



RESEARCH PAPER

Impact of Obsessive and Harmonious Work Passion on Job Satisfaction: Moderating Role of Psychological Detachment

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ABSTRACT

The study explored the outcomes of harmonious and excessive work enthusiasm on work-life enrichment, and how job satisfaction is impacted by these factors, with psychological detachment serving a moderating influence. Survey questions have been used to gather information from Pakistan's numerous education sectors, both online and in-person. 102 is the sample, collected on random basis. Job happiness is positively impacted by harmonious work enthusiasm, and has a good influence on work-life enrichment. Work harmoniously has a detrimental influence on work-life enrichment, have negative impact on job satisfaction. Psychological distancing balances the relationship between harmonious and obsessive job passions, although it does not moderate or balances the former because of ongoing stress and demands of work. Human resources experts are starting to pay consideration to the study of work passion, the beneficial effects have observed in previous studies regarding work passion that enhanced the understanding of authors in these fields.

KEYWORDS Harmonious Work Passion, Job Satisfaction, Obsessive Work Passion, Psychological Detachment, Work Life Enrichment

Introduction

The secret to success and happiness, according to Steve Jobs, is to be too enthusiastic about what you do (Anderson, 2013). Perseverance is linked to a deeper job passion (Duckworth et al., 2007). Although work enthusiasm often produces excellent results, this is not always the case (Astakhova and Ho, 2018; Astakhova and Porter, 2015). Ho and Pollack (2014); Burke et al., 2015). When you enjoy what you do and look forward to going to work every day, you will perform above and beyond expectations and quickly inspire others with your enthusiasm and positive energy (Sam Walton, Founder of Wal-Mart Stores, Inc.). In essence, passion is a deep attachment to a certain task or activity. Recent data on Google I billion suggests that people's attention is quickly shifting towards passion (Khan, Hussain & Akash, 2023). Workplace passion may have a variety of effects, both positive and harmful. Work-related passion is a fire that burnt through your life's work (Michel Dell).

This study paper discusses the most significant concerns pertaining to life and job passion. Passion for one's profession may have either beneficial or harmful effects (Khan et al., 2023). Work is a necessary and integral part of life, but how individuals view it is fascinating. While some view it as a stepping stone towards a successful career, others view it as an occupation or a means of subsistence, and still others view it only as a source of income (Wrzesniewski, McCauley, Rozin, & Schwartz, 1997). In actuality, those who

appreciate their job (Morin & Dassa, 2006; Wrzesniewski, 2003) see it as essential, as it shapes who they are (Valler and & Houlfort, 2003). The majority of academics focuses on dualistic models of passion such as harmonious and obsessive work passions, which they theoretically develops and empirically validate (Helford and Valler and, 2003). Both kinds of work-related passions stem from two distinct stages wherein a task or activity becomes an integral part of an individual's personality. Harmonious work passion, when individuals voluntarily engage in activities without any pressure to complete tasks, is associated to independent internalization (Houlfort and Valler and, 2003). People who are obsessed with their work have ongoing internal strain because they internalize control and are not genuinely involved in their profession (Asif et al., 2024). People that are passionate about harmonious work passion maintain a balance between their career and family life (Akash et al., 2023). On the other hand, those who are obsessively passionate tend to lose sight of the balance between work and family, which mostly results in poor levels of work-family enrichment.

Job happiness is the dependent variable in this study, while harmonious and obsessive work enthusiasm is the independent variable. Work satisfaction levels as discussed by Diener et al. (1985), rules and standards are essentially what determine a person's quality of life. Various researchers define life well-being, also known as life satisfaction, as a measure of happiness, wealth, and success. Harmonious work passion has a beneficial influence on life, but obsessive work passion has a negative impact on life wellness. However, the outcomes of both types of passion are different (Carpenter and others, 2012; Philippe and others, 2009). Job satisfaction is a person's positive views related to their job either a person is satisfied with their job or not. A person's cognitive and emotive aspects of their work are examined in terms of job satisfaction (Diener et al., 2002). Job happiness is impacted by work enthusiasm. People who are driven by an obsession with their job experience continual internal pressure to finish their tasks, even if it means staying late or going home with a tone of unfinished business (Bilal, Nasir & Khan, 2024). On the other hand, those who are enthusiastic about harmonious work and have independent internalization gladly carry out their jobs, feel liberated, and enjoy other social activities like spending time with friends and family.

