*Research in Health & Medical Sciences* *Research Article*

*2024 October; 3(4)*

# Investigating the relationship between lifestyle and job performance and job motivation of family physicians at Torbat Heydariyeh University of Medical Sciences in 2019

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**Received: 2026/1; Revised: 2026/4; Accepted: 2026/4**

## Abstract

This study aimed to investigate the relationship between lifestyle and job performance and job motivation of family physicians at Torbat Heydariyeh University of Medical Sciences. The present study is a descriptive-correlational study. In this research, lifestyle was considered as the independent variable, and job performance and job motivation as dependent variables. The statistical population included all family physicians working at Torbat Heydariyeh University of Medical Sciences (n=61), who were selected using a convenience sampling method. The instruments used included the Miller and Smith Lifestyle Questionnaire (2007), the Hackman and Oldham Job Motivation Questionnaire (1972), and the Paterson Job Performance Questionnaire (1970); these instruments have high validity and reliability. Data were analyzed using descriptive statistics (mean and standard deviation) and inferential statistics (Pearson correlation coefficient and linear regression). The findings showed that there is a significant relationship between lifestyle and job performance and job motivation of family physicians. The correlation value between lifestyle and job performance (0.467) and with job motivation (0.691) is at an acceptable and high level. Given the significance level (0.001), it can be concluded that a significant correlation exists. Overall, the results showed that lifestyle has a positive and significant relationship with job performance and job motivation of family physicians (0.001).

**Keywords:** Lifestyle, Job Performance, Job Motivation

## Introduction

Lifestyle refers to relatively stable behavioral patterns that persist throughout an individual's life. Any change in the deeply rooted beliefs formed within a person is not possible without external intervention or psychotherapy; therefore, the first step in this regard is to understand one's way of life. Lifestyle represents an individual's main psychological orientation and encompasses relatively stable rules that shape their activities. The management of these principles rests with the individual, enabling them to exercise free choice and fully leverage their personal abilities and resources (1). In other words, lifestyle is a relatively consistent approach that individuals adopt to achieve their goals, and one way to gain a deeper understanding of it is to examine the elements and components attributed to lifestyle (2).

Lifestyle is a distinct and unique combination of motives, traits, interests, and values. It manifests in every action an individual takes and determines how they think, learn, and behave. This concept has at least three important dimensions: self-concept, need satisfaction, and decision-making. Each of these dimensions is in turn influenced by three other factors: physical, psychological, and social factors. Through the interaction among all these factors, a specific course of action for achieving goals is determined (3). Alfred Adler first introduced the concept of lifestyle in 1900. This concept resembles a set of personality traits. Each individual subjectively designs these traits for themselves in the early years of childhood. This design takes the form of a kind of systematic individual schema within the social context of the family (4).

One of the most fundamental needs of individuals in today's societies is employment and earning an income. It seems that people's social identity is given meaning through the job and profession they are engaged in. Income generated from work, the social status of the job, and other related factors are all among the elements that can influence individuals' lifestyles (3). Meanwhile, paying attention to employees as the largest and most important asset of an organization is a phenomenon that has grown significantly over the past few decades. For this reason, identifying the factors affecting employee performance, particularly family physicians, is one of the goals of human resource development in the management of executive departments (5).

One of the components that can be influenced by the lifestyle of medical sciences employees is job performance. Job performance is a general concept in psychology related to workplace issues and human resource management. It refers to whether individuals perform their jobs well. Among the various theories of job performance, the theory proposed by Campbell and colleagues is considered a leading framework (2). From a psychological perspective, Campbell describes job performance as a variable level of individual performance. He lists its dimensions as follows: performance versus output, relevance to organizational goals, and multidimensionality. In a comprehensive definition, job performance includes both behavior and outcomes. This means that in job performance both inputs (behavior) and outputs (results) must be taken into account (6).

Another component that can be influenced by lifestyle is job motivation. Employment is considered a central factor in the lives of most people. Having a job not only provides necessities such as food, shelter, and the like for human survival, but for most individuals who have goals for working and seek meaning in their lives, it is also a major source of pleasure and satisfaction in life. Motivation is a psychological characteristic related to the degree or level of a person's commitment. Motivation encompasses the factors that cause human behavior, determine the direction of behavior, and maintain the type of behavior along a specific committed path (7). Job motivation is necessary and essential for continued employment. If a person is not interested in their job and the job does not stimulate them, continuing to work will be

tedious or even impossible. In the medical sciences system, competent employees, with a sense of excitement, ownership, and pride, implement their best innovations and ideas and work with a sense of responsibility (9,10).

