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## Influence of achievement motivation in women on satisfaction with professional and personal life

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**Abstract.** The relevance of the subject under study was conditioned by current trends in society, where active discussion on gender equality continues. Modern trends contribute to women's self-fulfilment and the disclosure of their personal potential. The purpose of the present study was to analyse the specific features of the influence of achievement motivation in women on their satisfaction with professional activity and personal life. For this, the following methods were employed: T. Ehlers' method of diagnosing motivation for success, K. Riff's psychological well-being scales, and E. Diener's life satisfaction scale. A comparative analysis was performed among the data obtained from working and unemployed women; married or in relationships, and women without relationships; women with children, and those without. An interpretation of the results obtained was proposed. The study showed that employed women, as well as women with children and those in relationships or married, are more likely to have high levels of psychological well-being and life satisfaction. Greater levels of life satisfaction were observed among married women and those with children. The study found that the level of motivation and satisfaction was to some extent interrelated: the greater the motivation, the better the indicators of psychological well-being and life satisfaction. Women with strong levels of motivation tend to achieve more success in various areas of life: in their professional careers, in building relationships, in starting a family, and having children. The practical value of the present study lies in the creation of methodological recommendations aimed at developing achievement motivation in women. They will help promote self-fulfilment in various areas of activity and achieve harmony between professional and personal life

**Keywords:** family life; career; self-fulfilment; professional development; psychological well-being

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## INTRODUCTION

The relevance of the study was determined by modern changes in various spheres of life and society's striving for gender equality, which contributes to the active involvement of women in social processes. Such trends open new opportunities for self-fulfilment and the development of personal potential. Modern women increasingly often pursue career paths and self-expression, while combining this with family life, as fulfilment in various spheres contributes to overall well-being. Their desire to achieve success, develop professional skills, build relationships, and start a family

are crucial factors in personal growth. The level of motivation plays a key role in achieving life and professional goals, influencing their self-fulfilment in their career, society, and family. Successful self-fulfilment in various spheres of life can contribute to a greater level of psychological well-being and life satisfaction.

In the study by Yu.V. Lukasheva & Yu.M. Chemodurova (2024), the factors that influence life satisfaction in early adulthood women were examined. Among the key factors that determine the level of satisfaction or dissatisfaction,



the researchers highlighted internalised gender norms and gender role socialisation, which shape traditional behaviour patterns and feminist values in women. Coping strategies for overcoming stress are vital, serving as a mechanism of compensation and contributing to overall life satisfaction. Social and professional activity plays a major role, influencing psychological comfort and the risk of role conflicts. The study revealed that women who recognise the significance of their activities and have developed communication skills are generally more satisfied with their lives. In contrast, those with lower levels of satisfaction tend to focus more on social approval and experience challenges in relationships.

I. Zhilkina & S.M. Kondratyuk (2020) showed that among young adult women, all of whom are married and employed, the key components of psychological well-being include “personal growth”, “positive relationships with others”, and Self-Acceptance. Less pronounced were aspects such as “life goals”, “autonomy”, and “environmental control”. Overall, this group was characterised by a moderate level of psychological well-being, formed through the pursuit of self-development, the maintenance of social ties, and the presence of life goals that meet their needs.

An empirical study by J. Melashchenko & L. Hrydkovets (2021) on the psychological well-being of modern women who chose between family and career revealed that they faced an internal conflict regarding this choice or its combination. The greatest level of psychological well-being was demonstrated by women who successfully combine career and family, while the lowest levels were observed among those who were forced to give up career advancement due to external pressure. At the same time, imposing career development can also have negative consequences, including lower self-esteem and feelings of guilt for “giving up motherhood”, which makes it harder to manage one’s personal life. The findings revealed that a woman’s level of life satisfaction and psychological well-being depended on her ability to fulfil herself both professionally and in her family life. Combining these two aspects gives life deeper meaning, making it more fulfilling and harmonious.

Marriage and family relationships can substantially influence a woman’s professional development (Zhivak, 2023). Support and understanding from a partner and family create a favourable environment for career growth, motivating women to reach new heights. Equal distribution of responsibilities in the family allows women to focus on their professional goals, while a well-organised balance between work and personal life contributes to efficiency and career satisfaction. At the same time, conflicts, stress, and misunderstandings in relationships can negatively affect psychological well-being and concentration, hindering professional fulfilment. Social and cultural expectations regarding women’s roles in the family can also limit career development opportunities. The impact of family relationships on professional growth is individual and depends on unique circumstances, the level of support from the environment, motivation, and personal goals of women. M. Zhivak (2023) confirmed a

correlation between family relationships and professional self-fulfilment: a supportive family environment can be an essential factor in career development.

According to the findings of I. Ustymenko & A. Harchenko (2022), unemployed and employed women have distinct indicators of psychological well-being. Unemployed women are characterised by lower levels of psychological well-being, autonomy, Environmental Mastery, personal growth, self-perception, and purpose in life. Lack of fulfilment in the professional sphere leads to feelings of psychological distress and difficulties in self-perception, which contradicts current trends, where women strive for self-fulfilment, financial independence, and self-sufficiency. According to existing social trends and gender stereotypes, women who lost their jobs and income experience lower levels of well-being. In contrast, employed women demonstrate greater levels of well-being, which is expressed in their ability to actively interact in society, their positive self-perception, and the fulfilment of their potential. It was found that employed women have greater levels of psychological well-being and quality of life, and they are also more motivated to achieve success.

In the paper by L.P. Mishykha & V.Yu. Kravchenko (2022), the factors influencing the psychological well-being of middle-aged women were identified. These included physical and mental health, family well-being, feelings of attractiveness and youthfulness, financial stability, and confidence in the future. Barriers to psychological well-being for women of this age include poor health, loneliness, disharmonious family relationships, unemployment, lack of children, lack of prospects for the future, inability to fulfil their personal needs, as well as lack of hobbies, interests, friends, and productive leisure activities.

