

Impact of Wages and Social Compliance on Employee Job Satisfaction in the Readymade Garments Industry of Bangladesh: The Mediating Role of Employee Motivation

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Abstract: *Despite rapid expansion, the ready-made garments (RMG) sector in Bangladesh is struggling to keep its workers satisfied. The purpose of this research is to examine the intermediary function of employee motivation in the relationship between wages and social compliance and job satisfaction in Bangladesh's RMG sector. This study's overarching goal is to examine the mediating function of employee motivation in the connection between wages, social compliance, employee motivation, and employee job satisfaction in the RMG sector of Bangladesh. This study uses a quantitative methodology, collecting data from 475 workers in the Bangladeshi garments sector, and analyzes it with partial least squares structural equation modeling (PLS-SEM). A self-administered questionnaire was used to collect data, and SmartPLS 4.0 was used for statistical analysis. The results show that wages and social compliance have a beneficial influence on worker drive and contentment. In addition, in the RMG sector of Bangladesh, the connection between pay, societal conformity, and job satisfaction is mediated by employees' levels of motivation. The study suggests that RMG factories should focus on providing fair wages and ensuring social compliance to improve employee motivation and job satisfaction. Additionally, it is recommended that management should encourage employee motivation through training and development programs, recognition, and rewards to enhance job satisfaction.*

Keywords: *Wages, Social Compliance, Employee Job Satisfaction, Employee Motivation, Readymade Garments Industry, Bangladesh.*

1.0 Introduction

Over 80% of Bangladesh's total exports come from the Readymade Garments (RMG) business, and this sector also accounts for about 4.5 million jobs in Bangladesh (Bangladesh Garment Manufacturers and Exporters Association, 2021). Low pay, unsafe working conditions, and a lack of societal accountability measures are just some of the problems that have afflicted Bangladesh's RMG industry despite the sector's significant economic impact. Job satisfaction and drive are negatively impacted due to these issues, which in turn reduces performance and lowers industry output. As a result, it is crucial to research how wages in the RMG sector of Bangladesh affect overall employee job satisfaction.

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Wages are a major determinant of whether or not workers are content in their jobs across all sectors. A long-standing problem in Bangladesh's RMG sector is that employees are routinely paid less than the legally mandated minimal pay. The Minimum Wage Board of Bangladesh has established a monthly minimal pay for RMG employees at 8,000 BDT (around \$95). (Bangladesh Ministry of Labour and Employment, 2021). A large portion of the RMG workforce, however, receives earnings that are significantly lower than this, which has a negative impact on job satisfaction. Hasan and Siwar (2018) investigated the relationship between wages and satisfaction in the workplace for RMG employees in Bangladesh. Wages were found to have a favorable and substantial effect on RMG employees' happiness with their jobs. It was also observed by the writers that a rise in salary was correlated with a rise in work happiness. Wages were also found to be a major component in the level of employment happiness among RMG employees in research by Hossain et al. (2020). Pay, working circumstances, and social compliance were all factors that were analyzed using regression analysis to see how they affected participants' levels of employment satisfaction.

What is meant by "social compliance" is that businesses follow all applicable laws and ethical guidelines. There have been numerous complaints of labor rights abuses in the RMG industry of Bangladesh, including instances of child labor, coerced labor, and dangerous working circumstances, so social conformance has become an important problem in this sector. Employment happiness is directly impacted by such breaches. According to research by Hasan and Siwar (2018), societal obedience has a major impact on the pleasure of RMG employees in Bangladesh. Regression analysis was used to look at how social compliance affected work satisfaction and the findings showed a favorable relationship between the two. The importance of social compliance as perceived by workers is greater than the importance of the real social compliance methods enacted, according to the research. Additionally, Islam et al. (2021) discovered that societal conformity considerably affects job satisfaction among RMG employees. Social compliance is a critical element influencing job happiness among RMG employees, according to a research by Hossain et al. (2020). Social conformity was found to significantly improve work satisfaction.

