

## Job Satisfaction, Mental Health and Gratitude Among Indigenous and Overseas Pakistani Employees

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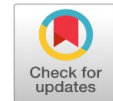
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**Abstract:** This study looks at the links between job happiness, mental health, and thankfulness among Pakistani employees, both locally and globally. A quantitative study approach was used, with 400 individuals (200 indigenous and 200 foreign Pakistani personnel) recruited using purposive sampling. Three tools were used to collect data: the Job Satisfaction Survey (JSS), the Warwick-Edinburgh Mental Well-being Scale (WEMWBS), and the Gratitude Questionnaire. Statistical analyses were performed with SPSS version 27, which included descriptive statistics, regression analysis, one-way ANOVA, and correlation analysis. The findings show that job satisfaction has a substantial impact on both mental health and thankfulness, with higher job satisfaction related with better mental health outcomes and increased appreciation. Conversely, low work satisfaction is associated with worse mental health and lower feelings of thankfulness. Job satisfaction, mental health, or thankfulness were demonstrated that it was different among native and international personnel. These findings emphasize the need of a comprehensive approach to employee well-being, implying that increasing job satisfaction can improve mental health and thankfulness. This has ramifications for organizations that want to establish friendly and effective work cultures.

**Keywords:** Job Satisfaction, Mental Health, Gratitude, Indigenous Employees, Overseas Pakistani Employees, Workplace Diversity .

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### INTRODUCTION

Given economic interdependence and cross-border migration in today's globalized world, the workforce is growing more diversified. To encourage inclusiveness, well-being, and maximum productivity in the workplace in this mosaic of cultural diversity, it is critical to understand the specific issues and problems that individuals from diverse cultural backgrounds encounter. This initial part examines the context-influencing circumstances encountered by Pakistani employees based in the UK as well as native Pakistani workers in their home country.

Pakistan is a South Asian country with a broad spectrum of cultures owing to its geography, historical past, and ethno-linguistic makeup. There are several indigenous groups spread around the nation, each with its own set of cultural norms, languages, and ceremonies. Pakistan's cultural milieu is both active with diverse, with Pashtuns settling in the northwest, Sindhis in the south, and Punjabis in the east (Tausif, 2012).

Indigenous Pakistani workers, in contrast, may face unique challenges at work, including limited access to educational and training opportunities, unequal treatment based on socioeconomic status or ethnicity, and barriers to professional progress (Kazmi et al., 2023). Furthermore, social conventions which encourage collectivism, structure, and obedience can have an impact on organizational dynamics, communication styles, and decision-making processes, compromising workers' well-being and job satisfaction (Bashir & Gani, 2021).

Working abroad requires a delicate balance of cultural adjustment, identity negotiation, and professional integration for Pakistani people employed overseas. These people are attempting to build a name for themselves in a new environment and must deal with unfamiliar working practices, language barriers, and cultural differences (Pawelec & Kolmannskog, 2023). Furthermore, as they manage their sense of self and transcend cultural boundaries, Pakistani professionals overseas may struggle with issues of identity, belonging, and cultural dissonance.

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Job satisfaction is defined as the degree to which employees are happy about their jobs and work environment. High work satisfaction is linked to greater employee motivation, performance, and retention (Spector, 1997). Employees who feel happy with what they do are more involved in their positions and are likely to express a favorable view of their place of work, this can improve their overall job performance and dedication.

Mental health is defined as a condition of emotional, psychological, and social well-being in which people manage stress successfully, work efficiently, and contribute to their community (World Health Organization, 2004). It includes self-esteem, resilience, and the ability to sustain meaningful connections. Job satisfaction is closely related to mental health outcomes. Job satisfaction is described as a person's subjective assessment of their job and working environment. Empirical research have regularly shown that employees who are more satisfied with their jobs report better mental and total health. There are several approaches to understanding this link (Nadinloyi et al., 2013).

Gratitude is a good emotional state characterized by the recognition and appreciation of advantages received from people and diverse life circumstances. It encompasses both internal sentiments of gratitude and exterior shows of appreciation (Emmons & McCullough 2003). Gratitude and job contentment have a complex and multifaceted relationship. On the one hand, employment fulfillment can have an effect on appreciation of an employer or work. Workers who are satisfied along what they do were more inclined to take into account the possibilities, benefits, or enjoyable moments that come with them. They might express their gratitude by working hard, being dedicated to their employer, and remaining loyal (Chen et al., 2021). Gratitude and mental health are inextricably linked, with each influencing the other via dynamic interaction. Based on studies, gratitude exercises might improve mental health and overall well-being.