Research conducted by V.I. Afanasenko & T.V. Komar (2021) showed that the marital status of women of different ages is related to their psychological well-being. Married women demonstrated greater levels of psychological well-being compared to those who were never married. Divorced women occupied an intermediate position in terms of psychological well-being between married women and those who were never married. K.P. Havrylovska & I.M. Pavliuk (2021) found that the greatest level of psychological well-being was observed in older women who raised children and were either married or in a relationship. The lowest level of psychological well-being was found among single women who did not have children. Single women who were raising children without a partner had greater levels of psychological well-being than single women or married women without children.

The purpose of this study was to investigate empirically the influence of the level of motivation in women of different marital and professional status on the level of psychological well-being and satisfaction in various areas of life. The scientific originality of the study lies in supplementing theoretical knowledge about the influence of achievement motivation on psychological well-being and satisfaction with professional and personal life in women.

## MATERIALS AND METHODS

The research base included an online survey of Ukrainian women of different social, professional, and family status. The number of respondents was 52, with the age range of the sample being 18-65 years. The study was conducted in November 2024. An anonymous questionnaire was developed using Google Forms. Respondents answered at a convenient time, and responses were received electronically.

The largest category of women in the sample was in the 26-45 age group (48 respondents, 92.3%), followed by the 18-25 age group with 1 respondent (1.9%), and the 46-65 age group with 3 respondents (5.8%). Among the respondents, 29 (55.8%) were married, 10 (19.2%) were in a relationship, and 13 (25%) were not in a relationship. According to the survey results, 42 (80.8%) respondents were employed, 10 (19.2%) were unemployed. Among the women surveyed, 64.7% did not have children (33 respondents), 35.3% (18 respondents) had children. To achieve the empirical goals of the study, the following psychodiagnostic methods were employed:

T. Ehlers' method for diagnosing personal motivation for success, adapted in Ukrainian (Kokun *et al.*, 2012). This questionnaire with 41 questions (answers in "yes" or "no" format) allows assessing the level of motivation for success, classifying it as low, medium, high, or very high. According to the interpretation of the data obtained using the method for assessing personal motivation for success, the level of motivation for success is assessed using the following indicators:

- 1-10 points – low level of motivation;
- 11-16 points – average level;
- 17-20 points – moderately high level of motivation;
- over 21 points – very high level of motivation to achieve success.

Psychological Well-Being Scales by K. Riff, adapted by S.V. Karaskanova (2011). The methodology measures the severity of key aspects of psychological well-being based on an eudaemonistic approach. It is based on six key components: purpose in life, positive relations with others, personal growth, Environmental Mastery, Self-Acceptance, and autonomy. The components are scored to determine the overall level of psychological well-being: low (<315 points), medium (315-413 points), high (414-504).

The "Positive relations with others" scale assesses the ability to form trusting and warm relationships. The criteria examined include the level of social support, openness in communication, tendency to empathise and compromise. Respondents with high scores have harmonious relationships, care about others, and are willing to compromise, while those with low scores feel isolated, find it challenging to open up, and often avoid meaningful relationships. The "Autonomy" scale measures independence. Criteria studied include the level of independence in decision-making, confidence in one's beliefs, and ability to resist social pressure. A high score indicates independence and the ability to act according to personal beliefs, while a low score indicates dependence on the opinions of others and a tendency to succumb to external pressure.

The Environmental Mastery scale determines the ability to control the environment. The criteria studied include effectiveness in achieving set goals, ability to adapt to change, and organisational skills. A high score indicates competence in managing situations and achieving goals, while a low score indicates difficulties in organising activities and a feeling of lack of control. The Personal Growth scale assesses the ability to develop. The criteria examined include desire for self-improvement, willingness to learn and master new things, and openness to change. Respondents with high scores feel a constant need for improvement and fulfilment of their potential, while those with low scores have no interest in change and development.

The Purpose in life scale determines the presence of a life direction. The criteria studied include clarity and awareness of life goals, level of motivation, and sense of meaning in life. A high score indicates the presence of clear goals and beliefs that give meaning to life, while a low score indicates a lack of purpose and direction. The Self-Acceptance scale measures attitudes towards oneself. The criteria examined include the level of self-esteem, satisfaction with oneself, attitude towards one's personal achievements, and shortcomings. A high score indicates Self-Acceptance, including one's shortcomings, while a low score indicates dissatisfaction with oneself and a desire to be different.

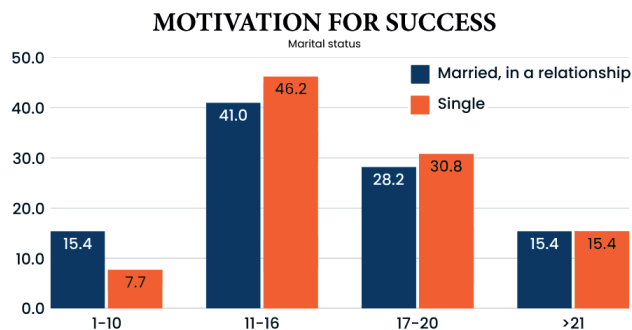
E. Diener's "Life Satisfaction Scale" in the Ukrainian adaptation by V. Olefir & V. Bosnyuk (2024) is one of the most widely used tools for assessing overall life satisfaction. The Life Satisfaction Scale (SWLS) is used to assess a person's overall cognitive perception of their life. Subjective well-being includes two key aspects: emotional (affective) and cognitive (related to evaluation and judgement). The SWLS was developed specifically to measure the cognitive component. The results are assessed by a total score, which can range from 5 to 35. The higher the total score, the greater the level of life satisfaction. Interpretation of results on the life satisfaction scale (range: 5-35 points):

- 31-35 points: extremely satisfied;
- 26-30 points: satisfied;
- 21-25 points: slightly satisfied;
- 20 points: neutral;
- 15-19 points: slightly dissatisfied;
- 10-14 points: dissatisfied;
- 5-9 points: extremely dissatisfied.

