

ORIGINAL ARTICLE

Job satisfaction and performance in a state entity: a personal case of the migrations office in Peru

ABSTRACT

The general objective of this study is to analyze the relationship between job satisfaction and job performance among Migration personnel at Jorge Chávez International Airport. This is an applied research study with a quantitative approach, a non-experimental, cross-sectional, and bivariate correlational design. The population consisted of 183 public servants. The sample obtained was from 125 people, who were surveyed using a questionnaire. According to Cronbach's alpha method, the reliability level for the variables job satisfaction (0.859) and job performance (0.790) is adequate, which guarantees the reliability of the instrument. The results indicate a positive and very strong correlation between job satisfaction and performance (Spearman's Rho correlation coefficient = 0.780). Results also indicate a positive and considerable correlation between the dimensions motivational factors (Spearman's Rho = 0.703) and hygiene factors (Spearman's Rho = 0.672) with job performance. Finally, the findings reveal predominantly medium and, in some cases, low levels in the variables and dimensions assessed. Therefore, the organization is recommended to delve deeper into these aspects and manage them strategically.

Keywords: job satisfaction; job performance; public servants.

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INTRODUCTION

Currently, organizations are focusing greater attention on their human resources, as they are crucial to achieving objectives. Analyzing job satisfaction and performance often varies depending on the context in which it is conducted.

The satisfaction of public servants, as well as their productivity and performance, is conditioned by various elements, such as the psychosocial safety climate, which seeks to improve the well-being of the personnel by prioritizing their health and psychological safety (Lintanga & Rathakrishnan, 2024); motivational factors, including work itself, job promotion, and motivation; and hygiene factors, such as interpersonal relationships, supervision, salary, and job security (Thant, 2023).

In addition, other factors influence job satisfaction, such as uninterrupted shift schedules, in which personnel work atypical shifts (rotating and night shifts). This type of work has been shown to reduce job satisfaction and negatively affect health (Sánchez-Sellero, 2021). The lack of job recognition, routine tasks, and a lack of personal and professional growth policies generate feelings of dissatisfaction, which negatively impact performance (Durán *et al.*, 2021).

In relation to job performance, according to Lluncor *et al.* (2023), there are three main characteristics that determine adequate performance: professional skills, social aspects linked to the organizational climate, and the strengthening of technical skills.

Herrera-Herrera *et al.* (2023) highlight the importance of adequate job profile development, as it directly impacts the job satisfaction and performance of municipal personnel.

Given the short supply of research on job satisfaction and performance among public servants with atypical schedules, such as those at the Migration Department, it is important to analyze these variables to understand staff satisfaction levels, given their link to productivity and their impact on users, who ultimately evaluate the agency's services. Furthermore, the results will contribute to expanding the knowledge on this topic, and the conclusions may serve as a basis for future research.

In this context, the research question of this study is: What is the relationship between job satisfaction and performance of Migration personnel working at Jorge Chávez International Airport? Based on Herzberg's bifactorial theory, two specific questions arise: What is the relationship between motivational factors and job performance? And what is the relationship between hygiene factors and job performance?

The main objective of this study is to determine the relationship between job satisfaction and job performance among Migration personnel working at Jorge Chávez International Airport. The specific objectives are to determine the relationship between motivational factors and job performance, and to determine the relationship between hygiene factors and job performance.

The main hypothesis states that there is a significant relationship between job satisfaction and job performance among Migration personnel working at Jorge Chávez International Airport. The specific hypotheses are as follows: there is a significant relationship between motivational factors and job performance, and there is a significant relationship between hygiene factors and job performance. The theoretical justification for this study lies in the importance of analyzing the relationship between these variables in the context of a public entity, thus contributing to knowledge in administrative sciences and fostering future research. It also has practical justification, as the results can be used as input to improve working conditions at the Migrations office.

Job satisfaction

For Pujol-Cols and Dabos (2018), since the beginning of the 20th century, the analysis of job satisfaction considers on the one hand, the situational approach, which indicates that organizations generate strong situations that influence the personnel's attitudes and their levels of satisfaction, such as the provision of performance incentives. Years later, the dispositional approach emerged, which proposes that stable mental states over time, genetic bases and neuropsychological characteristics define human attitudes in organizational contexts. This implies that individuals with a positive disposition interpret the situations

that occur in their lives in an objective and favorable manner and react accordingly.

