Pay Satisfaction Mediating between Employees’ Attitudes towards Money and their Perception of Career Satisfaction and Well-being

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Abstract

Money appears to be the source or the link to one’s satisfaction, be it pay, career or life. People’s level of satisfaction depends on the importance they place on money. The attraction of money is so great that people are drawn to slave for it and to worship it (Tang, Furnham, & Wu, 2003). Lawler (1966) has stressed that pay remains important regardless of the amount one earns. However, earning substantially high salaries are more likely to make individuals more satisfied with their career and lives. This study proposes that pay satisfaction mediates between employees’ attitudes towards money and career satisfaction. It also hypothesises that pay satisfaction mediates between employees’ attitudes towards money and their perception of well-being. Based on the statistical analysis, pay satisfaction is a full mediator between employees’ attitudes towards money and career satisfaction. However, it does not mediate between employees’ attitudes towards money and their perception of well-being.
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