People who are passionate about their profession and live in harmony enhance work-life balance. People who are obsessive with their work are unable to engage in other activities, which has a detrimental effect on their ability to enhance their work life. Social demonstration theory (SDT) and COR theory (Hobfoll, 1989, 1998), which make sense to comprehend work passion and its influence on work life enrichment and job happiness, were employed to support our model. The topics included by COR theory go beyond those found in research on stress and burnout (Halbesleben, 2006). The COR theory also shows that people have certain resources, like time, energy, and attention, that they devote to their profession while devoting other aspects of their lives, such as family and society, to other characters (Halbesleben et al., 2009). The COR theory also explains how conflicts between work and family reduce available resources, such as time and energy, and have a negative impact on people's lives. Conversely, when resources are available, negative outcomes are less common (Premeaux et al., 2007). We also discuss the moderating influence of psychological detachment on compulsive and harmonious work enthusiasm in this research. The fact that just a conceptual study with limited variation was conducted in the previous work makes our research significant and vital. We test this study practically. This paper provides guidance for future research as well. Specifically, it looks at the effects of obsessive work passion on task performance, contextual performance, and counterproductive behavior. It also evaluates the effects of both harmonious and obsessive work passion on the

context of job performance. On the basis of above background, the literature review is conducted as under.

Literature Review

Workplace passion is seen as a critical component of organizational success, and currently, employees' focus on passion is growing quickly. Positive outcomes and high levels of dedication are produced by employees who are enthusiastic about their job, which promotes organizational growth and development (Lajom, Maharani, Restubog, Bordia, & Tang, 2018). Two categories exist for work passion. a harmonious and passionate work ethic (Valler and et al. 2003). People that is harmoniously enthusiastic about their job are highly involved in it, feel joy and happiness, and have a pleasant work experience (Khan et al., 2021). Thus, those who work with harmony and enthusiasm have a beneficial influence on the enrichment of work and life.

People with obsessions and passions are driven by internal pressure to complete tasks, even when they are not free to choose to do so (Lajom, Maharani, Restubog, Bordia, & Tang, 2018). As a result, they spend a lot of time at work and are unable to participate in other social or family activities (Khan, Bashir & Amir, 2023). Due to the constant depletion of resources, obsessive work passion has a detrimental effect on the enrichment of the work-life balance. Obsessive work passion is the drive for motivation due to which employees engage with their work to receive reward, monetary advantage, and higher self-respect (Khan, Akhter & Bhutta, 2020). People who are driven and harmonious at work tend to be independent, which has a favorable impact on the richness of work and life. Their career and family responsibilities do not always conflict (Halbesleben, 2006). The positive correlation between harmonious work passion and job happiness is mediated by work-life enrichment (Khan, Akhter & Bhutta, 2020). People that are obsessed with their job have a deep connection to it, and it shapes who they are (Valler and, 2010). Extremely important to a person's identity is an obsession with their profession (Valler and et al., 2003), and other identity-related factors that cause conflict, such as family and society, are disregarded (Donahue et al., 2012). When working, obsessive-compulsive individuals may experience unpleasant feelings such as frustration, rage, loneliness, and guilt both during and after the task because of valuable resources running out (Valler and et al., 2010).

People in the OWP encounter several kinds of conflict, such as strain- and time-based conflicts. According to Greenhaus and Beutell (2009), people may experience chronic fatigue, tension, or exhaustion when they devote the bulk of their time to meeting their job obligations. In addition to devoting an excessive amount of time and energy to their job, obsessive workers also undergo psychological changes that result in unpleasant emotions such as tension, worry, anger, and frustration that follow them from work to home (Rothbard, 2001; Voydanoff, 2004). Burnout and psychological suffering are closely associated with an obsession with one's profession (Carbonneau et al., 2008; Philippe et al., 2009). Lack of energy is another unfavorable effect of an obsessive job passion (Akash, Khan & Shear, 2023). An individual who is very engaged to their profession for an extended period of time may not have the same degree of energy for their family or other social activities (Amir, Bilal & Khan, 2023). According to COR theory, persons with obsessive job passions require enough of time to halt the draining of their resources (cognitive, energy, and time). Work quality is negatively impacted when individuals are always thinking about their jobs, even when they are at home and the time of the task is not right (Sonnentag et al. 2008).

