A Study on Factors Affecting Psychological Wellbeing at Workplace

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Abstract

Psychological well being in work life of organisation presents different factors for improving attitude towards work and performance of employees in organisation. The factors that make the employees psychologically unwell at workplace creates distress and also aim to reduce employee engagement and quality of performance within organisation.

Previous research suggests that changes in the working conditions alone is not expected to improve the psychological conditions of employees Change of organisational culture even does not make a change in well being of employees in managing in difficult working conditions. Psychological factors such as stress, depression, health problems, loneliness etc. accounts in affecting working environment and performance of that individual. There is a casual relationship between all such factors and work life. The research tries to bring out the degree of relationship between all such factors of psychological wellbeing in organisation. The research offers findings in more précised way on basis of particular factors enhancing the psychological wellbeing at work place by having employees who are healthy and happy at work place. It creates a difference in the performance and quality of work done when the employees are high on psychological wellbeing.

Keywords

Peer to Peer Motivation, Performance Appraisals, Well Being

Introduction

A psychological wellbeing refers to a positive mental state of a person. The concept of well being or feeling well, it not only includes positive aspects or positive factors such as contentment, commitment, growth but also other aspects such as development of interest, confidence, affiliation and engagement. To function efficiency in a psychological sense in an organisation, it involve the development of potential with positive aspects of growth and purpose for working towards his or her goal and also having positive relationships with others. It is a subjective entity and cannot be described as either positive or negative.

It is usually referred as finding an equilibrium between the positive and the negative aspects. There are several factors on which the psychological well being is evaluated. At an individual level, an individual himself evaluates his well being on factors such as self acceptance, positive relationships with others, autonomy, environment, purpose of life, growth in life. Whereas for an individual working in an organisation as an employee, the psychological well being differs. Here it includes factors such as job satisfaction, salary, stress and depression at work, working conditions, culture, relationship between subordinates and superior, rewards and compensation, job security, other benefits.

It is a multidimensional component and cannot be judged on the basis of a single component. Nowadays people usually change their job very often, it is quite uncommon for employees not leaving their organisation for a better employment opportunity. Employees are likely to work at an organisation which have work culture which matches with their surroundings and expectations. The organizations work to provide all such factors to its employee's in order to retain them. Taking concern of psychological wellbeing benefits largely, both at employee level as well as at the organizational level. The development of multidimensional concepts for functioning of organisation with a positive psychology of its employees is essential.

Materials and Methods

The source of data in this research is primary and secondary both. The research took a period of two months during which the collection of data was done from organisations, after which it is analyzed and interpreted in analytical form. A self structured questionnaire was used to collect the required primary data. After which an analysis and interpretation of the factors is done. A questionnaire on the basis of psychological factors, factors for commitment to work was formulated. It was made to measure and evaluate all such factors depending on the age and work experience of the person. The data of 35 employees working in various organizations is analysed and represented in the form of tables and charts.

Literature Review

1. Psychological wellbeing at work place: An Analytical study on It sector: International journal of advanced research in Computer Science and Software Engineering ISSN: 2277-128X (Volume 7, Issue-6) July 2017. The paper suggests that the positive well being of employees is important, the employees should be engaged in meditation, yoga. The well being of IT sector employees depends on relationship with others, motivation, self-confidence and mental satisfaction.
2. Psychological well being: Evidence regarding its causes and consequences: Felicia A Huppert Well-being institute, University of Cambridge, UK. The paper defines psychological well being as ability to work with flexibility and creativity even under the negative circumstance without compromising on work.
3. Psychological well being, University of Pretoria, University of Van Pretoria. The paper determines the individual well being of a person on individual factors such as individual growth, confidence, purpose, acceptance and its effect on the health of person.
4. Article in Psychotherapy and Psychosomatics –February 1996. Psychological well being is defined by dimensions of wellness, which focuses on quality of life, connection between mind and body.
5. A Study on work life balance of employees 2013. The research describes the work life of employees and that the employees are not satisfied with the working conditions, have no job security. The quality of work life is considered as the most important aspect of well being in organisation.
6. A Study on the employee satisfaction level in their work life 2014: The research studies the satisfaction level on working environment, training and development and job salary. The lack of satisfaction on such factors reduces the motivation level and the quality at work.

Objectives of Research

The objective of the research is to study the psychological well being of the employees at their workplace.

- To study the factors on which the psychological wellbeing depends.
- To understand how the wellbeing of employees is measured and evaluated.

Results and Discussion

Most of the employees are on a better state in terms of psychological wellbeing if they are given rewards or compensation on the basis on their performances. Such employees tend to work more, give positive and adequate efforts for the improvement at work place.

Most of the employees are affected by stress at work, some level of pressure is required for creativity and productivity, but after it becomes stress. The employees agree that stress affects their work in organisation.

The employees in the age group of 23-28 expect promotions for their work, whereas employees in the age range of 29-48 expect rewards based on their performance. Certain factors such as peer to peer motivation, performance appraisals were chosen by most of the employees. It is analyzed that such factors increase their commitment towards work. Health is an factor that affects the work life. Most of the employees highly disagree with the fact that they come to the organisation only for performing their job.

Data Analysis and Interpretation

The expectation of employees in return, if extra work is done

Promotion	4
High rewards	5
Rewards based on performance	22
Long term job	2

A majority ie.70% people expects rewards based on performance for their extra work.

The factors affecting the psychology of employees at the work place.

Factors	No. of employees
Low salary	5
Technology change	6
Health changes	8
Friend zone	0
Health changes and low salary	2
Family structure, health and friends	2
Family and low salary	4
Friend zone , family and low salary	4

The major factors affecting the psychology of employees are technological changes, health changes, low salary and health problems.

The factors which increase the commitment of employees to work rated from 1 to 5 i.e. low to high

Peer to peer motivation	Rating of 3 given in 75% cases,4 in 18%,
Performance appraisals	Rating of 3 and 4 in total 70%,5 rating in rest of cases
Job of own choice	Rating of 5 and 4 each for 35% cases,25% in 3 rating,5% rated 2
Working conditions	33% rated 3, 26% rated 5,16.66% rated 2 and 4 each

From the above analysis the factors that play an important role in psychological wellbeing of the employee are highlighted.

Conclusion

It is already proven that there is a relationship between psychological well being and work performance. Proper working conditions and working environment of organisation is most important to have a good psychology among the employees. For a happier professional life well being at work place is of utmost importance. Also a balance between the work life and personal life should be maintained. Personal factors such health problems, change in family structure must not affect the work life. It has been proven most of the factors affecting work is the psychological factors itself. An employee has be psychologically well in terms of every aspect to work well.

References

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