Job satisfaction can be measured by comparing actual work with prior expectations. This comparison can lead to dissatisfaction if a disadvantage is perceived, while a positive outcome generates satisfaction, which increases commitment to work duties (Aziri, 2011, cited by Sánchez- Sello et al., 2018).

According to Topa et al. (2022), job satisfaction is manifested through multidimensional psychological responses to work, composed of evaluative (rational) and affective characteristics, closely connected traits that are expressed through behavior or verbal responses.

Elements such as the work itself, interpersonal relationships with superiors and work recognition influence personnel productivity and must be managed appropriately, as they contribute to increasing competitiveness (Chiang & Ojeda, 2013, cited by Sánchez- Sello et al., 2018). Likewise, an adequate physical environment helps counteract factors that negatively affect organizational commitment, reducing the intention to leave and staff turnover, which generate high labor costs (Hoendervanger et al., 2018).

Personnel must feel motivated and engaged in their work, as this fosters satisfaction and optimal performance. To achieve this, comprehensive compensation is necessary, encompassing financial aspects, training and skills development, benefits provided by the organization, and a suitable internal and external work environment (Puchol, 2003).

For Gonzalez (2006), job satisfaction is made up of a set of attitudes related to: satisfaction with the tasks of the position, economic aspects and the promotion system, working conditions (favorable environment and adequate organizational culture), leadership style and the adaptation of personnel to their job.

An employee's mood reflects the level of satisfaction of their needs. Personnel with positive moods show greater job satisfaction and enjoy their work, while those who do not enjoy it tend to be dissatisfied. Having satisfied personnel fosters greater commitment, loyalty, and contribution, unlike dissatisfied personnel, who

are more prone to absenteeism and turnover (Griffin & Ebert, 2005). Along the same lines, Robbins and Judge (2009) argue that job satisfaction is a positive feeling derived from the evaluation of job characteristics. High satisfaction is associated with positive emotions, while low satisfaction or dissatisfaction is linked to negative feelings.

In the public sector, personnel satisfaction and commitment are essential, as they are the ones who provide services to the public and must avoid obstructions and negligence in their work, in addition to fulfilling the organizational mission. Frederick Herzberg's bifactorial theory remains a key factor in analyzing job satisfaction. It identifies two key aspects for motivating and engaging public servants with the organization. Organizations must consider such aspects to keep their staff motivated (Carrillo, 2023).

Herzberg et al. (1959) proposed the bifactorial theory of motivation and hygiene associated with job satisfaction. They explain that contextual elements of work are considered hygiene factors, as they prevent and avoid risks. These include policies and regulations, working conditions, economic aspects, and interpersonal relationships (with colleagues and superiors). On the other hand, motivational factors are linked to work itself and function as drivers of professional improvement and fulfillment: recognition, achievements, promotions, and the nature of the work.

García-Martínez et al. (2022), building on Herzberg, conclude that the personnel achieve greater job satisfaction when they perceive that their needs are being considered, which increases their motivation and productivity levels. Conversely, uncompetitive salary and organizational policies (such as limited flexible hours) generate dissatisfaction and negatively affect performance.

While motivational factors contribute significantly to job satisfaction, hygiene factors are essential to meet personnell's basic expectations and prevent dissatisfaction (Agüero & Dávila, 2021).

Given the challenges posed by atypical and rotating shifts for Migration staff at Jorge Chávez Airport, it is crucial to compensate for this

situation through job recognition, opportunities for personal and professional growth, effective communication through appropriate channels, improved financial compensation, and updated equipment, furniture, and digital tools. These measures would help minimize levels of job dissatisfaction.

Job performance

An employee's job performance depends largely on their skills and motivation. Skills are composed of aptitude (mental and physical abilities and personality traits), training (activities to improve performance), and resources (technical, human, and political elements). Motivation arises from the desire and commitment that personnel apply to their duties, manifested through their effort. The absence of these factors, especially skills, negatively affects job performance (Whetten & Cameron, 2011). Human talent and particularly the personal skills of the personnel play a crucial role in organizational results (Galarza *et al.*, 2020).

Carrasco *et al.* (2023) define job performance as a key factor in achieving organizational goals. Elements such as the work environment, leadership, rewards, work-life balance, and professional growth opportunities influence significantly, positively or negatively affecting the performance of personnel.

