

Investigating the Impact of Work Motivation and Wellbeing on Employee Performance: The Mediating Role of Employee Engagement

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Abstract

This research investigates the dynamic interplay between work motivation, employee wellbeing, and employee performance, with a particular focus on the mediating role of employee engagement. In today's competitive organizational environment, understanding the drivers of employee productivity and satisfaction is critical. Drawing from both primary and secondary data, the study reveals that high levels of motivation and wellbeing among employees are significantly associated with improved performance outcomes. Moreover, employee engagement emerges as a crucial mediating variable that enhances the impact of motivation and wellbeing on performance. The findings emphasize the importance of fostering a positive work environment that encourages employee involvement, recognizes achievements, and supports holistic wellbeing. The study provides practical recommendations for managers and HR professionals to develop integrated strategies that boost motivation, strengthen engagement, and improve organizational productivity.

Keywords: Work Motivation, Employee Wellbeing, Employee Performance, Employee Engagement, Organizational Productivity

1. Introduction

The workplace today demands not just performance but sustained productivity and engagement. With increasing emphasis on human capital, organizations are seeking to understand factors that drive employee performance. Among these, work motivation and employee wellbeing have emerged as dominant influences. The role of employee engagement as a mediator in this dynamic is gaining traction in management research. This study investigates how motivation and wellbeing affect performance, and the extent to which engagement bridges these variables.

2. Literature Review

Previous research has established positive correlations between motivation and employee output (Mohsan, 2004; Rizaldi, 2017). Employee wellbeing—encompassing physical, emotional, and psychological aspects—has been linked to reduced turnover and improved morale (Saira, 2014). Engagement, characterized by enthusiasm and involvement in work, is shown to mediate the effects of motivation and wellbeing on performance (Saks, 2006; Bakker & Demerouti, 2008).

3. Research Objectives

- To assess the influence of work motivation on employee performance
- To evaluate the impact of employee wellbeing on performance
- To examine the mediating role of employee engagement
- To identify strategies for enhancing motivation, wellbeing, and engagement in organizations

4. Methodology

A descriptive research design was employed. Primary data were collected through structured questionnaires distributed among employees from diverse organizations. Secondary data were obtained from academic journals, reports, and institutional sources. Statistical tools including descriptive statistics and ANOVA were applied to analyze the data.

5. Results and Discussion

Descriptive analysis revealed a mean motivation score of 4.15 (on a scale of 5), suggesting a high level of motivation among respondents. Engagement was found to correlate positively with both motivation and performance. ANOVA results showed significant variance in motivation and performance levels based on the presence of engagement and wellbeing initiatives.

Engaged employees reported greater satisfaction, lower absenteeism, and higher output. Recognition, growth opportunities, and supportive work culture were highlighted as key motivators.

6. Conclusion

The findings confirm that employee motivation and wellbeing significantly influence performance, with employee engagement playing a vital mediating role. Organizations must prioritize engagement strategies—such as open communication, recognition systems, and wellness programs—to maximize employee potential.

7. Recommendations

- Implement regular wellness and recognition programs
- Encourage participative decision-making to boost engagement
- Foster a transparent and growth-oriented work culture
- Periodically assess employee needs through surveys and feedback

8. References

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