

## Quality of Life as predicted by Job Satisfaction among Employees

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### ABSTRACT

**Background:** Working individuals today face various challenges in their professional lives. Lack of job satisfaction may lead to poor quality of life. The aim of this study is to evaluate relation between job satisfaction and quality of life of employees.

**Methodology:** This study was performed on 100 employees (male and female) between the age range of 25 to 40 years. Data collection was done through online mode due to pandemic. The tools used for this research were Job Satisfaction Survey and for quality-of-life WHOQOL – BRIEF (26 questions) questionnaire was used. Data was analysed using Pearson bivariate correlation and linear regression.

**Results:** The study revealed that there is a positive correlation between job satisfaction and quality of life of employees. Along with this quality of life significantly predicted by job satisfaction.

**Conclusion:** Being satisfied in one's workplace can lead to better quality of life. Further studies in this regard are needed in larger samples.

**Keywords:** Job Satisfaction, Quality of Life, Employees.

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### INTRODUCTION

#### Job Satisfaction

Hoppock characterizes work fulfilment as "any blend of mental, physiological and ecological conditions that make an individual satisfy from his/her job [1]." Going a little deeper and fast forwarding to this century, job satisfaction has been called a set of favourable or unfavourable feelings and emotions with which employees view their work [2].

Job satisfaction is a key measure of how employees feel about their job, as well as a predictor of work behaviours such as organisational, citizenship and absenteeism. It can mediate the relationship between personality traits a deviant job behaviour to some extent. Job satisfaction is linked to one's lifestyle, according to several studies. This relationship is reciprocal, meaning that people who are happy with their lives are happy with their jobs and vice versa. Job satisfaction and job performance are closely linked to one another. It shows that unhappy workers are more likely to miss work and leave, while happier employees are more likely to stay with the company for a longer period of time [3].

#### Quality of Life (QOL)

According to WHO, Quality of life (QOL) is defined as "person's view of their situation in life with regards to culture and esteem framework in which they live, and according to their objectives, assumptions, guidelines and concerns." Quality of life is a non - financial component associated with job and life satisfaction. When used in a work – related way, quality of life often refers to the time and ability to do the things one enjoys. Assuming a job pays truckload of cash however requires so many working hours that the worker can't partake in any of the money acquired, that is a low quality of life [4]. Assuming that a task gives time to appreciate life yet leaves the worker excessively drained, harmed, worried or in any case incapable

to partake in their profit, this is one more determinant to the personal satisfaction. It is generally expected today to weigh both compensation and personal satisfaction while thinking about how fortunate or unfortunate a task is.

A study investigates the quality of life of civil servants in Shandong, China, and see whether occupational stress and job satisfaction mediated the relationship between neuroticism and QOL. The study was done on 559 civil servants between the age group 27 – 60 years. The results came out to be that, the relationship between neuroticism and QOL among Chinese civil servants was partially mediated by occupational stress and job satisfaction. Therefore, selecting individuals with a low level of neuroticism as civil servants reducing occupational stress, and increasing job satisfaction can all be effective ways to increase their QOL [5].

Research was conducted to assess physician job satisfaction and quality of life in Siva's primary health care facilities, as well as other factors affecting them. A sample of 135 physician's workers were taken for this study. According to the results, the quality of life and job satisfaction of the physicians were good and medium, respectively. Job satisfaction and quality of life was found to be lower among the ones who experiences frequent violence and had thoughts about resigning from their jobs. It was seen that as the job satisfaction of physicians increased, the quality of life also increased [6].

A study is conducted to evaluate the relation between job satisfaction and quality of life in staffs of Ilam University of medical sciences. The study was performed on 242 staffs. According to the findings, there was a direct and positive correlation between health-related quality of life and job satisfaction of employees. Therefore, if quality of life of employees is improved there might be an increase in the employee's job satisfaction [7].

A study conducted to determine the effectiveness of cognitive – behavioural intervention on the quality of life, organizational performance and job satisfaction of nurses. The sample for this study was 205 nurses on whom a pilot study was implemented. Out of which 40 nurses were taken with lower scores in tests and then divided into two experimental and control groups of 20 each. The results showed that the education of cognitive behavioural intervention on the variables of quality of life, job satisfaction and organizational performance nurses had a significant positive effect. Furthermore, for the effectiveness of cognitive behavioural intervention training, it was recommended interventional programs for nurses be used in order to improve quality of life and increase job satisfaction and their organizational performance [8].

Research investigates the quality of life, job stress and job satisfaction of hospital workers in a public tertiary general hospital. The sample consisted of 110 workers from hospital across various departments and classes of work. The results showed that quality of life was highest amongst those working in psychiatry and the ICU settings. Job stress and job satisfaction was significantly greater amongst psychiatry and medicine department staff. Amongst various groups student nurses had higher QOL scores as well as lower job stress scores. QOL scores were related positively to job satisfaction and negatively to job stress [9].

## METHODOLOGY

### Objectives

- To identify a relationship between job satisfaction and quality of life of employees.
- To identify the impact of job satisfaction on quality of life of employees.

### Hypothesis

- There will be a positive significant relationship between job satisfaction and quality of life in employees.
- Job satisfaction will be a predictor of quality of life in employees.

### Research Design and Sample

The study followed a non-experimental, correlational design. The selection of sample was from a target population of employees working at different sectors. The type of sampling for collection of data were convenience and snowball sampling. A total of 100 samples were collected, out of which 50 were male and 50 were female.