Several studies have been conducted on the relationship between the aforementioned variables. Niknejad and Zarei (2016) showed that there is a positive and significant relationship between lifestyle and job satisfaction (11). Additionally, Azhdari (2016) pointed to a positive relationship between lifestyle and mental health, as well as a negative relationship with nurses' job stress. Internationally, Menlik et al. (2013) demonstrated that the components of a healthy lifestyle have a positive relationship with reduced stress and increased job satisfaction (8).

Given the above points and considering that family physicians, due to the nature of their profession, face high levels of stress and workload while playing a key role in the healthcare system, investigating factors that can explain their job performance and motivation is of particular importance. Despite the research conducted, limited studies have simultaneously examined the relationship between lifestyle and both job performance and job motivation among family physicians. Therefore, given the existing research gap in the statistical population of Torbat Heydariyeh University of Medical Sciences, the main research question of the present study is: Is there a significant relationship between lifestyle and job performance and job motivation of family physicians?

## Method

This descriptive cross-sectional study included all 61 family physicians working at Torbat Heydariyeh University of Medical Sciences. The entire population was sampled using convenience sampling due to the limited population size.

### Data collection instruments

To collect data for testing the research hypotheses, three standard questionnaires were used: the Miller and Smith Lifestyle Questionnaire (1988), the Paterson Job Performance Questionnaire (1970), and the Hackman and Oldham Job Motivation Questionnaire (1975).

### Job motivation questionnaire

This questionnaire was developed by Hackman and Oldham (1972) based on the translated version of the American JDS Institute questionnaire to measure the level of job motivation among employees in all occupations. It has 25 questions with a 5-point scale.

This questionnaire has five key characteristics as follows: skill variety, referring to the degree to which a job requires employees to use various skills and abilities; task identity, referring to whether the job has a clear beginning and end and whether a specific part of the task completion falls under this job; task significance, which is the degree to which a job has an impact on other people inside or outside the organization; autonomy, referring to the independence of the job and how much freedom and control employees have in determining their work schedule, making decisions, or choosing work tools; and feedback, which is the degree to which work activities lead to clear and explicit information about the effectiveness of job performance.

The components of job motivation and the question numbers for each are as follows: skill variety (questions 1, 6, 11, 16, and 21), task identity (questions 2, 10, 15, 19, and 23), task significance (questions 3, 7, 12, 17, and 22), autonomy (questions 4, 9, 13, 18, and 24), and feedback (questions 5, 8, 14, 20, and 25).

### Validity and reliability of the job motivation questionnaire

This questionnaire was studied by Kardani in 2007. Then, administered it to a sample group of 500 high school teachers in Tehran. The reliability coefficient of this test was calculated

using Cronbach's alpha method and reported as 0.79. The content validity of this test was confirmed by professors and specialists, and given the obtained reliability coefficient, it can be concluded that the test possesses one of the pieces of evidence for construct validity. Its scoring is as follows: very high = 5, high = 4, somewhat = 3, low = 2, and very low = 1. The highest score indicates high motivation, and the lowest score indicates low motivation. Questions 6, 12, 19, and 24 are scored in reverse. Based on the score each individual obtains from each section of the job questionnaire, their job motivation score is calculated using the following method: subtract 25 from the total score obtained by each individual, and then divide the result by 5. The obtained score, which will range from 0 to 20, indicates the individual's job motivation.

Based on the obtained score, job motivation levels were categorized as follows: scores 5 to 8 indicate weak motivation, 8.1 to 11 low motivation, 11.1 to 14 moderate motivation, and 14.1 to 17 high motivation.

