

The aim of this study is to testify the affiliation between motivation and employees performance by taking job satisfaction as mediator in Pakistan International Airlines. In this cross sectional study, about 200 participants including Officers and Staff of Pakistan International Airlines based at Peshawar were served using questionnaire technique. Sample of 200 participants were randomly selected. The information so collected was analyzed using regression & correlation techniques through SPSS.

The research model was including three key variables like motivation (Independent Variable), job satisfaction (Mediator) and finally employee performance (Dependent Variable). Total three questionnaires were adopted from various sources and thus utilized for each variable in the research study. Data was then encoded in the SPSS and similarly reliability analysis was also done during this process.

Regression Analysis was utilized for knowing the prediction of one variable with the other variables while correlation analysis was materialized to check the association between variables. The results were matching to the previously research done on this project and showed that there was relationship between independent and dependent variable of the research model. Likewise the mediating variable also showed a significant relationship between independent and dependent and also performed as a bridge between independent and dependent variable of this research project.

The results revealed affirmative correlation between motivation, job satisfaction and employees performance. Moreover, the results shows that participants are highly motivated which positively influences their job satisfaction. Consequently, increase in job satisfaction raises the stage of the performance of labor force in Pakistan International Airlines, Peshawar.