### **Rationale of Study**

Examining these characteristics among Pakistani workers overseas and in their home country can reveal how cultural differences influence how individuals see their employment, how their mental health develops, and how thankful they are. Understanding these distinctions improves workplace diversity and inclusion, as well as cross-cultural management practices. Examining the relationship between gratitude, mental health, and job satisfaction helps discover the factors that influence workers' well-being. Determining how these variables interact may help guide initiatives aimed at improving mental health and job happiness for Pakistani workers both inside and outside the nation.

### **Objectives**

- Examining these variables among Pakistani workers abroad and in their home country can shed light on how cultural variations affect how people view their work, how their mental health turns out, and how grateful they are.
- Gaining an understanding of these subtleties helps improve workplace diversity and inclusion as well as cross-cultural management techniques.
- Examining the connection between thankfulness, mental health, and job satisfaction helps identify the elements that affect workers' well-being.
- Determining how these variables interact might help guide programs meant to support mental health and increase job satisfaction for Pakistani workers, both in the country and outside.

### **LITERATURE REVIEW**

Stressors related to social inequity, unstable politics, or economic instability may have an impact on the psychological wellness of native Pakistani workers. Cultural expectations on gender roles, commitments to family, and job objectives may add to the strain experienced by native Pakistani workers. Women, in particular, may struggle to combine their family and professional duties, leading to increased stress and mental health concerns (Malik et al., 2021).

Employee mental health and gratitude are heavily impacted by job satisfaction, which is defined as a person's subjective evaluation of their job and workplace. Understanding the impact of job satisfaction on employee well-being is critical, as indicated by multiple research finding positive relationships between job satisfaction, mental health, and thankfulness (Cortini et al., 2019b). First, there is a clear link between occupational happiness

and mental health. If employees are satisfied with their positions, the mental health tends to improve. Lower levels of job stress, anxiety, and depression are associated with better levels of job satisfaction. Workers are less likely to suffer the negative psychological effects of work-related demands if they have a good attitude toward their company, feel respected and appreciated, and have opportunities for growth and progress. Furthermore, job satisfaction fosters a feeling of authority and independence at work, which feeds emotions of competence and self-efficacy, two critical components of mental health maintenance (Chen et al., 2021b).

Job happiness also has an impact on employee thankfulness. When people feel content in their positions, they'll be more likely to recognize and respect the beneficial elements of their workplace. This includes things like motivating coworkers, completing tasks, acknowledging their achievements, and providing opportunities for personal growth (Lanham et al. 2012). When individuals are satisfied with their jobs, they are more inclined to express their gratitude for the opportunities and support they receive from organizations, supervisors, and other colleagues.

Pleasurable job improves general well-being, which fosters gratitude and mental health. Employees who are content with their occupations report greater levels of total well-being, which includes social, emotional, and physical well-being. This wide sense of well-being includes several dimensions of life satisfaction, enjoyment, and fulfillment, all of which are integrally tied to gratitude and psychological health. Employees who are satisfied with their jobs and feel generally better will more able to approach their work and relationships favorably, as well as to be thankful and appreciative (Latifa Alahiane et al., 2023).

Employee work satisfaction and thankfulness are heavily influenced by mental health, which is also a significant factor in determining employees' overall well-being and organizational outcomes. First and foremost, mental wellbeing has an impact on job satisfaction. Employees who maintain good mental health are more likely to have a great work experience. Emotional stability, adaptability, and coping strategies are just a few of the components that make up mental health, and they all affect how people see their positions and the workplace in general (Komase et al., 2021). Employees in good psychological health find it easier to interact constructively with coworkers and superiors, manage stress, and overcome obstacles. Employees who believe their work is important, satisfying, and rewarding are more likely to be content with their positions (PhD, 2023).

Furthermore, mental health has an influence on work-related thankfulness. Workers with greater mental health are more likely to express gratitude for the positive things that have happened to them at work and in their personal life. People with strong mental health can focus on the positive parts of their life, such as their relationships, successes, and opportunities for personal growth (Rye et al., 2022). As a result, workers with excellent mental health are more likely to express gratitude to their employers, supervisors, and coworkers for the opportunities, support, and recognition they get on the job. However, a lack of thankfulness and poor mental health can be harmful to both. Stress, anxiety, and depression are examples of mental health issues that can make it difficult for employees to do their jobs effectively and maintain positive working relationships with supervisors and coworkers (Fortunisa, 2022). As a result, employees may see their workplace as demanding, bossy, or unsupportive, resulting in lower job satisfaction. Furthermore, persons with mental disorders may struggle to notice the opportunities and help they get at work, as well as to focus on the good parts of their work experiences (Lanham et al., 2012).