The term motivation is used to describe the internal and exterior forces that push workers to do a good task. It plays a significant role in determining whether or not workers are happy in their jobs and whether or not they perform well. To better understand how employee incentive impacts the connection between salary and contentment in RMG jobs in Bangladesh, Huq et al. (2020) performed a research. In this research, 350 RMG employees' responses were analyzed using structural equation modeling (SEM). Employee incentive was found to partly mitigate the link between earnings and job happiness, indicating that wages have an affect on work contentment both directly and indirectly. The function of employee incentive in the connection between societal conformity and job happiness among RMG employees in Bangladesh was investigated by Rahman et al. (2020). The research surveyed 250 RMG employees and used structural equation modeling to evaluate the results. Consequently, this indicates that boosting societal conformance measures and encouraging employee incentive are two ways in which businesses in Bangladesh's RMG sector can increase worker satisfaction with their jobs.

One of Bangladesh's most important economic drivers is the ready-made garments (RMG) industry. It employs a sizable population, primarily women, who are forced to endure challenging and occasionally hazardous working conditions. In the RMG industry of Bangladesh, financial compensation plays an important role in fostering both social order and labor satisfaction. Although many studies have examined the relationship between pay and job satisfaction, few have examined the mitigating effect of employee motivation. To address this gap in the literature, we examine the impact of motivation on workers' wages, compliance, and satisfaction in Bangladesh's ready-made garment (RMG) industry.

Based on the problem statement, the research questions for the study could be: What is the relationship between wages and employee job satisfaction in the readymade garments industry of Bangladesh? What is the relationship between social compliance measures and employee job satisfaction in the readymade garments industry of Bangladesh? How does employee motivation mediate the relationship between wages and social compliance in the readymade garments industry of Bangladesh?

The objective of the study is to identify the impact of wages and social compliance on employee job satisfaction in the readymade garments industry of Bangladesh with the mediating role of employee motivation.

2.0 Literature Review and Hypotheses Development

2.1 The Relationship between Wages and Employee Job Satisfaction

This study will identify the link between wages and work contentment, the variables that moderate that link, and the tactics that can be used to raise wages to boost employee satisfaction on the job. Several studies have looked at how RMG employees in Bangladesh feel about their pay in comparison to how happy they are with their jobs.

Wages are one of the most crucial factors that affect employee job satisfaction in any industry. In the RMG industry of Bangladesh, low wages have been a persistent issue, with workers often being paid below the minimum wage rate set by the government. This has resulted in protests and strikes by workers demanding higher wages (Islam, 2021). However, it is not just the absolute level of wages that matters. The relative level of wages, compared to other workers, can also influence job satisfaction. If a worker believes that his wages are lower than those of his colleagues, they may feel undervalued and dissatisfied, even if their wages are higher than the minimum wage rate (Ali et al., 2020). Another research by Akter et al. (2021) showed that the pay employees receive in Bangladesh's RMG sector has a substantial impact on their degree of employeesatisfaction. For instance, Rashid et al. (2018) showed that higher salaries significantly improve worker happiness in the RMG sector. The researchers used regression analysis to look at the connection between salary and happiness on the job for a group of 200 employees from four distinct companies in Dhaka, Bangladesh. Similarly, Chowdhury et al. (2018) showed that higher salaries increase employeesatisfaction for women in Bangladesh's ready-made-garment (RMG) sector.

H1: There is a significant positive relationship between wages and employee job satisfaction in the RMG industry of Bangladesh.

2.2 The Relationship between Social Compliance and Employee Job Satisfaction

The number of studies that have looked at how social compliance affects worker satisfaction in Bangladesh's RMG sector is growing. Social conformity has a beneficial effect on worker happiness, according to research by Khan and Islam (2017). Employees in socially compliant companies were more satisfied with their jobs than those in non-compliant factories. Social conformance measures, such as providing sufficient air, illumination, and personal safety equipment, were also found to have a beneficial effect on employee work happiness in another research by Reza and Ahmed (2021).