According to Cantero (2021), there are three components of job performance: (1) task performance (related to specific functions that require problem solving), (2) contextual performance (behaviors that benefit the organization such as collaboration and commitment), and (3) counterproductive behaviors (actions that harm the organization).

Alles (2017) identifies three axes that determine individual performance: knowledge (formally or informally acquired), experience, and competencies. The latter are crucial for successful performance.

Job performance requires efficiency in achieving objectives within established deadlines, using resources rationally. This is measured by the quantity/quality of work, cooperation, knowledge, and adequate supervision (Chiang & San Martín, 2015).

From an organizational perspective in the public sector, performance is linked to the efficient management of economic resources. The State, through its entities, manages funds for administrative functions and public spending. Financial relationships determine its performance by generating and allocating resources to effectively fulfill its functions (Ibarra, 2009, cited by Calvo *et al.*, 2018).

Motowidlo and Kell (2003) conceptualize job performance as the value expected by organizations from their personnel, determined by (1) personal support (knowledge sharing), (2) organizational support (personnel loyalty and satisfaction), and (3) conscious initiative (proactive actions to achieve goals).

Regarding job performance evaluation, Chiavenato (2011) points out that it consists of the way in which an employee performs in a specific position. He defines it as a dynamic concept, given that it varies among individuals. This variability is explained by the fact that organizations conduct evaluations of their staff both formally and informally, which makes this technique a valuable tool for management, as it allows for the prevention of problems, improved staff integration, and the optimization of human potential. Personnel effort, capabilities, and perceptions of their duties are determining factors for adequate job performance.

Individual effort encompasses the motivation and energy that the personnel apply to their tasks, influenced by the value of the expected reward. This factor is crucial for job performance, but it also requires the development of capabilities such as specific knowledge and skills. These capabilities determine performance efficiency. Finally, the personnel's perceptions of their roles—understood as their interpretation of work and how this affects their performance—are determined by their level of understanding of the objectives and activities required (Koontz *et al.*, 2012).

The Peruvian State, through the National Civil Service Authority (Servir), the governing body of the Human Resources Management Administrative System, is responsible for strengthening the capacities of public servants. This institution has implemented Performance Management, the objective of which is to iden-

tify and promote the contributions of public servants to the achievement of institutional goals, identifying needs for improvement. At the Migrations office, this process is implemented through the Performance Management Implementation Plan, which establishes objectives and indicators to be met within specific periods, following the planning, monitoring, and evaluation stages. For staff at Jorge Chávez International Airport, evaluation is primarily based on two indicators: production volume and typing error rate per shift (Superintendencia Nacional de Migraciones, 2024a).

This background makes it relevant to study the relationship between job satisfaction and performance from a state perspective, allowing for an analysis of public management and its contribution to Sustainable Development Goal 8, which focuses on promoting decent work and economic growth.

METHODS

This study considered the principles outlined by Hernández Sampieri *et al.* (2014), employing applied research, given that its purpose is to solve a problem. It uses a quantitative approach, collecting and analyzing information using statistical methods to test the proposed hypotheses. It is also a bivariate correlational study, examining the relationship between job satisfaction and performance. Its design is non-experimental, since the variables are not manipulated to observe their effect, but rather the situation is analyzed in its natural context. It is also cross-sectional because data collection is conducted at a single point in time.

The Superintendencia Nacional de Migraciones, a specialized agency responsible for internal migration policy, contributed to the country's security and development (Superintendencia Nacional de Migraciones, 2024b), was used as the study population. This institution has more than 30 migration checkpoints nationwide, with the Jorge Chávez Airport being the most important due to the high volume of Peruvian and foreign nationals completing entry and exit procedures.

According to Sánchez Carlessi and Reyes Meza (2015), the population comprises the set of individuals who are part of a research project. In this case, 183 employees (94 women and 89 men) were considered, working as migration control inspectors at Jorge Chávez Airport. Their ages range from 26 to 55, they have more than 18 months of experience in the position, higher education qualifications, and various professional backgrounds.

The sample was determined using simple random probability sampling, where each element of the population has an equal chance of being selected. In this case, the result was 125 people using the following formula:

$$n = \frac{Z^2 * p * q * N}{e^2 * (N - 1) + Z^2 * p * q}$$

$$n = \frac{(1.96)^2 * (0.5) * (0.5) * (183)}{(0.05)^2 * (183 - 1) + (1.96)^2 * (0.5) * (0.5)}$$

$$n = 124.172$$

95% confidence level (1.96 confidence interval) and 5% margin of error, plus 50% probability of success and failure.