Psychological detachment is basically to abstain or refrain from job activities at that time when you are not performing your job (Khan et al., 2011 and Singh et al., 2016). When

someone physically detaches themselves from their work, they feel liberated from ideas related to their employment regardless of whether they are working or not (Akash, Khan & Shear, 2023). Psychological detachment prevents the individual from thinking about their job. People who exhibit strong psychological detachment tends to isolate themselves from work-related stress and work-life conflicts (Sonnentag et al., 2010). Psychological disengagement from one's job is "a person's feeling of being apart from the work situation (Ahmed, Khan & Cheema, 2022)." According to Sonnentag and Fritz (2007), psychological detachment keeps the person away from ideas connected to their work. Those with a harmonious passion were able to cheerfully ignore work-related thoughts and participate in other work-related activities (Donahue et al., 2012). Even when they are not at work, people with obsessive passions are less likely to draw themselves away from their employment (Ratelle et al., 2004; Valler and et al., 2003). Thus, we make the case in our study that individuals with OP are less able to recover from the circumstance.

Hypotheses

- H1:** Harmonious work passion has a positive impact on work life Enrichment.
H2: Obsessive work passion work has a negative impact on work life Enrichment.
H3: Work life Enrichment mediates the positive relationship between harmonious work passion and life satisfaction
H4: work life Enrichment mediates the negative relationship between obsessive work passion and job satisfaction
H5: Psychological detachment moderates the positive relationship between harmonies work passion and work life enrichment
H6: Psychological detachment moderates the negative relationship between harmonies work passion and work life enrichment.

Material and Methods

We collect data through a survey questioner from different education sector of Pakistan. And we collect data randomly from male employees and female employees as well. Obsessive work passion and harmonious work passion both measured through 7 items scale which created Valler and et al. (2003). Psychological detachment measured by 4 item scale which created by Sonnentag S, and Fritz C. (2007). Job satisfaction is measured by using 5 item scale global satisfaction index (Algo et al. 1992). Work life enrichment is measured by 9 item scale Carlson et al.'s (2006). Purposive sampling technique is used in the current study.

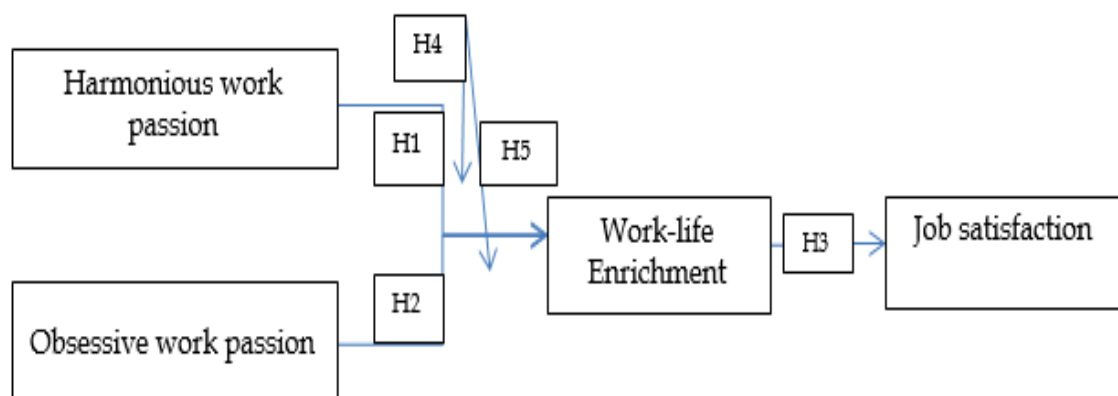


Figure: 01 - Moderating role of psychological detachment with harmonious and obsessive work passion

Results and Discussion

Table1
Summary of Variables

Variable	Frequency	Percentage%
Male	57	55.9%
Female	45	44.1%
Qualification		
Matric	4	3.9%
Intermediate	4	3.9%
Graduation	32	31.4%
Master	48	47.1%
MPhil	9	8.8%
PHD	5	4.9%
Age		
25-35	49	48.0%
36-45	30	29.4%
46-50	8	7.8%
51-55	12	11.8%
Over 55	3	2.9%
Total	102	100%

Table 1 explored the aggregation of variables which is used in a variety of contexts, such as when changing the unit of analysis or the amount of data.

Demographic Analysis

Table- 1 is exploring the sample of 102 size where involved males 57 (55.9%) and females 45 with 44.1%. The category 4 explored that people regarding intermediate 3.9% and graduates 31.4% and the people regarding master degree were 47.1%. Moreover, the M. Phil people were 9 and 8.8% and people with Ph. D degree were 4.9%. The age of 49 people was in between 25-35 and was 48.0%, the age group regarding people in between 46-50 was 7.8%, 51-55 were 12 people and 11.8%, and 55 were 3 people with 2.9%.