According to Islam et al. (2019), workers are more content with their jobs when they feel secure in their positions. A greater degree of employment happiness was noted by workers who felt their positions were safe, according to the research. These findings provide support for the idea that measures of social compliance designed to increase job stability can boost employee happiness in their current position. In addition, health and safety societal conformance methods can affect on workers' disposition toward their jobs. Khatun and Alam (2021) conducted a research in the RMG sector of Bangladesh and found that providing health and safety measures like first aid facilities, fire safety tools, and safe drinkable water significantly increased worker satisfaction with their jobs. For instance, Halder and Chowdhury (2018) analyzed the effect of the International Labor Organization and the International Financial Corporation's Better Work program on the satisfaction of RMG employees in Bangladesh. The Agreement on Fire and Building Safety in Bangladesh is a multi-stakeholder effort with similar goals; Salma and Hasin (2020) studied its effects on safety in RMG workplaces. According to the results, the Accord's execution increased the happiness of RMG employees in their jobs.

H2: There is a significant positive relationship between social compliance and employee job satisfaction in the RMG industry of Bangladesh.

2.3 The Relationship between Wages and Employee Motivation

Wages and staff motivation in Bangladesh's RMG sector have been the subject of multiple studies. Specifically, Rahman and Uddin (2018) showed that salaries have a substantial impact on employee motivation in the RMG sector of Bangladesh. Based on the results, it seems that workers are more driven to do a good job when they are compensated fairly. It has been discovered by Sultana et al. (2017) that salaries have a substantial impact on employee motivation in the RMG sector of Bangladesh. The research concluded that workers would be more driven to do a good job if they were given a living salary.

According to research by Hossain et al. (2016), there is a connection between pay and motivation in the workplace. Workers who were paid extremely low or extremely high wages were found to be less driven than those who were given intermediate wages. This result indicates that there is a sweet spot for salaries that encourages maximum productivity from workers. Das and Al-Mamun

(2019) conducted research on the RMG sector in Bangladesh and discovered that late salary transfers reduced employee enthusiasm. According to research conducted by Hoque et al. (2018), salary inequality has a chilling effect on worker morale in Bangladesh's RMG sector.

H3: There is a significant positive relationship between wages and employee motivation in the RMG industry of Bangladesh.

2.4 The Relationship between Social Compliance and Employee Motivation

Multiple studies have looked at how social compliance affects worker incentive in Bangladesh's RMG sector. Researchers Rashid and Rahman (2019) discovered that social compliance methods have a big impact on worker incentives in the RMG sector of Bangladesh.

Employee motivation in the RMG sector of Bangladesh is enhanced by social compliance measures such as minimal salary standards, working hour rules, and health and safety measures, according to research by Rahman and Uddin (2018). The adoption of social conformance measures, such as sufficient illumination, proper airflow, and the supply of personal safety equipment, was also found to favorably impact employee morale in the RMG sector of Bangladesh by Islam et al. (2020). The impression of equitable treatment by the boss is an essential element that affects employee incentives, in addition to the adoption of social compliance measures. Alam et al. (2020) discovered that workers who felt they were handled honestly by their bosses were more likely to go above and beyond in their work.

H4: There is a significant positive relationship between social compliance and employee motivation in the RMG industry of Bangladesh.

2.5 The Relationship between Employee Motivation and Employee Job Satisfaction

Job satisfaction and employee motivation in Bangladesh's RMG sector have been studied. Islam et al. (2019) found that job happiness motivates employees. The study found that job happiness inspired workers to work well. Khan and Islam (2017) also found that job satisfaction motivates Bangladeshi RMG workers. The study found that job satisfaction pushed workers to reach corporate aims.

Several studies emphasize the role of intrinsic motivation factors in the Readymade Garments Industry. For instance, Hossen and Islam (2018) highlight the importance of recognizing and promoting intrinsic motivators, such as opportunities for skill development and recognition, as these can enhance job satisfaction. While financial incentives can initially motivate workers, they might not necessarily lead to long-term job satisfaction (Hossen & Islam, 2018).

H5: There is a significant positive relationship between employee motivation and Job Satisfaction in the RMG industry of Bangladesh.

2.6 The Mediating Role of Employee Motivation in the Relationship between Wages and Employee Job Satisfaction

The connection between wages and employee satisfaction on the job is mediated, in large part, by their level of intrinsic drive. According to research by Islam et al. (2019), the link between pay and happiness in the workplace is mediated by workers' intrinsic drive. The research concluded that workers who were compensated fairly were more satisfied with their jobs because they were more driven to do a good job. Additionally, Chowdhury et al. (2019) discovered that the link between training and growth chances and worker happiness is mediated by workers' intrinsic drive. Similarly, Alam et al. (2018) discovered that in the RMG sector of Bangladesh, employee incentive modulates the link between pay and work satisfaction. Employees who reported greater levels of work happiness were those who were financially driven.