**Job performance questionnaire**

The Job Performance Questionnaire was developed by Paterson (1975) and was translated into Persian by Shokrkon and Arshadi in Iran in 1990. This questionnaire has 15 questions. It measures employee performance in the area of their job and organizational duties. The scoring method for this 15-question questionnaire is on a 4-point scale, with options including "rarely, sometimes, often, and always." Scores of 0, 1, 2, and 3 are assigned to each option respectively. Therefore, the range of scores for each subject is between 0 and 45. The reliability of the questionnaire – reliability of an instrument, which is interpreted as accuracy and dependability – means that if a measurement tool designed to assess a variable or trait is used under similar conditions at another time or place, similar results are obtained. In other words, a reliable instrument is one that has the property of repeatability and yields consistent results (Hafeznia, 1998, p. 155). Cronbach's alpha coefficient was used to estimate the reliability of the questionnaire.

Cronbach's alpha values were calculated as 0.734 for emotional intelligence, 0.842 for self-awareness, 0.763 for self-control, 0.763 for empathy, 0.763 for social skills, 0.784 for self-motivation, and 0.784 for performance. Given that Cronbach's alpha values for both questionnaires are greater than 0.7, the reliability of the questionnaires is confirmed.

**Lifestyle questionnaire**

This questionnaire consists of twenty questions. It was translated from the original questionnaire into Persian and then back into English, with each translation done by three people. The questionnaire is scored using a Likert scale. Each question has five responses: always (1), often (2), sometimes (3), rarely (4), and never (5). Higher scores indicate an unpleasant and unhealthy lifestyle. A score between 20 and 45 indicates a low lifestyle. A score between 46 and 75 indicates a moderate lifestyle. A score between 76 and 100 indicates a high lifestyle.

The validity of the questionnaire was confirmed after translation by faculty members of Isfahan University of Medical Sciences using the back-translation method. Its reliability was found to be 0.86 in a pilot study of 20 patients with lung disease, and Cronbach's alpha for each individual question was above 0.5. In this study, to assess reliability, the Lifestyle Questionnaire was administered to 30 nurses at a two-week interval, and its reliability was found to be 0.85.

**Data analysis**

In this study, the Lifestyle, Job Performance, and Job Motivation questionnaires were first completed by the family physicians. Then, for data analysis, SPSS and Excel software were used along with statistical methods including descriptive methods (frequency, percentage, mean, and standard deviation), Pearson correlation, and linear regression. Table 1 shows the descriptive and normality indices of the research variables.

**Table 1. Descriptive and normality indices of the research variables**

| Variables | (Mean ± SD) | Skewness | Kurtosis | Cronbach's Alpha |
|---|---|---|---|---|
| **Lifestyle** | 3.46±0.62 | -0.52 | 0.10 | 0.925 |
| **Job Performance** | 3.53±0.56 | -0.40 | -0.34 | 0.773 |
| **Skill Variety** | 3.32±0.83 | -0.15 | -0.27 | 0.776 |
| **Task Identity** | 3.49±0.78 | -0.68 | 0.04 | 0.858 |
| **Task Significance** | 3.62±0.64 | -0.60 | 0.39 | 0.836 |
| **Autonomy** | 3.48±0.86 | -0.53 | -0.27 | 0.811 |
| **Feedback** | 3.68±0.68 | -0.08 | -0.07 | 0.829 |
| **Job Motivation** | 3.52±0.58 | -0.45 | 0.01 | 0.950 |

The mean scores of all variables were higher than 3 (the midpoint of the 5-point Likert scale). The majority of respondents tended toward the "high" and "very high" options when answering the questionnaire questions. The data distribution for all variables followed a normal statistical distribution. Cronbach's alpha values for all variables were found to be above the threshold of 0.7.

Table 2 shows the correlation coefficients of the research variables. The correlation between lifestyle and the dependent variables of job performance (r = 0.467) and job motivation (r = 0.691) is at a positive, acceptable, and high level.

**Table 2. Correlation coefficients between research variables**

| Research Variables | Job Motivation | Feedback | Autonomy | Task Significance | Task Identity | Skill Variety | Job Performance | Lifestyle |
|---|---|---|---|---|---|---|---|---|
| Lifestyle | 0.691** | 0.629** | 0.590** | 0.370** | 0.488** | 0.537** | 0.467** | 1 |
| Job Performance | 0.555** | 0.397** | 0.367** | 0.482** | 0.483** | 0.403** | 1 | 0.467** |
| Skill Variety | 0.753** | 0.437** | 0.519** | 0.249** | 0.577** | 1 | 0.403** | 0.537** |
| Task Identity | 0.840** | 0.510** | 0.535** | 0.577** | 1 | 0.577** | 0.483** | 0.488** |
| Task Significance | 0.686** | 0.511** | 0.396** | 1 | 0.577 | 0.249* | 0.482** | 0.370** |
| Autonomy | 0.781** | 0.438** | 1 | 0.396** | 0.535 | 0.519** | 0.367** | 0.590** |
| Feedback | 0.742** | 1 | 0.438** | 0.511** | 0.510 | 0.437** | 0.397** | 0.629** |
| Job Motivation | 1 | 0.742** | 0.781** | 0.686** | 0.840 | 0.753** | 0.555** | 0.691** |