Table 2
Reliability Analysis

Constructs	Cronbach alpha	ITEMS
Harmonious work passion	.765	7
Obsessive work passion	.872	7
Work-life Enrichment	.930	9
Job satisfaction	0.75	5
Psychological detachment	.811	4

Reliability Analysis

Table 2 explored the results of the reliability test shows whether uniformity of constructs are accurately measured or not. The threshold regarding reliability and alpha was 0.7% and 0.7% respectively which exposed that the reliability is able to explore the construct. The work examined the variables such as Harmonious work passion, obsessive work passion, Work-life Enrichment, life satisfaction and psychological detachment alpha value is bigger than 0.7% that's how good reliability IS. (Nun ally and Bernstein, 1978). The table below shows the results of all constructs.

Table 3
Descriptive Statistics and Correlation matrix

	Mean	Std. Deviation	1	2	3	4	5	6	7	8
Gender	1.44	.499								
Age	1.92	.140	-.391**							
Education	3.67	1.00	-.107	.202*						
HWP_A	12.04	.84	-.018	-.013	-.095					
OWP_A	17.28	.60	-.057	.122	.083	.383**				
PD_A	11.42	.62673	-.053	.114	.179	-.158	.301**			
WLE_A	27.14	7.35812	-.184	.118	.260**	-.032	.267**	.403**		
JS_A	8.93	2.46737	.066	-.174	-.101	.452**	.262**	-.007	-.199*	

** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed).

Above table – 3 shows the results of the descriptive statistics and correlation matrix of this study. The mean value of WLE_A was found at highest along with standard deviation comparative to other variables. The mean value of gender found 1.44 and minimum and for OWP_A, the standard deviation was .60. JS_A has positive correlation with HWP_A, OWP_A, but negative with PD_A, education, age, and positive with gender. The overall results predicted that there found strong and positive correlation between obsessive passion and harmonious passion shown in above table.

Table 4
Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
	(Constant)	4.506	1.485		3.033	.003		
1	HWP_A	.355	.085	.409	4.154	.000	.770	1.299
	OWP_A	.075	.055	.140	1.358	.178	.699	1.430
	JS_A	-.092	.032	-.275	-2.864	.005	.812	1.231
	PD_A	.119	.095	.126	1.254	.213	.736	1.359

a. Dependent Variable: JS_A

Table 4 explored the results of coefficients regarding the included variables of HWP_A, OWP_A, JS_A, and PD_A. There found positive and significant impact regarding the stated variables like HWP_A and JS_A as the P. values were found less than 0.005. The purpose of this study is to explore the greater access of knowledge regarding psychological detachment, obsessive and harmonious use with job satisfaction. We examined that there found psychological needs satisfaction and involvement of obsessive and harmonious use at job work place.

Common method biased

Principal analysis of all items shows that there is no common method biased first factor analysis extracted 34.50% and second factor analysis extracted 67.22% of total variance. Results shows that there is no severe type of common method biased because its factor is <50 and second factor >50. The measurement model begins with the internal consistency measures that identify proposed items measuring the same constructs by producing similar scores. The inner-item uniformity was assessed through composite reliability in this research. Similar to co-efficient alpha, composite reliability also measures the internal consistency of items. The values of composite reliability vary between 0 to 1. Higher value of CR means higher internal consistency. The threshold level of CR is 0.70 to 0.90. All CR values for constructs achieved threshold of 0.70. The convergent validity refers to the degree that one measure of a construct relates to the other measure of the same

construct. To identify the elements of convergence in the measurement of construct, the value of average value extracted (AVE) is used.

The AVE imitates an overall aggregate of variance that items accounted for by latent variable. The recommended threshold is 0.50 or above. The value above 0.50 shows adequate convergent validity of construct. This means that the latent construct have explained half of the variance of its indicators. In this study, the convergent validity was assessed through the use of AVE values. All the values of AVE for the constructs achieved the threshold value of 0.50 ensuring the convergent validity. The discriminant validity assesses the extent to which two measures design to measure whether they are the same or not, or conceptually different concepts are related or not. A moderate or low level of correlation is the evidence of discriminant validity. The value of AVE can also be used to measure the discriminant validity. This is achieved when square root of AVE for each construct is higher than the construct's correlation. In this study, by comparing square root of AVE with correlation, discriminant validity is established as all AVE square root values were higher than the correlation of variables. The results of composite reliability, convergent validity, and discriminant validity are given in the table 4.