The following ethical standards were observed in the study. Respondents made a voluntary decision to take part in the survey. They had the opportunity to familiarise themselves with the purpose of the study before providing their answers. The use of Google Forms without requiring an email address prevented the collection of personal data. The collected data was processed and stored in a way that made the identification of participants impossible. Respondents could answer at a time convenient for them, which shows that their comfort was factored in. The study was conducted using approved and tested methods and did not contain questions that could cause psychological or emotional harm to participants (Declaration of Helsinki, 2013).

## RESULTS

The findings of the study, using all methods, were considered separately according to marital status, professional status, and the presence of children. According to the data obtained using the method of assessing personal motivation to achieve success, the following results were found: in the group of women who were in a relationship or married, regardless of whether they had a professional activity and children, the average (41%) and moderately high levels of motivation (28.2%) prevailed, with the same percentage of low (15.4%) and very high levels of motivation (15.4%). Among women without relationships, the average (46.2%) and moderately high levels of motivation (30.8%) prevailed, with a very high level found in 15.4%. A low level of motivation (7.7%) was less frequent than among women in relationships and married women (Fig. 1).



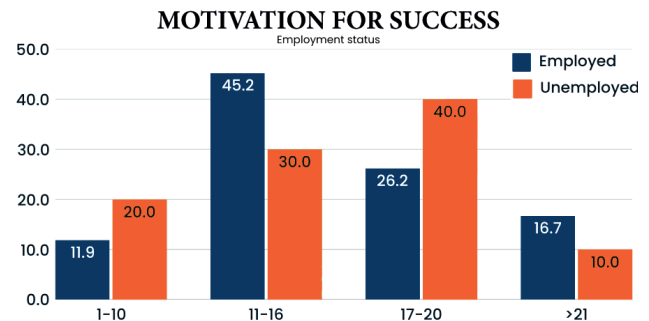
**Figure 1.** Motivation for success – marital status

**Source:** developed by the author of this study based on personal findings

The general trend showed that regardless of marital status, professional status, and the presence of children, the most widespread levels of motivation among women were moderate and moderately high. This may suggest a fairly high level of internal motivation among modern women who strive to achieve success regardless of external factors. Notably, women who were in a relationship or married demonstrated slightly lower levels of motivation to succeed compared to those who were not in a relationship, and they also more often had low levels of motivation, which can be explained by a greater level of stability and a lower need for additional self-fulfilment, or by external factors such as gender stereotypes. Women who were not in relationships were less likely to have low levels of motivation, which may be conditioned by greater freedom for self-fulfilment, free time, and financial needs. Interestingly, very high levels of motivation were observed equally among women in relationships and women without a partner (15.4%). This may suggest that the desire to achieve remarkable results is an individual personality trait that does not necessarily depend on marital status.

The results for employed and unemployed women, regardless of marital status, relationship status, or presence of children, were as follows: unemployed women were

slightly more likely to have low motivation for success (20%) than employed women (11.9%). Employed women were more likely to have a very high level of motivation to succeed (16.7%), while unemployed women had a slightly lower level (10%) (Fig. 2).



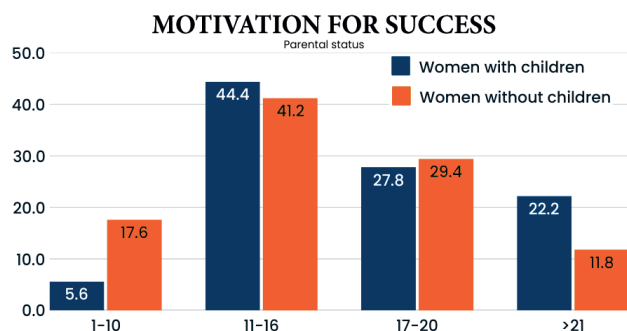
**Figure 2.** Motivation for success – employment status

**Source:** developed by the author of this study based on personal findings

An analysis of motivation levels among unemployed and employed women showed that the latter were slightly less likely to have low motivation levels, with high levels prevailing, which may suggest that professional activity was an additional factor stimulating achievement and personal development. The working environment can create more opportunities for the fulfilment of ambitions, self-improvement, and success.

The results for working and unemployed women presented in the study by I. Ustymenko & A. Harchenko (2022) were interesting to compare. It was found that employed women were characterised by a predominance of motivation to achieve success ( $\chi^2 = 12.72$ ,  $p \leq 0.01$ ), which manifested itself in their focus on results and efficiency in their work. At the same time, unemployed women were more likely to be motivated to avoid failure, which was expressed in their desire to avoid productive activity.

Comparing the level of motivation in women with children and those without, it was found that women with children had a predominantly average level of motivation (44.4%) and a moderately high level (27.8%). Women without children had a predominantly average (41.2%) and moderately high level of motivation (29.4%). Women with children were less likely to have low motivation (5.6%) than women without children (17.6%) and more likely to have very high motivation (22.2%) than women without children (11.8%). This is illustrated in Figure 3. The analysis of the data revealed that women with children more often had average and high levels of motivation and less often had low levels of motivation compared to women without children. This may suggest that motherhood can be one of the components of achievement motivation, stimulating women to succeed in family and marital relationships.



**Figure 3.** Motivation for success – parental status

**Source:** developed by the author of this study based on personal findings

According to the results of the Psychological Well-Being scale, women who were not in a relationship did not score high on the Positive Relations, Environmental Mastery, and Purpose in Life Scales, but the average score prevailed: Positive relations – 61.5%, Environmental Mastery – 69.2%, Purpose in Life – 92.3%. They also did not have low scores on the Autonomy scale, with average

(76.9%) and high (23.1%) scores prevailing (Table 1). Low scores on the Positive Relations, Environmental Mastery, and Purpose in Life Scales may suggest that women who were not in a relationship had some challenge establishing and maintaining close social ties. They may pay less attention to social integration or perceive their environment as less controllable. Low scores on the Purpose in Life scale may suggest that their life aspirations were not always clearly defined or that they felt less motivated to achieve them. Medium and high levels of Autonomy mean that these women were more focused on independence in decision-making, internal self-sufficiency, and lesser dependence on external factors. They may show greater levels of self-control and independence in their lives. Women who were in relationships or married were more likely to score low on the Autonomy (10.3%), Purpose in Life (20.5%), and Personal Growth (23.1%) scales than women who were not in relationships. However, they scored high on the Positive Relations (10.3%), Environmental Mastery (10.3%), and Purpose in Life (12.8%) scales, unlike women without relationships, who did not score high on these scales (Table 2).