**P-value <0.1

The Pearson correlation coefficient between lifestyle and job performance of family physicians at Torbat Heydariyeh University of Medical Sciences in 2019 was 0.467. Given the significance level of 0.001, it can be concluded that a significant correlation exists. As lifestyle scores increase, job performance scores of family physicians at Torbat Heydariyeh University of Medical Sciences in 2019 will also increase. In other words, lifestyle led to the improvement and increase in job performance of family physicians at Torbat Heydariyeh University of Medical Sciences in 2019.

The Pearson correlation coefficient between lifestyle and job motivation of family physicians at Torbat Heydariyeh University of Medical Sciences in 2019 was 0.691. As lifestyle scores increase, job motivation scores

of family physicians at Torbat Heydariyeh University of Medical Sciences in 2019 will also increase. In other words, lifestyle led to the improvement and increase in job motivation of family physicians at Torbat Heydariyeh University of Medical Sciences in 2019.

The Pearson correlation coefficient between lifestyle and skill variety of family physicians was r = 0.537. Given the significance level of P = 0.001, as lifestyle scores increase, skill variety scores of family physicians will also increase. In other words, lifestyle led to the increase and improvement of skill variety among family physicians.

The Pearson correlation coefficient between lifestyle and task identity of family physicians was r = 0.488. Given the significance level of P = 0.001, the hypothesis based on the existence of a relationship between lifestyle and task identity of family physicians is accepted. Thus, it is inferred that as lifestyle scores increase, task identity scores of family physicians will also increase. In other words, lifestyle will lead to an increase and improvement in task identity of family physicians.

**Relationship between lifestyle and task significance**

The Pearson correlation coefficient between lifestyle and task significance of family physicians was r = 0.370. Given the significance level of P = 0.003, the hypothesis based on the existence of a relationship between lifestyle and task significance of family physicians is accepted. Thus, it is inferred that as lifestyle scores increase, task significance scores of family physicians will also increase. In other words, lifestyle will lead to an increase and improvement in task significance of family physicians.

The Pearson correlation coefficient between lifestyle and autonomy of family physicians was r = 0.590. Given the significance level of P = 0.001, it can be concluded that a significant correlation exists. Therefore, the hypothesis based on the existence of a relationship between lifestyle and autonomy of family physicians is accepted. Thus, it is inferred that as lifestyle scores increase, autonomy scores of family physicians will also increase. In other words, lifestyle will lead to an increase and improvement in autonomy of family physicians.

The Pearson correlation coefficient between lifestyle and feedback of family physicians was r = 0.629. Given the significance level of P = 0.001, it can be concluded that a significant correlation exists. Therefore, the hypothesis based on the existence of a relationship between lifestyle and feedback of family physicians is accepted. Thus, it is inferred that as lifestyle scores increase, feedback scores of family physicians will also increase. In other words, lifestyle will lead to an increase and improvement in feedback of family physicians.

The adjusted coefficient of determination in the model related to the dependent variable of job motivation was obtained as 0.468. Therefore, it can be stated that lifestyle was able to predict 46.8% of the variance (changes) in job motivation. The Durbin-Watson statistic tests the independence of errors. It was estimated at 1.903, indicating that the regression errors are independent.

**Table 3. Linear regression between lifestyle and job performance and job motivation**

| Variables | Unstandardized coefficients | | Standardized coefficients | t-value | Significance level |
|---|---|---|---|---|---|
| | B | SE | Beta | | |
| Constant | 1.285 | 0.310 | - | 4.147 | 0.001 |
| Lifestyle | 0.645 | 0.088 | 0.691 | 7.335 | 0.001 |

The linear regression results show that in the model, the significance level of the independent variable (lifestyle) with a t-statistic of 7.335 was 0.001. Lifestyle has a significant effect on job motivation of family physicians at the University of Medical Sciences with a standardized beta of 0.691 ($p < 0.05$). In other words, with an increase of one standard

deviation in lifestyle, the job motivation of family physicians in the healthcare staff of the University of Medical Sciences will increase by 0.691 standard deviations. Lifestyle was able to predict changes (variance) in job motivation of family physicians at the University of Medical Sciences.