## **Research Hypothesis**

- H<sub>1</sub>: There will be a favorable correlation between job happiness, mental health, and thankfulness among international and Pakistani employees.
- H<sub>2</sub>: Cultural variations and workplace conditions can impact job satisfaction for both local and foreign Pakistani personnel.
- H<sub>3</sub>: Indigenous and International Pakistani personnel had different mental health outcomes, affected by cultural adaptation and work-related stress.
- H<sub>3</sub>: Gratitude shows a positive link with job satisfaction and psychological well-being among Pakistani employees, possibly buffering against workplace stress.

## METHOD

### Participants

The study employed purposive sampling to choose 400 participants from each of the two categories. To ensure enough power and representativeness, the sample size will be determined using statistical criteria.

### Instruments

The work happiness Survey (JSS), created by Paul E. Spector, is a popular instrument for assessing work happiness. It has 36 items. Cronbach's alpha measures internal consistency, which normally ranges from 0.70 to 0.90, indicating high dependability. Academics from the UK's Universities of Warwick and Edinburgh developed the Warwick-Edinburgh Mental Well-being Scale (WEMWBS). The WEMWBS consists of fourteen favorably stated items. Cronbach's alpha, which ranges from 0.89 to 0.91, is commonly used to report the WEMWBS's internal consistency. Psychologists Michael McCullough, Robert Emmons, and Jo-Ann Tsang created the Gratitude Questionnaire (GQ). The Gratitude Questionnaire has powerful internal coherence, with Cronbach's alpha values ranging from 0.82 to 0.87 (McCullough et al., 2002).

## RESULTS

### Data Analysis

Table 1: Descriptive statistics for demographics (N=400)

Demographic variables	f	%
Gender		
Male	255	63.8
Female	145	36.3
Age		
18-24	106	26.5
25-34	220	55
35-44	57	14.3
45-54	16	4
55 Above	1	0.3
Qualification		
Undergraduate	14	3.5
Masters	88	22
MPHIL	170	42.5
PHD	128	32
Experience		
5 -10 years	140	35
11-20 years	59	14.8
21-30 years	103	25.8
31- 40 years	98	24.5

The table displays the demographic details of the participants, such as gender, age, qualification, and experience. In terms of gender, the population was 255 males (63.8%) and 145 females (36.3%). In terms of age distribution, 106 individuals (26.5%) were aged 18-24, 220 (55.0%) were aged 25-34, 57 (14.3%) were aged 35-44, 16 (4.0%) were aged 45-54, and just one participant (.3%) was 55 years or more. Qualifications: 14 individuals (3.5%) got an undergraduate degree, 88 (22.0%) had a master's degree, 170 (42.5%) had an MPHIL, and 128 (32.0%) had a Ph.D. In terms of experience, 140 participants (35.0%) had 5-10 years, 59 (14.8%) had 11-20 years, 103 (25.7%) had 21-30 years, and 98 (24.5%) had 31-40 years of experience.

Table 2: Psychometric Properties of Scales

	N	$\alpha$	M	SD	Min	Max
Job Satisfaction Survey	400	0.85	3.64	0.73	1	5.2
Mental Health Questionnaire	400	0.78	3.49	0.55	1.63	4.88
Gratitude Scale	400	0.87	3.39	0.66	2.14	4.57

The data for work satisfaction ranges from 1.00 to 5.20, reflecting various levels of satisfaction. 3.6425 was the average work satisfaction score, with a standard deviation of 0.73505. This suggests that there is some variation in the samples. The data on mental health ranges from 1.63 to 4.88, representing varying levels of mental well-being. With a standard deviation of 0.55894, the mean mental health score is 3.4906. This suggests that, in compared to work satisfaction, the sample’s mental health looks to be rather good and stable. According to these statistics, the responses associated with appreciation ranged from 2.14 to 4.57. The standard deviation is 0.66803, while the average thankfulness score is 3.3914. This implies that the group as a whole experienced a moderate to high degree of thankfulness, with significant individual variation in thankfulness levels.