Conclusion

This study concluded the relationship of harmonious and obsessive work passion with work life enrichment and its impact on life satisfaction with moderating role of psychological detachment. The finding shows that harmonious work passion has positive relation with work life enrichment and its positive impact on life satisfaction. While obsessive work passion has a negative relation with work life enrichment and its negative impact on life satisfaction. Psychological detachment in the shed of findings shows that harmonious work passionate people detach their self from job related thoughts its means psychological detachment moderate the relationship but obsessive work passionate people due to constant pressure don't easily detach their self from job related thoughts due to constant pressure which shows psychological detachment cannot moderate the relationship. We examined harmonious and obsessive work passion impact on work life enrichment, and life satisfaction outcomes in Pakistani context. We hypothesized that harmonious work passion would generally lead to more positive outcomes, whereas obsessive work passion would result in more negative outcomes. We initiated appreciable support for the hypothesized relationships between harmonious work passion and work outcomes. These findings are linked with previous research that demonstrates positive attitudinal and behavioral consequences of harmonious work passion (Burke and Fiksenbaum 2009; Valler and et al. 2003).

Theoretical Implications

In the current paper, there are many theoretical implications which are proposed. In a previous study, researchers presented dual model of passion harmonious work passion and obsessive work passion with different outcome variables (Chen et al., 2019; Lavigne et al., 2012). Based on the COR (conservation of resource theory), we examined the effect of harmonious and obsessive work passion on work life enrichment. Harmonious passionate people actively do their work and they don't have any constant internal pressure, so harmonious work passionate people also maintain balance in their-work and family. We developed a positive relationship between harmonious work passion and work life enrichment. According to COR theory, when resources like time and energy constantly drain, it puts negative impact on work -life enrichment because people did not maintain balance in their work and life due to constant internal pressure. In a previous study, the

researchers have investigated the work passion with the mediating role of work engagement in hospitality field (Gobelna, 2019; Jang et al., 2020; Teo et al., 2020). We enhance the existing literature to check work passion by mediation role of work-life enrichment. Another theoretical aspect of this study is to demonstrate work passion by moderating the role of psychological detachment. Psychological detachment is to abstain or being away from work related thoughts especially at the time when the employee is not performing work related activities. Accordingly, in the current study, harmoniously intimately passionate persons were able to effortlessly disconnect from work-related thoughts, whereas obsessively passionate people were unable to do so due of ongoing internal pressure. Lastly, by investigating the impact of work passion on job satisfaction and using life satisfaction and job performance as dependent variables, we expand the theoretical implications in the current study.

Practical Implications

In the current study, we provide several recommendations for the organization's management based on empirical facts. The impact of an obsessive work passion can be altered by supportive supervision and an organizational culture. Due to ongoing internal pressure, obsessive work enthusiasm has a detrimental effect on both job happiness and the enrichment of one's work life. In contrast to obsessive work passionate individuals, who have poor work life enrichment and negatively affect job happiness, harmonious work passionate people refrain from thinking about their jobs and have higher levels of work life enrichment. Employees are worn out and dejected because of the ongoing drain on resources. Flexible work arrangements with managerial assistance protect employees against low job satisfaction and low levels of enrichment.

Limitation and Future Directions

In the current study, we examined the impact of harmonious and obsessive work passion in the Pakistani context. This study was limited in scope since the time and resources available were limited in their capacity. This hampered the study from developing grounds that could allow it to compensate for multicultural interpretations and complete comprehension of the subject at hand. Therefore the future researchers are requested to upgrade the scope of this study by making more efforts and allocating resources for the data collection process (Hussain et al., 2011). One way of doing it is by extrapolating the data over multiethnic and multicultural grounds. Another way of delimitating this study would be to change the lens of the theoretical framework of the conceptual model so as to come to a more diverse understanding of the reviewed phenomena. This would allow for the generalization of the phenomena under review, hence substantiating the underpinning theory of Conservation of Resource Theory (CORT, Dr. Stevan E. Hobfoll, 1989) & Social Difference Theory (SDT). In the current study, we collected data from education sector only which may leads towards results generalization issues. Future researchers may expand their different sector like industrial sector, education sector, banking sector to minimize results generalization issues. In this study, life satisfaction is taken as a dependent variable. Future researchers may conduct the empirically study on more organizational variables, for example they may take job performance as a dependent variable and consider a different context of job performance like contextual performance, counterproductive behavior etc.

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