**Discussion**

The present study investigated the relationship between lifestyle and job performance and job motivation of family physicians at Torbat Heydariyeh University of Medical Sciences in 2019. The results showed that there is a significant relationship between lifestyle and job performance and job motivation of family physicians at Torbat Heydariyeh University of Medical Sciences in 2019.

According to the results obtained from the present research, there is a significant relationship between lifestyle and job motivation (r = 0.691). In explaining this result, it can be stated that when individuals' personal and work lives are compatible, they will be happier and more satisfied, and consequently, they will perform their duties with high motivation, resulting in optimal achievement of the desired quality level of society. It is quite evident that professional individuals such as nurses are not immune to the effects of lifestyle. By influencing the services provided, one can improve the quality and effectiveness of community nursing services. Given that motivation is a psychological characteristic that drives human behavior, and considering the numerous lifestyle challenges physicians face, it is not surprising that this characteristic is influenced by factors affecting the physical-psychological system. Moreover, since motivation is not unaffected by environmental conditions, the imposed working conditions in the form of lifestyle among a professional group such as physicians can certainly shape job motivation in such a way that even community health depends on it.

According to the results from the present study, there is a significant relationship between lifestyle and job performance (r = 0.467). This is because quality of life, as defined by lifestyle type, influences how individuals perceive their position and social context after engaging with their professional work environment. Due to the perception of the ability to experience pleasure as a result of one's subjective evaluation and its comparison with predetermined standards, and because of the interaction between personal and work life and engagement with choices and opportunities, an individual's performance differs. This finding is fully consistent with the research of Ty Saei and Liu (2012). Lifestyle is a relatively stable method that an individual uses to achieve their goals, meaning it is a way to attain life goals. One way to better understand the concept of lifestyle is to examine the elements and components considered for lifestyle. Components refer to things that are concrete examples of lifestyle. Known components of lifestyle include physical activities, leisure time, sleep and wakefulness, social relationships, family relationships, spirituality, safety and tranquility, nutrition, and others, each of which serves as a main pathway in individuals' lives (12). Lifestyle is a strategy that individuals use to achieve a sense of belonging or to attain a position in this world. According to Lombardi and colleagues, lifestyle is an organized and stable method of looking at oneself, others, and adapting in one's own way (13). Medicine is one of the professions where working conditions may influence individuals' lifestyles, and these specific professional conditions lead to experiences and perceptions that can create a different concept of lifestyle. On the other hand, it should be remembered that professional individuals, including nurses, are not immune to the effects of lifestyle. For example, in their professional environment, they are exposed to job-related hazards that cause harmful physical and psychological effects (14).

Based on the results, the following are suggested: holding consultative and psychological sessions with nursing managers and officials to raise awareness about the

importance of the issues that nurses face and the irreversible damages that can threaten society and the human population both economically and socially; also, holding intergroup sessions to increase communication and information exchange between managers and physicians and to resolve problems in order to reduce tensions and improve the quality of healthcare services; as well as providing educational programs to increase physicians' awareness of the type of lifestyle that can cause subsequent problems and physical-psychological damages, and consequently, awareness of techniques and methods for change and prevention of threats.

## Conclusion

The findings of the present study showed that there is a significant relationship between lifestyle and job performance and job motivation of family physicians. Such that the correlation between lifestyle and job performance (0.467) and with job motivation (0.691) is evaluated at an acceptable level. Given the significance level (0.001), it can be concluded that the observed correlation is significant. In summary, the results indicate that lifestyle has a positive and significant relationship with job performance and job motivation of family physicians. These findings can be used in designing health promotion programs and improving human resource productivity in the healthcare system, particularly for the community of family physicians.

## Declaration

This article was translated using an artificial intelligence (AI) tool.

## Acknowledgments

This article was derived from a master's dissertation approved by the Tehran University of Medical Sciences, Islamic Azad University, with the code 62035.

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