Table 3: Correlation statistics for study variables

Variables	1	2	3
1 Job Satisfaction	-	.423**	-0.028
2 Mental Health		-	.511**
3 Gratitude			-

P\*\* Significant at the level 0.01, P\*Significant at the level 0.05

The following table displays the Pearson correlation for the studied variables. Work satisfaction and mental health have a positive and significant relationship ( $r = 0.423, p < 0.01$ ), indicating that persons with greater work satisfaction levels are also more likely to be in good mental health. There is a significant positive correlation ( $r = 0.511, p < 0.01$ ) between thankfulness and mental health, suggesting that those having more positive psychological conditions tend to have higher levels of gratitude. Surprisingly, work satisfaction and thankfulness revealed a weak and non-significant link ( $r = -0.028, p > 0.05$ ), implying that there is no significant relationship between the sample’s levels of appreciation and job contentment. These findings highlight the interconnectedness of work happiness, mental health, and thankfulness, with a significant association between them. While job satisfaction and thankfulness may be related constructs, it appears that they are distinct and may be impacted by various factors within the sample group, as seen by the lack of a significant relationship between the two. More study into the fundamental laws mediating those connections may assist researchers collect a better understanding of how connections impact people’s overall contentment and well-being.

H<sub>1</sub>: There will be a favorable correlation between job happiness, mental health, and thankfulness among international and Pakistani employees.

Table 4: Regression Coefficient of Job Satisfaction

Variable	B	$\beta$	SE
Constant	86.93		0.66
Job Satisfaction	0.137	0.176	0.044
R <sup>2</sup>	0.001		

\*\*\* $p < .001$

Job satisfaction and another variable are connected, and the model summary illuminates this relationship and may even predict how it will effect a certain outcome. According to the Pearson correlation coefficient (R) of 0.028 in this situation, the model demonstrates a very weak association between the outcome variable and work satisfaction. This relationship implies that differences in work satisfaction can only explain a tiny amount of the variability in the outcome variable. With Job Satisfaction barely accounting for 0.1% of the variability in the outcome variable, the coefficient of determination (R Square) emphasizes the flimsy relationship even further. When the number of variables in the model is taken into consideration, the Adjusted R Square displays a negative

value, showing that including Job Satisfaction as a predictor does not improve the model's explanatory power. Furthermore, the standard error of the estimate (Std. Error of the Estimate), which is 0.66 and shows a significant fluctuation around the predicted values, demonstrates the model's prediction accuracy.

H<sub>2</sub>: Job satisfaction will differ between indigenous and foreign Pakistani employees, depending on cultural variations and workplace settings.

### Measurement Model Assessment

Table 5: Regression Coefficient of Perceived Gratitude on Mental Health Issues

Variable	B	$\beta$	SE
Constant	3.485		0.169
Job Satisfaction	-0.026	-0.028	0.046
R <sup>2</sup>	0.003		

\*\*\* $p < .001$

The coefficients table displays the coefficients from the regression model using job satisfaction as the predictor variable and thankfulness as the dependent variable. The constant term (Constant) in the equation represents the estimated amount of gratitude if satisfaction with work is zero. It is 3.485. This constant term has a standard error of 0.169, a  $t$ -value of 20.594, and a corresponding  $p$ -value (Sig.) of .000, all indicating that it is statistically significant.

The unstandardized coefficient (B) for the predictor variable, work satisfaction, is -0.026, meaning that thankfulness decreases by 0.026 units with each percent boost happiness at work. Overall standard coefficient (Beta), with a value -0.028, makes up the employment happiness standard deviation. This coefficient also indicates the direction and strength of the relationship between the variables. The standardized coefficient in this case indicates a very slight negative association between thankfulness and work satisfaction. The standard error of 0.046, the  $t$ -value of -0.561, and the associated  $p$ -value of .575 all indicate that the correlation coefficient may not be highly significant.