This study is based on the findings of Herzberg *et al.* (1959) regarding the variable job satisfaction with its dimensions: motivational factors and hygiene factors. For the variable job performance, the theoretical framework of Chiavenato (2011) was considered, with the following dimensions: individual effort, individual capabilities, and perceptions of the role performed.

Data collection was carried out using a self-designed survey questionnaire administered through the Microsoft 365 platform. The instrument consists of 45 items on a Likert scale (1: strongly disagree to 5: strongly agree). The first section includes 27 questions on job satisfaction, divided into 14 items for motivational factors and 13 for hygiene factors. The second section comprises 18 questions on job performance, with 6 items per dimension (personnel capabilities, individual effort, and role perception). The analysis was performed using SPSS (version 29).

The questionnaire met two essential psychometric properties: validity and reliability. Validity was established through evaluation by expert judges (postgraduate professors in public administration), while reliability was determined using Cronbach's alpha coefficient, obtaining 0.859 for job satisfaction and 0.790 for job performance. These are values that guarantee the instrument's reliability.

RESULTS

Table 1 presents the results of the Kolmogorov-Smirnov normality test, which determines the appropriate method for analyzing the correlation between variables. When the significance level is less than 0.05 ($p < 0.05$), it is concluded that the sample does not follow a normal distribution. If the significance level is $p > 0.05$, it is concluded that the sample follows a normal distribution.

According to the results obtained, the significance level is 0.001, less than 0.05; therefore, the data distribution is non-normal. Consequently, validations are performed using Spearman's Rho coefficient, which is appropriate for cases of non-normal distribution.

Regarding the hypothesis test, the results obtained using Spearman's Rho coefficient show a p-value of 0.001. Since this value is less than 0.05, the proposed hypothesis is accepted,

allowing us to conclude that there is a significant relationship between job satisfaction and performance of the Migration staff at Jorge Chávez International Airport. Furthermore, Spearman's Rho correlation coefficient was 0.780, which, according to Mondragón (2014), indicates a very strong positive correlation (see Table 2).

In the analysis of the specific hypotheses, both cases presented p values = 0.001. Since these values were lower than the established significance level ($p < 0.05$), the alternative hypotheses formulated were accepted. The results demonstrate the following: (1) a significant relationship between motivational factors and job performance, and (2) a significant relationship between hygiene factors and the job performance of the Migration personnel assigned to Jorge Chávez International Airport (see Table 3).

Regarding the descriptive results, the following is observed:

Job satisfaction: Table 4 shows that 82.4% of respondents considered themselves to have a medium level of job satisfaction, while 16% indicated a low level and only 1.6% indicated a high level. The results show that the majority of Migration staff have medium levels of job satisfaction in general. Motivation factors are the most widely accepted, unlike hygiene factors, which show less approval among the sample.

Table 1
Normality test

Variables	Kolmogorov-Smirnov		
	Statistical	gl	Sig.
V1. Job satisfaction	.370	125	<.001
V2. Job performance	.391	125	<.001

Note. Prepared by the author, 2025.

Table 2
General hypothesis test

Correlations				
Independent variable – dependent variable		Job satisfaction		Job performance
Spearman's Rho	Job satisfaction	Correlation coefficient	1.000	.780 **
		Sig. (two-tailed)	.	<.001
	Job performance	Correlation coefficient	.780 **	1.000
		Sig. (two-tailed)	<.001	.

Note. Prepared by the author, 2025.

Table 3*Testing of specific hypotheses*

Correlations				
Dimension 1 – dependent variable			Motivational factors	Job performance
Spearman's Rho	Motivational Factors	Correlation coefficient	1.000	.703 **
		Sig. (two-tailed)	.	<.001
	Work Performance	Correlation coefficient	.703 **	1.000
		Sig. (two-tailed)	<.001	.
Dimension 2 – dependent variable			Hygiene factors	Job performance
Spearman's Rho	Hygiene factors	Correlation coefficient	1.000	.672 **
		Sig. (two-tailed)	.	<.001
	Job performance	Correlation coefficient	.672 **	1.000
		Sig. (two-tailed)	<.001	.

