

## **Abstract**

The present research has been conducted to find the relationship among motivators, hygiene, and work related flow, financial anxiety and turnover intention. The sample was consist of 150 private sector managers (N=150) from which 116 were male and 34 were female. Private sector managers with the age range of 18 to 35+ years belonging to different banks, data entry, call center and medical billing companies were recruited through convenient sampling technique and snow ball technique. For data collection purpose the forms will be taken by hand and online. Findings of the study suggested that all instrument are reliable i.e. Financial Anxiety Scale ( $\alpha = .94$ ), Work-Related Flow Inventory ( $\alpha = .96$  to  $.75$ ), Herzberg 2 Factor Questionnaire. ( $\alpha = .79$ ) and Turnover intention scale ( $\alpha = .80$ ). For quantitative analysis of the data descriptive and inferential statistics were used. The relationship among the variable were assessed with Pearson correlation and regression analysis by using SPSS (Version 23). Results suggested that there is a significant and positive relationship between motivators, hygiene and work related flow. But there is a non-significant positive relationship between financial anxiety and work related flow. And there is a non-significant inverse relationship between work related flow and turnover intention. Findings also reveal that Hygiene factors are significant negative predictor of financial anxiety. Motivator factor are significant predictor of work related flow. And Hygiene factor is significantly predicted work related flow.

**Keywords:** Motivators, Hygiene, Work flow, financial anxiety, Turnover intention and Manager