

Abstract

The present study was conducted to investigate the relationship between work motivation, work stress and job satisfaction. It also measure the predictive role of work motivation and work stress of employees on employee's job satisfaction. To investigate that gender difference exist in terms of work motivation, work stress and job satisfaction. Convenient sampling techniques was used. Sample was consisted of 251 private sector employees (138 males & 113 females). The age range ($M=2.41$, $SD=1.74$) of sample was 21-60 years and above in which males and females with different qualification levels. The sample was collected from three major cities of Pakistan i.e. Lahore, Sialkot and Islamabad. Three scales were administered on participants, Brief Index of Affective Job Satisfaction (2012), Work Extrinsic and Intrinsic Motivation Scale (2009) and Effort-Reward Imbalance Scale (2014). For statistical analysis, Pearson product moment correlation was run on the data and the results indicated that there was a significant positive relationship between work motivation and job satisfaction and there was a significant positive relationship between work stress and job satisfaction. Some literature has agreement with the results of this unique findings. Regression analysis was used to find out the predictive role of work motivation and work stress of employees on employee's job satisfaction. The result indicated work motivation and work stress both significantly predict the job satisfaction. Independent sample t-test was run to find out gender difference in terms work motivation, work stress and job satisfaction. The result showed that gender difference do not exist in terms of work motivation, work stress and job satisfaction. Findings of the study supported by previous literature.

This study filled the gap in literature of industrial-organizational psychology and human resource management regarding job satisfaction, work motivation and work stress. Implications and future suggestions are further discussed in this study.