H6: Employee motivation mediates the relationship between wages and employee job satisfaction in the RMG industry of Bangladesh.

2.7 The Mediating Role of Employee Motivation in the Relationship between Social Compliance and Employee Job Satisfaction

Multiple studies have looked at how employee motivation affects both social compliance and job satisfaction in Bangladesh's RMG sector. Islam et al. (2020) discovered that in the RMG sector of Bangladesh, employee incentive regulates the connection between societal conformity and work happiness. Workers' morale was found to be better in workplaces that had adopted social conformance measures like providing sufficient illumination, air, and personal safety equipment. Social conformance measures that boost morale among workers were found to increase job happiness, according to the research.

Researchers in the RMG sector in Bangladesh (Alam et al., 2018) discovered that intrinsic drive plays a mediating role between societal conformity and work happiness. In the RMG industry of Bangladesh, it is hypothesized that employee motivation also mediates the relationship between social compliance and job satisfaction, given the substantial impact of social compliance on employee job satisfaction and the mediating role of employee motivation in the relationship between wages and job satisfaction. Motivation plays a mediating role between societal conformity and work satisfaction in the RMG sector of Bangladesh, according to a research by Azim and Alam (2018).

H7: Employee motivation mediates the relationship between social compliance and employee job satisfaction in the RMG industry of Bangladesh.

From the review of the literature, there is a lack of studies that examine the relationship between wages and social compliance on job satisfaction for workers in Bangladesh's RMG sector, with an emphasis on the mediating role of employee motivation. Few studies have looked at how pay, societal conformity, and employee incentives all interact to affect work happiness in the RMG sector in Bangladesh as a whole.

The following is the conceptual framework for studying the impact of wages and social compliance on employee job satisfaction in the readymade garments industry of Bangladesh, considering the mediating role of employee motivation:

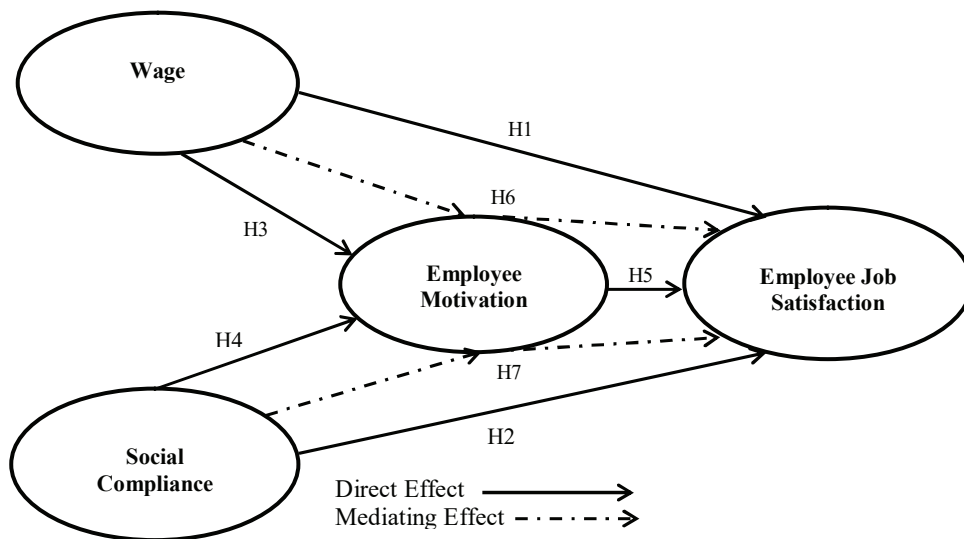


Figure 01: Conceptual Framework

3.0 Research Methodology

3.1 Research Approach

All model constructs, including wages, social compliance, employee job satisfaction, and motivation, were measured using the quantitative methodology and a cross-sectional time horizon in accordance with a positivist philosophy. In the logical method, an extensive theory-based study premise is formulated to show how the independent and dependent variables are related (Saunders, Lewis, & Thornhill, 2009).