**Table 1.** Psychological well-being scales – results in women who were not in a relationship

Level	Positive Relations	Autonomy	Environment Mastery	Personal Growth	Purpose in Life	Self-Acceptance	Psychological Well-Being
low	38.5%	–	30.8%	7.7%	7.7%	23.1%	30.8%
average	61.5%	76.9%	69.2%	84.6%	92.3%	69.2%	61.5%
high	–	23.1%	–	7.7%	–	7.7%	7.7%

**Source:** developed by the author of this study based on personal findings

**Table 2.** Psychological well-being scales – results for women who were married or in a relationship

Level	Positive Relations	Autonomy	Environment Mastery	Personal Growth	Purpose in Life	Self-Acceptance	Psychological Well-Being
low	28.2%	10.3%	23.1%	23.1%	20.5%	28.2%	25.6%
average	61.5%	69.2%	66.7%	61.5%	66.7%	56.4%	61.5%
high	10.3%	20.5%	10.3%	15.4%	12.8%	15.4%	12.8%

**Source:** developed by the author of this study based on personal findings

Women who were in relationships or married tended to score lower on the Autonomy, Purpose in Life, and Personal Growth scales than women who were not in relationships. This may suggest that their life priorities were more focused on partnership and family roles than on their independence and self-fulfilment. Social norms and expectations regarding female roles in the family, which influence feelings of autonomy and the desire for personal development, may play a significant part in this. At the same time, women in relationships were more likely to have positive and trusting relationships with those around them and to have better control over external circumstances. This can be explained by emotional support from a partner, which promotes stability, as well as the ability to share responsibility in decision-making and solving life situations. A sense of social approval and security can boost self-confidence.

In terms of the overall result for psychological well-being, low levels were slightly more frequent among women

who were not in a relationship; high levels of psychological well-being were more frequent among women who were in a relationship or married. The average level was the same for both groups. V.I. Afanasenko & T.V. Komar (2021) reported analogous findings. The researchers concluded that among women who were never married, the highest percentage had low psychological well-being, and the lowest percentage had high psychological well-being. The psychological well-being of women who were never married was slightly lower than that of those who were married or had been married and were divorced. Thus, the psychological well-being of women who were never married was generally lower than that of those who were married. The absence of marriage negatively influenced psychological well-being.

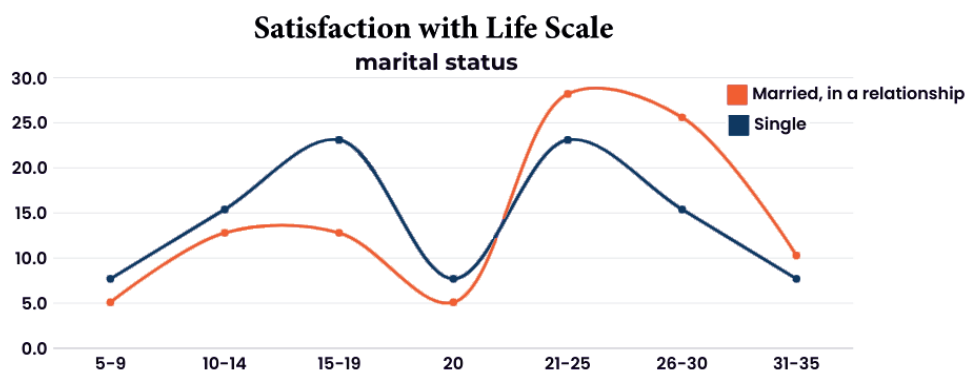
In terms of the results of the level of psychological well-being among women with children and women without children, a high level of psychological well-being was found in 5.9% of respondents who did not have

children, while among women who had children, it was found in 22.2%. In addition, women without children slightly predominated in terms of low psychological well-being, accounting for 29.4%, while among women with children, low psychological well-being was found in 22.2%. K.P. Havrylovska & I.M. Pavliuk (2021) reported comparable findings. It was noted that 79% of women with high psychological well-being were women with adult children who lived separately. The highest percentage (42%) of women with low well-being were those who did not have children. The highest level of psychological well-being was observed among older women who had already raised their children and were married or in a relationship. The lowest psychological well-being was found among single women without children. At the same time, single mothers demonstrated a greater level of psychological well-being than single or married women without children.

When comparing employed and unemployed women, the study found that the low well-being indicator was slightly higher among unemployed women, at 30%, while among working women it was 26.2%. The average and high levels of well-being were almost the same in both groups, but slightly higher among the employed women. I. Ustylenko & A. Harchenko (2022) reported analogous findings. According to their study results, unemployed women had lower levels of psychological well-being ( $\chi^2 = 7.41$ ,  $p \leq 0.05$ ), autonomy ( $\chi^2 = 10.95$ ,  $p \leq 0.01$ ), Environmental

Mastery ( $\chi^2 = 10.48$ ,  $p \leq 0.01$ ), personal growth ( $\chi^2 = 13.24$ ,  $p \leq 0.01$ ), self-perception ( $\chi^2 = 12.47$ ,  $p \leq 0.01$ ), and purpose in life ( $\chi^2 = 10.67$ ,  $p \leq 0.01$ ). On the other hand, working women demonstrated a higher level of psychological well-being, which was reflected in their active social interaction, positive self-perception, and successful fulfilment of their potential.