Table 6: Regression Coefficient of Mental Health on Job Satisfaction

Variable	B	$\beta$	SE
Constant	2.319		0.128
Job Satisfaction	0.322	0.423	0.035
R <sup>2</sup>	0.006		

\*\*\* $p < .001$

The model's constant term, or Constant, is 2.319, which indicates the expected value of Mental Health when Job Satisfaction is zero. The constant term is statistically significant, as indicated by the standard error of 0.128,  $t$ -value of 18.069, and matching  $p$ -value (Sig.) of .000. According to the unstandardized coefficient (B) of 0.322 for the predictor variable work satisfaction, mental health improves by 0.322 units for each unit rise in job satisfaction. The standardized coefficient (Beta), indicating the strength and direction of the relationship between the variables while taking into account the standard deviation of work satisfaction, is 0.423. In this case, the standardized coefficient indicates a relatively favorable connection between mental health and work satisfaction. The coefficient's linked  $p$ -value is .000, the  $t$ -value is 9.316, and the standard error is 0.035, all indicating that the coefficient is statistically significant.

H<sub>4</sub>: Gratitude will be favorably correlated with job satisfaction and mental health in both indigenous and expatriate Pakistani employees, perhaps acting as a stress-reduction mechanism.

### DISCUSSION

The study identifies numerous critical links between thankfulness, psychological well-being, and work satisfaction. The findings should motivate policymakers and interventionists to implement gratitude-promoting initiatives in the workplace. The poll also discovered some demographic differences in the link between thankfulness, mental

health, and work satisfaction. There has constantly been a favorable link between work satisfaction and mental health (table 3).

A research by Judge and Watanabe (1993) found strong evidence of this association, demonstrating that those who report higher levels of work satisfaction also have better mental health outcomes. The study's Job Satisfaction Assessment with the Behavioral Health Survey outcomes demonstrate a substantial positive association ( $r = 0.423$ ,  $p < 0.01$ ). Employees who sense fulfillment and pleasure in their work are more likely to have a lower stress level and better overall psychological well-being. However, it is worth noting that our study found a minor negative association ( $r = -0.028$ ,  $p > 0.05$ ) between work satisfaction and the Gratitude Scale.

The considerable positive link between mental health and thankfulness in table 4 demonstrates the complex relationship between emotional well-being and a disposition of appreciation. Wood, et al. in 2010 noticed that individuals who had greater mental health tend to be more grateful.

The results, which show a minor link between Job Satisfaction and the dependent variable or a low coefficient of determination (R-squared = 0.001), are consistent with findings from other research in the organizational psychology and management literature. Similarly, Bowling et al. (2010) conducted a meta-analysis on the association between work satisfaction and other organizational outcomes, such as performance and turnover. The study discovered that, while there is a substantial association between work satisfaction and these results, the relationship is weak, indicating that other factors may play a role in shaping organizational outcomes.

The regression findings shown in Table 5 indicate a significant but slightly negative relationship between job fulfillment and the dependent variable. According to the work satisfaction coefficient (-.028), the dependent variable decreases by .028 units for every unit increase in job satisfaction. The low R-squared value of .003 in this finding, while statistically significant, indicates a limited impact. This complements previous research indicating that, while work satisfaction has the ability to influence organizational results, the impacts are often limited (Judge et al., 2001; Spector, 1997).

Similarly, table 6's findings demonstrate a substantial positive relationship between mental health and job satisfaction. According to the job satisfaction coefficient (.423), mental health increases by .423 units for every unit of increased job satisfaction. This finding is consistent with prior research (Faragher et al., 2005; Waddell & Burton, 2006), which emphasizes the crucial role of work satisfaction in promoting employee well-being and mental health.

## **CONCLUSION**

The final section of the thesis examines the complicated link between work happiness, mental health, and appreciation across Pakistani employees either locally and globally. A careful assessment of the scientific literature along with an examination affecting research findings generated some notable discoveries that shed light on the complicated processes of worker well-being in varied cultural situations. In the beginning, low job satisfaction is closely related to poor employee mental health and low levels of appreciation. This highlights the importance of job satisfaction in shaping employees' attitudes and overall well-being. Second, there is a link between work happiness, gratitude, and mental well-being. Positive mental health promotes gratitude and job happiness, two traits beneficial to employees' mental health. Finally, these findings emphasize the need of having a holistic approach to increase employee happiness and success.

## **RECOMMENDATIONS**

- Setting priorities for employee well-being initiatives may lead to increased dedication, engagement, and productivity in a work environment.
- Implement measures to improve work-life balance, offer equitable remuneration and benefits, promote skill development, and recognize employees.
- Foster a positive work atmosphere where people feel appreciated, respected, and supported.
- Develop programs to decrease stigma, enhance mental health awareness among employees and management, and encourage treatment seeking behaviors.
- Encourage staff members by appreciating what they've done and boosting relations among coworkers.

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