3.2 Population

There are approximately 4,500 garment factories in Bangladesh (Hasan, 2022), with an estimated 4.4 million people employed in the Ready-Made Garments (RMG) industry in 2020 (BGMEA, 2021).

3.3 Sampling Technique

In this investigation, subjects were selected at random. Justification for the total amount of samples was based on the Cochran algorithm.

$n_o = \frac{Z^2 pq}{e^2}$	# e is the desired level of precision, # p is the proportion of the population # q = 1 – p,
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We get, $((1.96)^2 (0.5) (0.5)) / (0.05)^2 = 385$ as the representative sample.
475 employees were chosen as respondent at randomly in the research.

3.4 Data Collection

More than 600 workers were invited to participate in the survey. Workers were polled using a structured questionnaire. A total of 485 surveys were received after excluding those that were obviously incomplete or had obvious mistakes; 475 were finished and usable, for an 80.83 percent return rate.

3.5 Measures

A five-point Likert measure was used in the poll tool to help get honest responses from workers. Survey items were derived from the literature. This research measured wages (Alam et al. 2020), job satisfaction (Brayfield & Rothe, 1951), social compliance (Alam et al. 2017) and employee motivation (WEIMS, Maxime et al. 2009) as strongly agree=5 and strong disagree=1.

4.0 Data Analysis, Result and Discussion

SmartPLS 4 used PLS-SEM for data analysis. Barroso, Carrión & Roldán (2010) advised two-stage analysis of PLS data using the measurement and structural models. The model's standardized regression values show how all factors are related (Götz et al., 2010). SPSS was used for demographic summary detailed analysis.

Table 1: Demographic Profile of the Respondents

Description	Frequency	Percentage
Gender:		
Male	204	42.9
Female	271	57.1
Marital Status		
Unmarried	146	30.7
Married	314	66.1
Divorce	14	2.9
Remarried	1	.2

Educational Background

Illiterate	11	2.3
Primary	180	37.9
Up to Class Eight	115	24.2
SSC	84	17.7
HSC	64	13.5
Graduation	6	1.3
Master	15	3.2

Type of Employment

Permanent	453	95.6
Temporary	22	4.5

Length of Service

Below 2 years	138	29.1
2-5 years	210	44.2
6-9 years	115	24.2
Above 10 years	12	2.5

Source: Self-Created

4.1 Measurement Model**4.1.1 Convergent Validity**

The study's measures' parallel validity was tested using several methods. **First**, they assessed each construct's signal factor loadings. All factor loadings were above the suggested 0.5, suggesting adequate convergent validity (Hair et al., 2014). **Second**, each construct's combined reliability passed 0.7, the suggested value (Hair et al., 2014). **Finally**, they computed the average variance extracted (AVE) for each component, which exceeded the suggested value of 0.5 (Fornell & Larcker, 1981).

Table 2: Constructs' Reliability and Convergent Validity

Factor Loading	Cronbach's Alpha	Composite Reliability (rho_a)	Composite Reliability (rho_c)	Average Variance Extracted (AVE)
Employee Motivation (EM)0.878		0.881	0.908	0.623
EM_2 0.798				
EM_3 0.85				
EM_4 0.781				
EM_5 0.682				
EM_6 0.807				
EM_7 0.809				
Job Satisfaction(JS)0.847		0.857	0.891	0.62

JS_1 0.82				
JS_2 0.818				
JS_3 0.746				
JS_4 0.75				
JS_5 0.798				
Social Compliance (SC)0.872		0.874	0.9	0.53
SC_1 0.619				
SC_3 0.755				
SC_4 0.775				
SC_5 0.769				
SC_6 0.706				
SC_7 0.758				
SC_8 0.678				
SC_9 0.747				
Wages (W)	0.847	0.862	0.887	0.569
W_1 0.685				
W_10 0.805				
W_4 0.687				
W_5 0.849				
W_6 0.733				
W_9 0.752				

Table 2 shows the study found that all items' factor loadings topped 0.50, indicating convergent validity. AVE for each concept ranged from 0.529 to 0.619, exceeding the 0.50 criterion for parallel validity.