Thus, a high level of psychological well-being was slightly more prevalent among employed women than among unemployed women and was also more frequent among women who had children than among those who did not. A high level of psychological well-being was also more prevalent among women in relationships or married women than among women without relationships. Comparing the level of life satisfaction among women in relationships or married women and women without relationships, certain patterns could be observed. Women who were in relationships demonstrated greater levels of life satisfaction. Specifically, 10.3% of them had a very high level of satisfaction (31-35 points), and 25.6% were satisfied (26-30 points). For comparison, among women without relationships, these indicators were lower: only 7.7% were extremely satisfied, and 15.4% were satisfied. Furthermore, women in relationships were more likely to have an average level of satisfaction (21-25 points) – 28.2%, while among women without relationships, this indicator was 23.1% (Fig. 4).



**Figure 4.** Satisfaction with life scale – marital status

**Source:** developed by the author of this study based on personal findings

In terms of dissatisfaction with life, this level was greater among women without relationships. For example, 23.1% of them felt slightly dissatisfied (15-19 points) compared to 12.8% among women in relationships. Low satisfaction levels were also more prevalent among women without relationships: 7.7% were extremely dissatisfied (5-9 points) compared to 5.1% among married women or those in relationships.

These results may suggest that being in a relationship or marriage was often associated with greater life satisfaction, possibly due to support, stability, and a sense of emotional security. At the same time, women without relationships tended to have lower levels of satisfaction, which may be related to a lack of emotional support or

other factors that affected their overall well-being. When comparing life satisfaction among employed and unemployed women, both comparable and distinct trends could be observed. High levels of life satisfaction were more frequent among employed women. Specifically, 9.5% of them fell into the “extremely satisfied” category (31-35 points), and 23.8% into the ‘satisfied’ category (26-30 points). For unemployed women, these figures were slightly lower: 10% were extremely satisfied and 20% were satisfied. Among unemployed women, there were significantly more of those with the slightly satisfied level (21-25 points) – 40%, which markedly exceeded the same indicator among employed women (23.8%). As for low levels of satisfaction, working women were more likely to be “slightly dissatisfied” (15-19

points – 14.3%) and “dissatisfied” (10-14 points – 14.3%). Additionally, in this group, 7.1% of respondents had the

lowest level of satisfaction (5-9 points), while among unemployed women, there were none (Fig. 5).

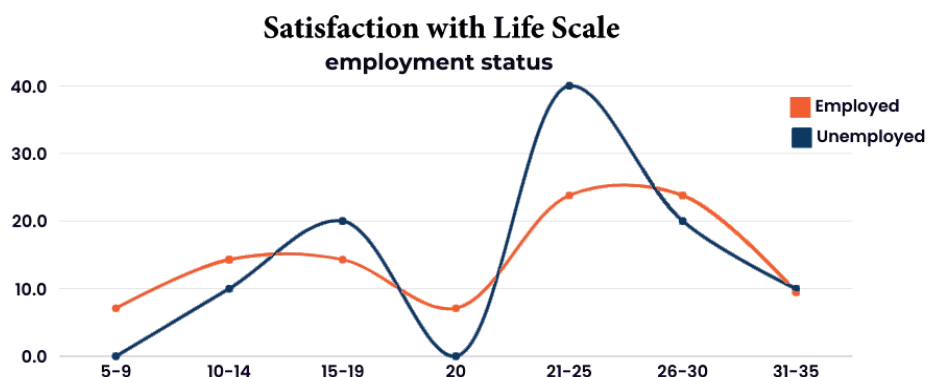


Figure 5. Satisfaction with life scale – employment status

Source: developed by the author of this study based on personal findings

Another difference was that among working women, there was a neutral level of satisfaction (7.1%), while among unemployed women, this indicator was absent. This may suggest that unemployed women tended to have either more positive assessments of life or more pronounced dissatisfaction, without an intermediate neutral state. Thus, employed women generally demonstrated a slightly greater level of life satisfaction in the ‘satisfied’ category, but the lowest levels of satisfaction were also more prevalent among them. In contrast, unemployed women had a predominantly average level of satisfaction, with no critically low ratings. This may suggest greater stability in their emotional state, while working women had a more differentiated level of life satisfaction. When comparing the level of life satisfaction between women with children and those without, considerable differences could be observed.

Women with children were more likely to have the greatest level of life satisfaction: 22.2% of them fell into the “extremely satisfied” category (31-35 points), while among women without children, this figure was only 2.9%. At the same time, in the “satisfied” category (26-30 points), the trend was the opposite – there were more women without children (29.4%) than mothers (11.1%). This may suggest that motherhood gives a stronger sense of happiness to some women, while childless women tend to have a stable but less pronounced level of life satisfaction. In the middle levels of satisfaction (21-25 points), the differences between the groups were minimal: 27.8% among mothers and 26.5% among women without children, suggesting that regardless of whether they had children, a certain proportion of women rated their lives as slightly satisfactory (Fig. 6).