## Tools

### Job Satisfaction Survey

This 30-item survey was given by Richard Bellingham in 2004, a New Jersey based consulting firm specializing in aligning human and organizational capabilities behind the corporate mission, vision and values. This survey has dichotomous questions, meaning the questions have 'yes' and 'no' option [8].

### WHOQOL – BREF

It is a shorter version to measure quality of life developed by World Health Organization in 1995. It is a 5-point likert scale consist of 26 items which determine person's overall perception about their well being and health. WHOQOL - BREF area scores exhibited great reliability and validity [9].

### Procedure

The questionnaire was formed on google forms. The google form questionnaire was shared with employees via WhatsApp and other social media sources. The form was distributed to the employees of the age 25 – 40 (50 males and 50 females). Proper instructions were already written on the forms about how the questionnaire is to be filled. Mail ID was given if anyone had any kind of query related to the questionnaire so it could be easier to contact and clarify any doubt. Time taken for the questionnaires to be filled was around 10-15 minutes.

### Statistical Analysis

Descriptive statistics were applied to calculate mean and standard deviation. Later, Pearson product-moment correlation coefficient was used to calculate correlation and Linear regression for regression analysis.

## RESULTS

The present study was on employees of age range 25 – 40 years. There were two main objectives of the study, one was to identify relationship between job satisfaction and quality of life and the other was to identify the impact of job satisfaction on quality of life.

**Table 1**  
**Correlation analysis between of job satisfaction and quality of life**

Variable	1	2
Job satisfaction	1	
Quality of life	.248*	1

\* $p < 0.05$

Correlational analysis in table 1 clearly indicates significant correlation between the study variables. Thus, a significant relationship was found between job satisfaction and quality of life ( $r = .248, p < 0.05$ ).

**Table 2**  
**Regression analysis summary for job satisfaction predicting quality of life**

Variables	R	R square	R square change	$\beta$	F
Job Satisfaction	.231a	.053	.044	.231	5.508

A simple linear regression was calculated to significantly predict quality of life based on job satisfaction. The results of the regression indicated that the model explained 5.3% of the variance ( $F(1,98) = 5.508, p = .021$ ). Job satisfaction was a significant predictor of quality of life in employees ( $\beta = 7.46, p < 0.05$ ).

## DISCUSSION

The purpose of this study was to investigate the relationship between job satisfaction and quality of life in employees. Overall, the results showed that there was a weak positive correlation between the variables. Therefore, the hypothesis stating that there is a positive significant relationship between job satisfaction and quality of life, accepted. This could be supported with a few studies. Research done on The Effects of participating in Recreational activities on Quality of life and Job satisfaction concluded that those who participated in sports showed quality of life and job satisfaction higher as compared to those who didn't. Also, a positive significant association was identified between job satisfaction and quality of life [6]. Another study done on the relationship of Job satisfaction and Quality of life on dental technicians, came to result that the variables in this study had a positive correlation with a high degree of significance, implying that higher job satisfaction contributes to higher quality of life, and so job satisfaction was indicated to have higher correlation with quality of life [10]. A research found out that there was an intermediate correlation between job satisfaction and quality of life. Also, that job satisfaction did not vary depending on gender and length of service and the quality of life did not vary according to variable of gender, marital status and service of length [11].

The regression analysis indicated that job satisfaction was a predictor of quality of life in employees. Research conducted on relationship between quality of life and job satisfaction concluded that there was a direct and positive correlation between quality of life and job satisfaction. And also, that, if quality of life of employees is improved there might be an increase in the employee's job satisfaction [12]. Another study on Mediating role of occupational stress and job satisfaction on the relationship between neuroticism and quality of life, gave a conclusion that the relationship between neuroticism and quality of life among Chinese civil servants was partially mediated by occupational stress and job satisfaction. Therefore, low level of neuroticism reduces occupational stress and increases job satisfaction can be effective in increasing quality of life [5].

## CONCLUSION

The present study sought to explore the relationship between job satisfaction and quality of life of employees. For the same 100 employees were selected from different work sectors. The age range was 25 to 40 years and the tools used for the study were Job Satisfaction Survey by Richard Bellingham and WHOQOL – BRIEF.<sup>4,13</sup> It used non – experimental correlation research design. It was assumed that there would be a significant relationship between job satisfaction and quality of life of employees. Also, job satisfaction would be predictor of quality of life in employees was also assumed in the hypothesis. Due to the lockdown situation, the data was collected through online medium, wherein the instructions were made clear to each participant. After the collection, the data was analysed. The findings were as follows -There was a weak positive correlation between job satisfaction and quality of life of employees, and the regression analysis indicated that job satisfaction was a predictor of quality of life in employees. There is a pressing need to acknowledge the presence of the job satisfaction affecting the quality of life of employees. Subsequently, the present research contributes to the growing need. Future research needs to replicate and extend the study to samples that include more diverse population like coming under the service sector enterprises and business. In order to determine the exact role of various factors of job satisfaction in improvement and development of quality of life over time, longitudinal studies, focus groups and case studies could be conducted.

### Limitations of the study

Small sample size presented as one of the limitations of the present study. Generalizability of results thus restricted. Another limitation was the pandemic, due to it the data could not be collected personally. Also, current study used only the questionnaires to determine the relationship between job satisfaction and quality of life. Although both the questionnaires were valid and reliable, the research cannot investigate all aspects of these variables using the questionnaire tool. Hence, in this regard, researches using mixed models or qualitative designs should be conducted.

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