4.1.2 Discriminant Validity

Table 3: Discriminant Validity

Heterotrait-Monotrait Ratio (HTMT)

	EM	JS	SC	W
EM				
JS	0.594			
SC	0.523	0.675		
W	0.565	0.691	0.808	

This study examined associations between possibly identical categories to assess the instrument's discriminant validity. The model showed adequate discriminant validity, with factor loads being stronger on their own constructs than others and the square root of the average variance recovered for each construct being larger than the values of correlations involving the construct (Fornell and Larcker, 1981). Inter-construct associations showed that each construct had more variance with its own measures than with others, confirming discriminant validity (Table 3). The model showed sufficient convergent and divergent validity.

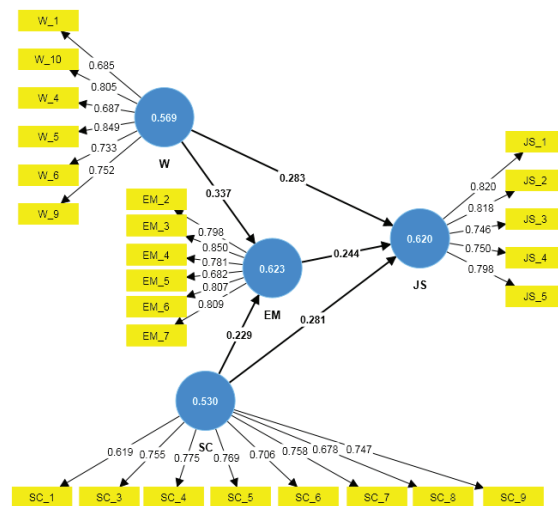


Figure 2: Assessment of Measurement Model

4.1.3 Model Fit

The model's ability to provide insightful explanations and reliable forecasts hinges on its goodness of fit, or how well it matches the observed data. Lower SRMR values (less than 0.08) indicate a more satisfactory match between the actual and expected correlation matrices (Hu & Bentler, 1999). For all three metrics, a score above 0.9 indicates a satisfactory match (GFI, AGFI, and NFI), which can be found on a scale from 0 to 1 (Hair et al., 2017). The root mean squared error of approximation (RMSEA) metric is used to assess the goodness-of-fit between the proposed model and the population correlation matrix (Browne & Cudeck, 1993).

Table 4: Model Fit

	Saturated model	Estimated model
SRMR	0.077	0.077
d_ULS	1.937	1.937
d_G	0.652	0.652
Chi-square	1743.414	1743.414
NFI	0.748	0.748

The saturated and estimated models have the same SRMR value of 0.077, suggesting a good fit since the proposed cutoff is below 0.08 (Hu & Bentler, 1999). Both saturated and estimated models have d_ULS and d_G values of 1.937 and 0.652. Both values are below 3 so the model fits well (Wetzels et al., 2009). Both saturated and estimated models have 1743.414 Chi-square values. The Chi-square test is often criticized because its p-value is notable even for models with a high fit and is easily affected by sample size (Schreiber et al., 2006). Finally, the saturated and estimated models have an NFI value of 0.748, which meets the proposed cutoff of 0.7 (Bentler & Bonett, 1980).

4.2 Assessment of Structural Model

The Coefficient of determination (R^2), effectsize (f^2), and predictive relevance (Q^2) were analyzed to evaluate the relations, and the structural model was analyzed to do so (Hair et al., 2017).

4.2.1 Coefficient of Determination (R^2)

In Partial Least Squares Structural Equation Modeling (PLS-SEM), R^2 gauges the percentage of dependent variable variance described by the model's independent factors (Chin, 1998). Hair et al. (2017) call R^2 the coefficient of prediction. The R^2 values of two inherent factors wages and social compliance, were 0.274 and 0.463 in the Bangladeshi readymade garments industry study on employee job satisfaction. R^2 scores of 0.02, 0.13, and 0.26 indicate poor, middling, and significant approval, according to Cohen's (2003) standards. The R^2 score indicates a PLS-SEM model's forecast power and fit.

4.2.2 Effect Size ()

The impact size () measures the power of the external latent variable-endogenous latent variable association (Hair et al., 2017). is a PLS-SEM gauge for measuring impact size, was used in the work. According to Sarstedt et al. (2017), values between 0.00 and 0.15 suggest a tiny effect size, between 0.16 and 0.35 a middle effect size, and above 0.35 a big effect size.