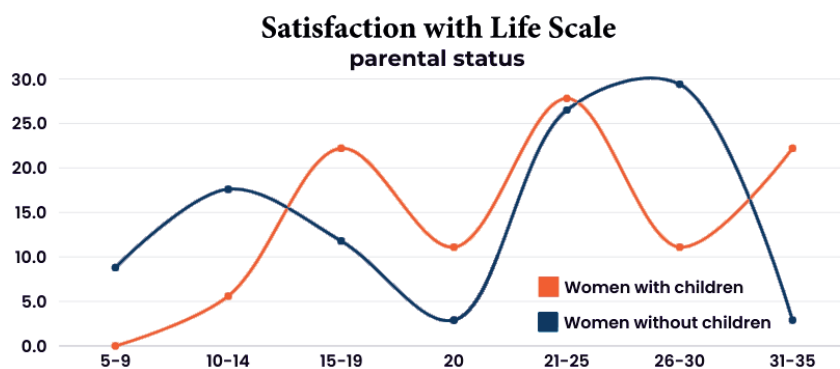


Figure 6. Satisfaction with life scale – parental status

Source: developed by the author of this study based on personal findings

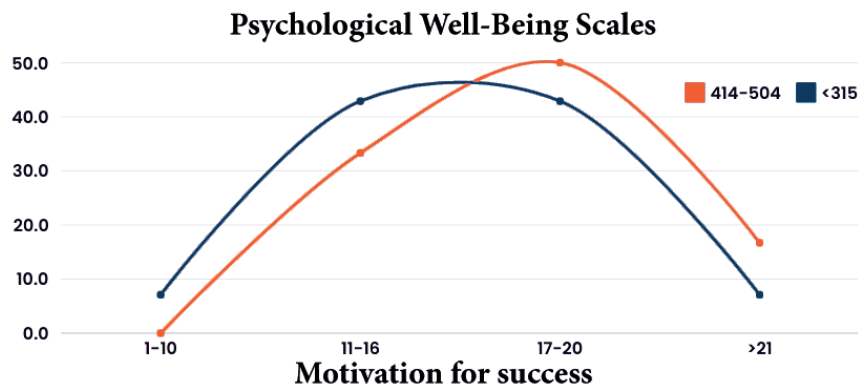
Upon considering lower levels of satisfaction, women without children were more likely to give negative ratings. Specifically, 17.6% of childless women fell into the “dissatisfied” category (10-14 points), while among mothers this figure was only 5.6%. Additionally, in the group of women without children, 8.8% were “extremely dissatisfied” (5-9 points), while among mothers, this indicator was absent.

Thus, women with children demonstrated a more pronounced polarisation: among them, there were both more “extremely satisfied” and slightly dissatisfied. In contrast, women without children were more likely to report moderate life satisfaction, but at the same time, they also had the lowest levels of satisfaction. This may suggest that motherhood was a prominent factor influencing the feeling of

happiness, reducing the probability of the lowest levels of life satisfaction.

Comparing the results of testing the level of motivation for success and the overall indicator on the psychological well-being scales, the following results were established: among respondents who received the greatest psychological well-being scores (414-504), there was no low level of

motivation for success (1-10), with average (11-16) and moderately high levels of motivation (17-20) prevailing. As for respondents with the lowest psychological well-being scores (<315), average (11-16) and moderately high (17-20) levels of motivation for success also prevailed, but both low (1-10) and the highest levels of motivation (>21) could be found (Fig. 7).



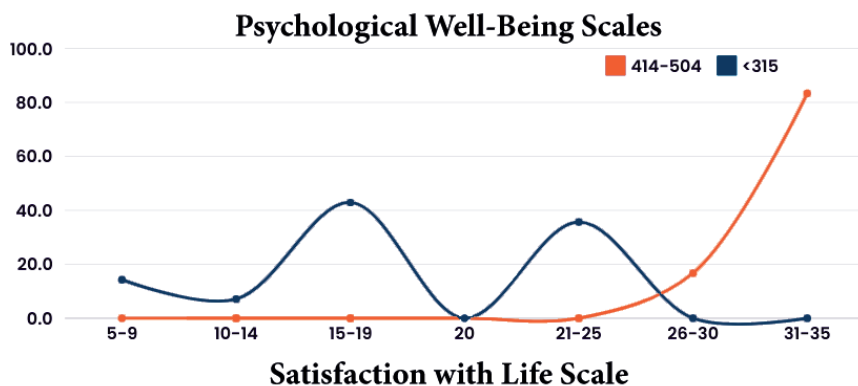
**Figure 7.** Psychological well-being scales vs Motivation for success

**Source:** developed by the author of this study based on personal findings

Among respondents with the greatest psychological well-being scores, there was no low level of motivation to succeed. This may suggest that moderate to high levels of motivation contributed to goal achievement and high psychological well-being. Such levels of motivation provided a balance between ambition and psychological comfort. The situation with respondents who had the lowest psychological well-being scores was more ambiguous. Although medium and moderately high levels of motivation to succeed also prevailed among them, both low and high levels were found. This may suggest two opposing trends: on the one hand, low motivation may be the result of emotional exhaustion, lack of self-confidence, or life difficulties that reduced psychological well-being. On the other hand, overly high motivation to succeed could be accompanied

by perfectionism, stress, and constant dissatisfaction with personal achievements, which negatively affected overall well-being.

Comparing the highest psychological well-being scores with the life satisfaction scale, it was found that high psychological well-being (414-504) was also associated with high life satisfaction scores: extremely satisfied (31-35 points) and satisfied (26-30 points), with no lower levels observed. As for the results of respondents with the lowest psychological well-being scores (<315), low levels of life satisfaction were found among them: extremely dissatisfied (5-9), dissatisfied (10-14), slightly dissatisfied (15-19), and slightly satisfied (21-25); no levels of life satisfaction were found: extremely satisfied (31-35 points) and satisfied (26-30 points) (Fig. 8).



**Figure 8.** Psychological well-being scales vs Satisfaction with life scale

**Source:** developed by the author of this study based on personal findings

Analysing the relationship between psychological well-being and life satisfaction, a clear positive correlation can be observed between these indicators. Respondents with high psychological well-being scores reported correspondingly high levels of life satisfaction. They were predominantly either satisfied or extremely satisfied, with no lower levels of satisfaction observed. This suggests that psychological well-being is associated with life satisfaction. On the other hand, low levels of life satisfaction prevailed among respondents with the lowest levels of psychological well-being. They were more likely to feel dissatisfied, disappointed, or even strongly dissatisfied with their lives, ranging from “slightly satisfied” to “extremely satisfied”. Therewith, none of the respondents in this group had high levels of satisfaction. This may suggest that psychological well-being is an essential factor in the subjective perception of happiness and quality of life.

Thus, the results confirmed that psychological well-being and life satisfaction are closely interrelated. A high level of well-being contributes to a sense of satisfaction, while its decline may be accompanied by a negative perception of personal life and general emotional discomfort. According to the findings of J. Melashchenko & L. Hrydkovets (2021), the level of life satisfaction and psychological well-being of modern women depends on their ability to combine key areas of self-fulfilment, such as family and professional life. In cases where women managed to harmoniously combine these areas, their level of psychological well-being approached a high level. Achievement motivation in women contributed to the successful realisation in various spheres of life. The greater the level of motivation for success, the more self-fulfilled a woman is in her professional and personal life, and the greater her psychological well-being and level of life satisfaction.

