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| **Topic** | **Relationship between Perceived Task Significance and Job Satisfaction Among Employees in a Nonprofit Organization** |
| **Description** | This study investigates the impact of perceived task significance on job satisfaction among employees in a nonprofit organization. Task significance refers to an employee's belief that their job duties are important and contribute meaningfully to broader goals. The research aims to determine how this perception affects their overall satisfaction at work.The hypothesis underlying this research is that in nonprofit settings, where roles are typically linked to broader social objectives, the perceived importance of one's tasks might significantly enhance job satisfaction, potentially outweighing other factors like salary or job security. This research focuses on assessing whether the sense of contributing to a meaningful cause can elevate an employee's job satisfaction levels in the nonprofit sector. |
| **Target Sample** | The target sample comprises employees from various departments within the nonprofit organization where I am currently employed.It aims to include a diverse group in terms of roles, tenure, and backgrounds to ensure comprehensive insights into intrinsic motivation's impact across different job functions and experience levels within the nonprofit sector.* Nonprofit Name - Form Communities
* Location - USA, Texas
* Number of employees - 63
* Permission from the organization for research - Approved
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| **Variable** | Independent Variables (IVs) - Perceived Task SignificanceSub Variables - Perceived Social Impact Sub Variables - Perceived Social WorthDependent Variables (DVs) - Job Satisfaction |
| **H1 (Hypothesis)** | H1: **Perceived task significance** has a significant relationship with job satisfaction among employees in a nonprofit organization, potentially outweighing other factors like salary or job security.H1: **Perceived social impact** has a significant relationship with job satisfaction among employees in a nonprofit organization.H1: **Perceived social worth** has a significant relationship with job satisfaction among employees in a nonprofit organization. |
| **H0 (Null Hypothesis)** | H0: **Perceived task significance** does not have a significant relationship with job satisfaction among employees in a nonprofit organization.H0: **Perceived social impact** does not have a significant relationship with job satisfaction among employees in a nonprofit organization.H0: **Perceived social worth** does not have a significant relationship with job satisfaction among employees in a nonprofit organization. |
| **Data Collection Method** | **Quantitative Data:** Deployment of an online survey to all employees, using validated instruments to measure:* Perceived Task Significance
* Perceived Social Impact (Mediators)
* Perceived Social Worth (Mediators)
* Job Satisfaction Survey (JSS)
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| **Data Analysis Method** | **Quantitative Analysis - Correlational Study**Use of SPSS for statistical tests such as:1. **Descriptive Statistics -** To summarize and describe the basic features of the dataset and provide insights into its structure.
2. **Tests for Normality -** To verify that the data follow a normal distribution, a requirement for many parametric statistical tests.
3. **Correlation Analysis -** To determine the strength and direction of the relationships between variables.
4. **Regression Analysis -** To explore the causal effects and interactions between variables, and to verify the hypothesized mediating effect
	1. If the correlation is accidental or actual causation.
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| **Inclusion/Exclusion Criteria** | **Inclusion Criteria:**Employees currently working in various departments at Form Communities.Willingness to participate as evidenced by consent.**Exclusion Criteria:**Employees under 18 or those not directly involved with Form Communities. |
| **Ethics** |
| **Privacy and Confidentiality** | **Voluntary Participation** - Participation will be entirely voluntary, with assurances that non-participation or withdrawal will not affect their job status.**Confidentiality**: All collected data will be anonymized to protect participants' identities. Only aggregate results will be published. |
| **Potential Risk and Solutions to Address them** | 1. **To Participants: Psychological risks -**  Emotional distress from reflecting on their personal motivation.

**Solution -** Provide contacts for mental health support in the Participant Information Sheet. |