4.2.3 Predictive Relevance (Q^2)

In PLS-SEM, predictive relevance Q^2 is a measure of the ability of the model to predict the

dependent construct based on the exogenous constructs (Chin, 1998). It can be calculated using the blindfolding procedure, which involves predicting the omitted data points based on the model's predictions from the remaining data (Henseler et al., 2009).

Table 5: Result of Predictive Relevance (Q²)

	SSO	SSE	Q ² (=1-SSE/SSO)
Employee Motivation (EM)	2850	2378.041	0.166
Job Satisfaction (JS)	2375	1716.587	0.277
Social Compliance (SC)	3800	3800	0
Wages (W)	2850	2850	0

In the research on the impact of wages and social compliance on employee job satisfaction in the readymade garments industry of Bangladesh, Q² was calculated for the endogenous latent variable of employee job satisfaction. The authors reported a Q² value of 0.277 for the structural model, indicating that the model had a moderate level of predictive relevance (Hair et al., 2017).

4.2.4 Multicollinearity (VIF)

In PLS-SEM, multicollinearity can be assessed by examining the variance inflation factor (VIF) values for the exogenous latent variables. VIF values above 5 or 10 suggest high multicollinearity among the variables (Hair et al., 2017). Diamantopoulos and Siguaw (2006) recommended that researchers should use a cutoff value of 3 for VIF to assess the level of collinearity in their data. O'Brien (2007), on the other hand, suggested a more conservative cutoff of 2.5 to minimize the impact of multicollinearity on the PLS-SEM results.

Table 6: Result of Multicollinearity (VIF)

Exogenous Variables	EM	JS
Employee Motivation (EM)		1.377
Social Compliance (SC)	1.968	2.04
Wages (W)	1.968	2.124

Table 8 shows the study's multicollinearity (VIF) results. The data shows the VIF values for the external latent variables wages (W), social compliance (SC), and employee motivation (EM) for the endogenous latent variable employee job happiness (JS). All factors have VIF values below 3, showing no multicollinearity.

4.2.5 Assessment of Path Coefficient

Table 7: Outcome of Structure Model

Hypothesis	Paths	β	P Values	Decision
H1	W-JS	0.283	0.000	Supported
H2	SC-JS	0.281	0.000	Supported
H3	W-EM	0.337	0.000	Supported
H4	SC-EM	0.229	0.000	Supported
H5	EM-JS	0.244	0.000	Supported

All five hypotheses are confirmed by the data. There is a favorable and statistically significant connection between salary and contentment in the workplace (H1) ($\beta=0.283$, $T=6.331$, $p=0.000$). There is a favorable and significant association ($\beta=0.281$, $T=6.138$, $p=0.000$) between social compliance and job satisfaction (H2). Wages have a favorable and significant association with employee motivation (H3) ($\beta=0.337$, $T=7.007$, $p=0.000$). There is a favorable and significant association ($\beta=0.229$, $T=4.429$, $p=0.000$) between social compliance and staff motivation (H4). As a conclusion, H5 predicts that a favorable and substantial link exists between employee motivation and job satisfaction ($\beta=0.244$, $T=7.059$, $p=0.000$). This research concludes that salaries and social compliance significantly affect work happiness, and that employee incentive regulates the link between earnings and social compliance and job contentment. Worker satisfaction and motivation in Bangladesh's manufactured garments industry can be improved by paying fair salaries and enforcing societal conformity, as shown by this research.

4.2.6 Mediation Effect

Table 8: Outcome of Mediation Effect

Hypothesis	Paths	β	T Values	P Values	Decision
H6	W-EM-JS	0.290	7.330	0.000	Supported
H7	SC-EM-JS	0.236	5.744	0.000	Supported

Lastly, Hypothesis 6 (H6) states that the link between wages and compliance in one's employment is mediated by the level of inspiration felt by workers. There is a statistically significant relationship between wages-employee motivation-job satisfaction and route coefficient (β) of 0.290 ($T=7.330$, $P=0.000$). Thus, H6 is confirmed; employee incentive does indeed serve as a powerful mediator between salary and contentment in the workplace. It is hypothesized in (H7) that societal conformity and work satisfaction are related, but that motivation plays a mediating role. Statistically, the correlation between SC and EM and JS is quite strong, with a path coefficient (β) of 0.236 ($T=5.744$, $P=0.000$). As a result, H7 is supported; this indicates that employee incentive plays a crucial balancing function between societal conformity and work happiness.