## DISCUSSION

Analogous studies, including a study of psychological well-being in future psychologists with different types of motivation (Ihumnova *et al.*, 2020), found that the greatest level of development of the key components of psychological well-being was observed in students with the second type of achievement motivation, characterised by high or extremely high motivation to succeed and low or average motivation to avoid failure. These students demonstrated high scores on almost all components of psychological well-being. A slightly lower level of subjective well-being was found among students belonging to the first (with high or very high motivation for both success and avoidance of failure) and fourth types of achievement motivation (with low or average levels of both motivation for success and motivation for avoidance of failure). However, among students with the fourth type, most indicators were at the lower end of the average level of development. The lowest level of psychological well-being was observed among students who had high or extremely high motivation to avoid failure and low or average motivation to succeed. They showed low scores on almost all components of psychological well-being.

According to L. Zagrai & S. Symovonik (2022), IT workers with high, moderate, and average levels of motivation to achieve success mostly had high levels of job satisfaction, particularly regarding its hygienic and motivational factors. This suggested that job satisfaction could serve as a predictor of motivation to achieve success in this field. The findings of this study on the impact of achievement motivation on satisfaction with professional and personal life confirmed the general trends established in the studies of well-known scientists regarding the effects of employment, family status, the presence of children, and the level of motivation on the psychological well-being of women. Specifically, it was found that employed women had greater levels of motivation and psychological well-being than unemployed women. E. Diener (2009) noted that professional activity correlated positively with overall life satisfaction, as it contributed to a sense of personal development and social significance.

In terms of the influence of family status, the study found that women who were married or in a relationship demonstrated greater levels of psychological well-being compared to women who were not in a relationship. M. Argyle (2001) showed that people who had a family, especially those who were in harmonious marital relationships, were more likely to feel satisfaction with life. Close relationships with family and friendly communication made it easier to overcome challenges, provide emotional support in difficult moments, and help strengthen self-esteem. Work can also be a source of life satisfaction, especially if it is enjoyable, allows for development, and the fulfilment of personal potential.

Furthermore, it was found that the level of motivation to succeed affects psychological well-being. This trend was consistent with D.C. McClelland's (2009) theory of achievement motivation, which proved that the desire for success was a key factor in personal growth and psychological comfort. The results of many studies on the effects of psychological well-being on physical health, cited in an article by R. Hernandez & S.M. Bassett (2018), are interesting. The researchers summarised existing evidence of the connection between psychological well-being and physical health, particularly in relation to mortality and chronic diseases. They provided evidence that factors such as optimism, positive affect, and a sense of meaning and purpose in life can reduce the risk of chronic diseases and increase life expectancy.

O.O. Kryvoshey & T.V. Selyukova (2020) highlighted the concept and influence of achievement motivation on professional growth. The researchers concluded that the level of achievement motivation plays a key role in the future, since success in any field depends not only on knowledge and abilities, but also on internal motivation. It can be defined as a person's desire to increase or maintain the highest possible level of their abilities in activities where performance can be evaluated and where the completion of a task can lead to success or failure. Achievement motivation is focused on a concrete end result that a person obtains through their personal qualities, striving for success, or trying to avoid failure. It is characterised by the ability to

constantly review and adjust goals. Achievement motivation distinguishes people by their desire for success. Individuals with a high level of this motivation strive to achieve remarkable results in their activities, while people with a low level of motivation are indifferent to success, are not interested in achieving prominent results, and do not make efforts to achieve them. Achievement motivation markedly influences a person's activity in a particular situation or field of activity. However, it is not the only factor; other factors (the complexity of the task, the value of success, the probability of success) also influence the desire to achieve success at a particular moment in time.

In her study on the characteristics of motivation in student groups, L.M. Mukhina (2024) noted that motivation to achieve success is a positive motivation: when a person undertakes a task, they try to achieve their goal, create something new, and hope for a positive result. The basis of their activity is the need to achieve high results and, accordingly, high self-esteem. Such people are usually confident in themselves and their abilities, responsible, proactive, and active. They are determined and persistent in achieving their goals. Motivation to avoid failure belongs to negative motivation: the activities of such people are driven by the desire to avoid failure, punishment, condemnation, or breakdown. Their activity is determined by negative expectations. When undertaking a task, they are mostly afraid of failure and focus more on how to avoid it than on achieving success. Such people are often unsure of their abilities and prone to anxiety, although this may be combined with a responsible attitude towards work.

In a series of Ukrainian studies, the term "personal success" is viewed as a process of personal development, self-determination, and adaptation to external conditions (Pasechnikova, 2008). This is not a random phenomenon, but the result of accumulated life experience based on positive thinking and lifestyle. It is based on motivation to achieve set goals through purposeful activity and the desire for continuous self-improvement. L.P. Pasechnikova (2008) emphasised that the development of an orientation towards life success in senior school students depends on several factors: their awareness of the significance of success as a personal value, the focus of teachers and parents on personal achievement and support for students in this area, as well as the creation of an environment in the educational institution that stimulates self-development. L.P. Pasechnikova emphasised that "orientation towards achieving success in life" is a motivated desire of an individual to achieve remarkable results that have both social recognition and personal significance.

As shown by the findings of N.I. Poviakel (1999), who studied the psychological prerequisites for the development of a psychologist's self-concept, the effectiveness of a practical psychologist's work is largely determined by the presence and level of development of professionally significant personal qualities. These include adequate and stable self-esteem, sensitivity to the emotions of others, the ability to empathise, resistance to frustration, and the absence

of chronic internal conflicts that can lead to inadequate psychological defences or projections. The development of these qualities allows the specialist to focus fully on the needs and condition of the client, not to use interaction for self-affirmation, and not to be distracted by their personal emotional experiences during counselling work.