Note. Prepared by the author, 2025.

Table 4*Results of the Job Satisfaction Variable and its Dimensions*

Job satisfaction					
Levels	Frequency	Percentage	Valid percentage	Cumulative percentage	
Valid	High	2	1.6	1.6	1.6
	Low	20	16	16	17.6
	Medium	103	82.4	82.4	100
	Total	125	100	100	
Motivational factors					
Valid	High	18	14.4	14.4	14.4
	Low	14	11.2	11.2	25.6
	Medium	93	74.4	74.4	100
	Total	125	100	100	
Hygiene factors					
Valid	High	1	0.8	0.8	0.8
	Low	42	33.6	33.6	34.4
	Medium	82	65.6	65.6	100
	Total	125	100	100	

Note. Prepared by the author, 2025.

Motivational factors dimension: Table 4 shows that 74.4% of respondents reported a medium level of satisfaction, 14.4% a high level, and 11.2% a low level. The results suggest that motivational factors are mainly concentrated at a medium level, although 14.4% report a high level of satisfaction, associated with good job recognition from colleagues, achievement of stated goals, and comfort with the work itself. On the other hand, 11.2% with a low level of satisfaction attribute this to a lack of recognition from the organization and management, as well as limited opportunities for career advancement.

Hygiene factors dimension: Table 4 shows that 65.6% of respondents reported a medium level of satisfaction, 33.6% a low level, and 0.8% a high level of satisfaction regarding this dimension. The results show that hygiene factors are mostly at a medium level, with only 0.8% reporting high satisfaction, mainly linked to interpersonal relationships with colleagues and immediate superiors. In contrast, 33.6% reported low levels of satisfaction because respondents perceived that established policies and regulations were inadequate, physical working conditions (furniture and technology)

were outdated, and economic aspects, such as salaries, were insufficient.

Job performance: Table 5 shows that 80% of respondents reported having an average level of job performance, 17.6% a high level, and only 2.4% a low level. The results indicate that Migration staff predominantly present average and, to a lesser extent, high levels of job performance. This is associated with the fact that the most widely accepted dimensions were Personnel capabilities and individual effort. Low levels are linked to the perception of the role performed.

Personnel capabilities dimension: In Table 5, 80% of respondents considered themselves highly skilled in their work, while 20% reported an average level. The results reflect that Migration officials perceive themselves as having skills in communication, problem-solving, and handling difficult situations.

Individual personnel effort dimension: In Table 5, 74.4% of respondents considered themselves to have a medium level in this dimension, 17.6% a high level, and 8% a low level.

The data show that individual effort is mostly concentrated at medium levels. 17.6% who report high levels attribute this perception to motivation to achieve goals and the rewards received. Conversely, 8% with low levels express dissatisfaction at feeling their efforts are not adequately rewarded.

Dimension of perception of the role performed: In Table 5, regarding the personnel's perception of their work, 48% of respondents indicated a low level, 45.6% a medium level, and 6.4% a high level. The results reveal that 48% with a low-level attribute it to the insufficiency of resources provided by the entity (obsolete computer equipment and inadequate training). In contrast, 6.4% with a high level associate their positive perception with extracurricular activities and the motivation to work in a modernization-oriented entity.

DISCUSSION

This study confirms the relationship between job satisfaction and performance among Migration personnel at Jorge Chávez International Airport. These results are consistent

Table 5
Results of the job performance variable and its dimensions

Work performance					
	Levels	Frequency	Percentage	Valid percentage	Cumulative percentage
Valid	High	22	17.6	17.6	17.6
	Low	3	2.4	2.4	20
	Medium	100	80	80	100
	Total	125	100	100	
Personnel capabilities					
Valid	High	100	80	80	80
	Medium	25	20	20	100
	Total	125	100	100	
Individual personnel effort					
Valid	High	22	17.6	17.6	17.6
	Low	10	8	8	25.6
	Medium	93	74.4	74.4	100
	Total	125	100	100	
Perception of the role performed					
Valid	High	8	6.4	6.4	6.4
	Low	60	48	48	54.4
	Medium	57	45.6	45.6	100
	Total	125	100	100	

Note. Prepared by the author, 2025.

with those reported by Taipe (2022), who analyzes this relationship and highlights the importance of personal relationships, physical condition, participation in decision-making, and job recognition.

