical Industries. These middle level employees are comprised of Supervisors, Officers and Managers.
- **METHODS OF DATA COLLECTION:**

Researcher have adopted questionnaire as main tool for data collection. Following Standardized Tools were used for data collection.

A: Organizational Climate Measure

B: Organizational Learning

C: Productivity

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## FINDINGS

### BACKGROUND DETAILS OF RESPONDENTS

The analysis reveals a mixed picture of employee sentiment. There's a positive foundation: a supportive work environment (66.67% with excellent rating), good work-life balance (66.67% satisfied), and strong interest in learning (86.7% see skill development opportunities and 43.33% actively pursuing education). Additionally, a significant majority (77.78%) is likely to stay, indicating overall satisfaction.

However, there are warning signs. Salary and compensation are the top motivators (53.3%), and a significant portion (60%) is actively looking for new opportunities. This suggests potential dissatisfaction with current pay or career growth. Furthermore, a large number (53.33%) experience chronic stress, and over half (56.67%) have been negatively impacted by unclear job roles. This highlights a need for improved workload management, clearer role definitions, and potentially more competitive compensation and benefits (60% consider them very important).

The high turnover rate (60% looking for new jobs) suggests the company might be losing valuable talent. To retain them, the focus should be on addressing workload and role clarity, along with offering competitive compensation and benefits. Additionally, strong leadership plays a significant role, with over half (53.33%) reporting it significantly impacts satisfaction. Investing in leadership development programs could be beneficial.

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## Conclusion

Job satisfaction and motivation are intertwined, forming a critical duo influencing individual and organizational success. Understanding the factors affecting one sheds light on the other, revealing a complex interplay that organizations must navigate to thrive. This analysis delves deep into these factors, revealing both strengths and areas for improvement.

Key factors influencing job satisfaction and motivation include:

- **Compensation and benefits:** Fair and competitive compensation remains a cornerstone of job satisfaction. Recognizing and rewarding employee contributions through salaries, bonuses, and competitive benefits packages fosters a sense of value and motivates individuals to excel.

- Job clarity and purpose: Understanding roles, responsibilities, and how their work contributes to a larger purpose provides employees with a sense of direction and meaning. Conversely, ambiguity and unclear expectations lead to frustration and demotivation.
- Work-life balance: Achieving a healthy balance between work and personal commitments is crucial for overall well-being and sustained motivation. Flexible work arrangements, generous leave policies, and supportive cultures that respect personal time enhance satisfaction and engagement.
- Leadership: Effective leadership plays a pivotal role in shaping work environments. Leaders who communicate openly, provide timely feedback, empower employees, and demonstrate genuine care foster trust, respect, and commitment. Conversely, poor leadership styles fueled by micromanagement or lack of support can demotivate and hamper performance.
- Skill development and growth opportunities: Employees thrive when they are challenged and have opportunities to learn and grow. Providing access to training, development programs, and career advancement paths fuels motivation and keeps individuals engaged in their work.
- Stress management and well-being: Chronic stress and burnout are significant drains on job satisfaction and productivity. Organizations must prioritize employee well-being by offering stress management initiatives, mental health resources, and creating a supportive work environment that prioritizes healthy work-life boundaries.
- Positive work environment: Beyond specific factors, the overall work environment plays a crucial role. Fostering a culture of collaboration, open communication, trust, and recognition creates a positive atmosphere that motivates individuals to contribute their best.

In conclusion, understanding the intricate dance between job satisfaction and motivation is key to unlocking employee potential and organizational success. By addressing the factors identified, organizations can cultivate a work environment that nurtures both, building a thriving force of engaged, motivated individuals who contribute their best and propel the organization forward. This journey requires unwavering commitment and continuous learning, but the rewards – a satisfied, productive workforce and a flourishing organization – are well worth the effort.

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