In his study on achievement motivation as a determinant of success in professional careers, N.O. Pryadko (2015) emphasised that the subjective value and attractiveness of success in activity is an essential factor influencing the development of achievement motivation. For its development, it is necessary to teach a person certain patterns of behaviour characteristic of individuals with a high level of this motivation. Specifically, they should be taught to choose goals of medium difficulty, avoiding both too easy and too difficult tasks, to give preference to situations where success depends on personal responsibility, and to analyse real examples from their own lives and the experience of people who have strong achievement motivation. Thus, high achievement motivation is formed thanks to such personal characteristics as the level of aspirations, type of locus of control, sense of personal responsibility, as well as the dominance of the desire for success or fear of failure. Analysis of these characteristics allows assessing the level of development of achievement motivation and, accordingly, predict a person's success in various areas of their life.

A study of the psychological characteristics of self-determination in women oriented towards management activities by B.A. Shcherbatyuk (2006) showed that women oriented towards management activities often have an unstructured idea of their desires ("I want") and capabilities ("I can"). This applies to both their aspirations and goals, as well as their awareness of existing and potential resources for self-fulfilment. Low statistical indicators using the management orientation assessment method confirm this fact. This conclusion suggests that the "glass ceiling" on the path towards leadership positions is a socio-psychological phenomenon. Its impact can be reduced by working purposefully to help women who aspire to a management career to set goals. It was found that self-determination in these women initially occurs through self-awareness as individuals in interaction with others, accompanied by the development of social and communication skills. Only then is a professional identity formed, in which responsibility and the ability to innovate play a key role. In terms of social expectations, women who choose the management field report that they are required above all to be strong-willed and independent.

The results of a study of motivation among medical students (Venger *et al.*, 2018) showed that students' motivation to achieve success changed over time. Specifically, in the 4<sup>th</sup> year, there were more students with high and very high levels of this motivation compared to the 2<sup>nd</sup> year. This indicated that their academic activity was largely determined by internal motives that contributed to the effective mastery of their future profession.

Motivation to work is a strong desire of a person to perform tasks related to their goals and needs (Werdhiastutie *et*

al., 2020). This study found that people were motivated to achieve according to their personal needs. Achievement motivation is aimed at stimulating changes and improvements that will be implemented and evaluated when improving the quality of an organisation's human resources. Satisfying individual needs can improve productivity. Introducing achievement motivation into the work system, accommodating the needs and desires of employees, contributes to a marked increase in their individual productivity. Thus, the findings of the study confirmed the data of Ukrainian authors of scientific studies and global scientific approaches to investigating the relationship between motivation, self-fulfilment, employment, family status, and the level of psychological well-being and life satisfaction in women.

## CONCLUSIONS

Motivation research showed that unemployed women are more likely to have low motivation, while employed women, on the contrary, are more likely to demonstrate very high motivation. Among women who were married or in a relationship, low motivation was more prevalent than among single women. At the same time, women with children were less likely to have low motivation, while very high motivation was more prevalent than among those without children. The study also found that high levels of psychological well-being were more widespread among employed women than among those unemployed, as well as among women who had children compared to those who did not. Furthermore, high levels were more common among women who were in a relationship or married compared to women without a relationship. When comparing employed and

unemployed women, low levels of well-being were slightly more prevalent among unemployed women. In terms of life satisfaction, high life satisfaction scores were more prevalent among married women or women in relationships than among women without relationships. The greatest level of life satisfaction was more prevalent among women with children. No significant differences in results or the effects of professional activity on satisfaction were found.

The study found that the greater the level of motivation for success, the greater the level of psychological well-being and life satisfaction. Since achievement motivation is the desire to achieve remarkable results in any activity, it can be assumed that women with prominent levels of motivation are more likely to achieve success in their professional lives, in building relationships and families, and in having children. Further research could consider how motivation to avoid failure affects women's self-fulfilment in different areas of life and their psychological well-being and life satisfaction. It could also be interesting to explore and compare the levels of motivation to succeed and motivation to avoid failure in married and single women, and in employed and unemployed women.

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## CONFLICT OF INTEREST

The author of this study declares no conflict of interest.

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## **Вплив мотивації досягнення у жінок на задоволеність професійною та особистісною сферами життя**

**Анотація.** Актуальність теми дослідження зумовлена сучасними тенденціями у суспільстві, де триває активна дискусія щодо гендерної рівності. Сучасні тенденції сприяють самореалізації жінок і розкриттю їхнього особистісного потенціалу. Метою даної статті було проаналізувати особливості впливу мотивації досягнення у жінок на задоволеність професійною діяльністю та особистісним життям. Для досягнення мети використовувалися наступні методи: методика діагностики мотивації до успіху Т. Елерса, шкали психологічного благополуччя К. Ріфф, шкала задоволеності життям Е. Дінера. Виконано порівняльний аналіз серед отриманих даних у працюючих і непрацюючих жінок; заміжніх або у стосунках і у жінок без відносин; у жінок, що мають дітей, і тих, хто не має. Запропоновано інтерпретацію отриманих результатів. Дослідження показало, що працюючі жінки, а також жінки, що мають дітей, і ті, хто перебуває у стосунках або заміжні, – частіше мають високий рівень психологічного благополуччя та задоволеності життям. Вищі показники задоволеності життям спостерігалися серед одружених жінок і тих, хто має дітей. Було встановлено, що рівень мотивації та задоволеності певною мірою пов'язані між собою: чим вища мотивація, тим кращі показники психологічного благополуччя та задоволеності життям. Жінки з високим рівнем мотивації схильні досягати більше успіху в різних сферах життя: у професійній кар'єрі, у побудові стосунків, створенні сім'ї та народженні дітей. Практична цінність даного дослідження полягає у створенні методичних рекомендацій, спрямованих на розвиток мотивації досягнень у жінок. Вони допоможуть сприяти самореалізації в різних сферах діяльності та досягненню гармонії між професійним і особистим життям

**Ключові слова:** сімейне життя; кар'єра; самореалізація; професійний розвиток; психологічне благополуччя