Regarding the job satisfaction variable, the results indicate medium levels, which coincide with Rodríguez (2022), but differ from what was reported by Valdebenito (2020) and Espinoza *et al.* (2021), whose studies show greater satisfaction in public servants.

In the motivational factors dimension (which includes recognition from superiors and achievements), there are differences with those found by Bravo (2018). His study in a Mexican government entity reported high approval percentages, while this research shows predominantly medium and low levels of recognition and promotion opportunities. Cascales (2021) points out that opportunities for career growth, which imply greater autonomy and responsibility, are key to job satisfaction. Likewise, Lapuente *et al.* (2019) highlight that encouragement and organizational support directly impact job satisfaction. The average levels obtained should motivate the entity to implement improvements, since dissatisfaction can lead to absenteeism (Ribeiro *et al.*, 2021).

In the hygiene factors dimension, the results coincide with Calle (2022) in showing considerable disapproval in economic aspects, particularly in salary perception. Likewise, Tuesta *et al.* (2021) point out that an adequate and fair salary motivates personnel and improves their performance.

Zarate (2024) indicates that, in relation to job performance, almost all of the respondents in his study with municipal workers show adequate and high performance in their activities. These are findings similar to those in this study that reported predominantly medium and high levels.

Regarding the dimensions of job performance, Mallma (2023) mentions that skills are mainly located at medium levels, which differs from the results of this research where the majority of respondents reported high levels of their abilities. Individual effort is also relevant to evaluate performance: this study shows that

the majority rates this element between medium and high, coinciding with Zarate (2024), who found that 86.9% consider that effort facilitates the achievement of objectives. However, the dimension about role perception showed mostly low levels. This dimension, which includes staff training and development, obtained considerable percentages of approval in the study by Curi (2021).

Likewise, the findings of Herrera-Herrera *et al.* (2023) are relevant, highlighting the importance of adequate environments and physical conditions for job satisfaction and performance. These elements sowed low levels of acceptance in this study, unlike what was reported in a survey on organizational climate in private companies at Jorge Chávez Airport (Lima Airport Partners, 2024), which showed high percentages of approval.

Finally, regarding practical implications, there is agreement with other studies in state organizations: improvements are needed in various areas to increase public personnel satisfaction and, consequently, their performance. Both this research and the aforementioned are valuable for administrative sciences, as they demonstrate the importance of job satisfaction and performance in government entities.

Research limitations

There are few studies on job satisfaction and performance among public personnel with atypical night shifts, which forced us to adapt research conducted in public entities with regular workdays to this case.

Another significant limitation was the lengthy time required to collect the sample's responses, due to the rotating schedules of the staff. This circumstance affected prior communication about the research objectives.

CONCLUSIONS

The results of this study show a significant relationship between job satisfaction and performance among Migration staff at Jorge Chávez International Airport, demonstrating a significant positive correlation. It also confirms that both dimensions of job satisfaction—motivational factors and hygiene factors—maintain

a positive and statistically significant correlation with job performance.

RECOMMENDATIONS

It is recommended to explore further and propose alternatives for improvement in those dimensions that have shown low levels of acceptance by respondents.

Regarding motivational factors, it is suggested to include mechanisms for job recognition based on career trajectory and outstanding performance of duties, through institutional communication channels such as mass emails, resolutions, or certifications. Regarding professional advancement, it is a priority to promote internal selection processes based on personnel capabilities, as well as offering opportunities for transfer to other areas to expand their knowledge. Regarding physical working conditions, it is recommended to implement a maintenance plan and periodic updating of technological equipment and furniture. Similarly, concerning financial aspects considered insufficient, mobility, tuition bonuses and food vouchers could be implemented.

Regarding job performance, it is advisable to design a training plan on topics of interest related to the work performed, adjusting schedules to the atypical work schedules of public servants. This will enhance employees' skills and optimize case resolution tools. Additionally, it is essential to continue with extracurricular activities—such as integration competitions or talent contests—to reinforce the sense of belonging to the organization.

It is hoped that this study will motivate further similar research, contributing to the literature on job satisfaction and performance.

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Conflict of interest

The author has no conflict of interest to declare.

Author Contributions

Diego Carrasco Pastor (main author): research, methodology, project administration, resources, software, supervision, writing (original draft, review, and editing).