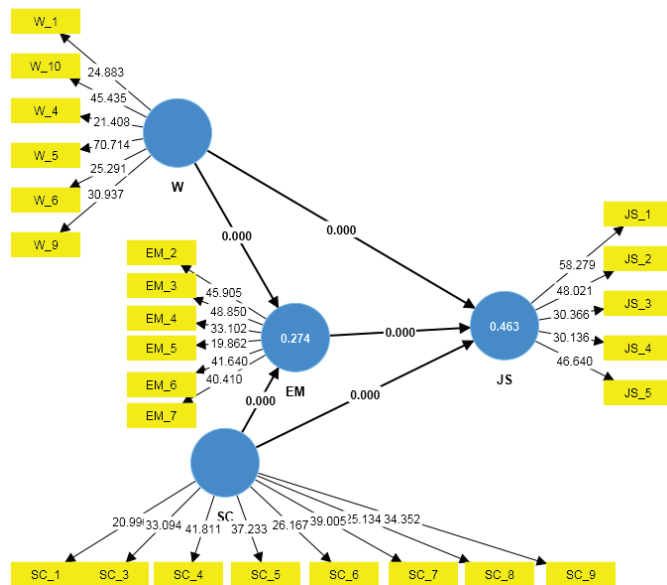


Figure 3: Assessment of Structural Model

5.0 Theoretical and Practical Contributions

This study contributes to the field of organizational psychology and job satisfaction theories by providing empirical evidence on the mediating role of employee motivation in the context of the Readymade Garments Industry in Bangladesh.

One of the most significant practical contributions of this study is its potential to guide the Readymade Garments Industry in Bangladesh and policymakers. It highlights the importance of addressing not only wage issues and social compliance but also the underlying motivation of employees. This insight can inform strategies to improve labor conditions, leading to higher job satisfaction.

6.0 Future Research Direction and Limitations

This study has opened up several avenues for future research. One of the areas that could be explored is the role of other variables such as employee engagement, job security, and work-life balance on employee job satisfaction. Moreover, since the study was conducted in the readymade garments industry of Bangladesh, future studies could be conducted in other industries to investigate the generalizability of the findings. In addition, longitudinal studies could be conducted to assess the causal relationship between wages, social compliance, employee motivation, and job satisfaction. Lastly, future research could explore the mediating effect of other variables such as organizational justice, trust in management, and organizational culture on the relationship between wages, social compliance, employee motivation, and job satisfaction.

The study on the impact of wages and social compliance on employee job satisfaction in the readymade garments industry of Bangladesh with the mediating role of employee motivation has some limitations. First, the study was conducted on a single industry and may not be generalizable to other industries. Second, the study used self-reported data, which may be subject to response bias. Third, the study only focused on the direct and mediating effects of wages and social compliance on job satisfaction, without considering other factors that may also contribute to job satisfaction, such as leadership styles and organizational culture. Finally, the study did not take into account the temporal changes in the variables, which may have an impact on the results.

7.0 Conclusion

In conclusion, this study aimed to investigate the impact of wages and social compliance on employee job satisfaction in the readymade garments industry of Bangladesh, with the mediating role of employee motivation. The results indicated that both wages and social compliance have a significant positive impact on employee motivation, which in turn has a significant positive impact on employee job satisfaction. The study also found that there is a significant positive relationship between social compliance and wages.

Despite the significant findings, this study has some limitations. Firstly, the study was limited to a single industry in Bangladesh, which may limit the generalizability of the results to other industries or contexts. Secondly, the data were collected using self-reported measures, which may be subject to bias. Future research could overcome these limitations by conducting similar studies in other industries and using multiple data collection methods to validate the findings.

Overall, this study contributes to the existing literature on employee job satisfaction, motivation, and social compliance practices in the readymade garments industry of Bangladesh. It provides insights for managers and policymakers to improve working conditions and employee well-being in this industry, ultimately contributing to sustainable economic and social development.

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