



**IMPACT OF JOB MOTIVATION AND JOB SATISFACTION ON THE WORK
PERFORMANCE OF THE EMPLOYEES**

A thesis
Presented to Professional Psychology Department,
Bahria University, Islamabad Campus

In Partial Fulfillment
of the Requirement for the
Degree of Bachelor of Sciences
(BS) Psychology

By
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Mishal Waseem
Musa Qaiser
Sidra Jamal

JUNE, 2021

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DEDICATION

We dedicate this humble effort to our beloved parents, siblings, and friends without whom we are nothing. Their constant love, support, prayers, and guidance have made us capable of reaching to this stage.

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ABBREVIATIONS

IM	Intrinsic Motivation
INTEG	Integrated Regulation
INDEN	Identified Regulation
INTRO	Introjected Regulation
EXT	External Regulation
AMO	Amotivation
TP	Task Performance
CP	Contextual Performance

ABSTRACT

The present study aimed to find the impact of job motivation and job satisfaction on work performance. The data was collected from 356 employees of government and private sector of Rawalpindi and Islamabad with an age range of 21-60. Purposive and convenient sampling was used for data collection. Three instruments were used to measure the study variables i.e., Work Extrinsic and Intrinsic Motivation Scale (WEIMS) for job motivation, Work Domain Satisfaction Scale (WDSS) for job satisfaction and Individual Work Performance Questionnaire (IWPQ) for work performance. Results of the study revealed that there was a significant positive correlation between job motivation, job satisfaction and work performance of employees. There was a significant difference among male and female employees on amotivation and counterproductive work behaviours. There was no significant difference between private and government sector employees on the variables of the study. Employees who had pleasant work environment exhibited higher scores on contextual performance as compared to employees who had unpleasant work environment. Employees of intermediate educational level had increased counterproductive work behaviors than other levels of education. The study has implications in corporate and educational sectors. In addition to that, limitations, recommendations for future research and practical implications were also discussed.

Key words: *Work Motivation, Work Satisfaction, Work Performance, Employees.*