

COVID-19: A comparative study on job- related affective wellbeing and psychological wellbeing among employees

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ABSTRACT

Job Affective Wellbeing is important for quality of life and job satisfaction for all individuals. It relates to all aspect from quality and environment of workplace, to how employees feel about their job or the work they are being assigned, the climate at work and work organization. Numerous industrial studies emphasized the role of psychological wellbeing in job performance and job satisfaction. Psychological Well-being is usually taken as a conviction of the overall effectiveness of an employee's psychological functioning. The current research aims to measure the job affective wellbeing & psychological wellbeing of employees amidst corona virus pandemic. Standardized scales were used to measure psychological wellbeing and job affective wellbeing. Participants of the study were 60 employees of age range 25 to 40 years. Results of the study indicate that there is no significant difference between the job affective wellbeing and psychological wellbeing of employees during corona virus pandemic. The study has important implications like need of leisure time that must be given to employees in order for them to be in their own space for some-time which will help them work more effectively. Furthermore, employees should not be loaded with excessive work. This can help them cope up better with the demands of the present situation.

Keywords: Job well-being, psychological well-being, employees, COVID-19

The concept of wellbeing has received a substantial heed in recent years, both in the scientific and lay literature. As such, wellbeing is frequently commended as a national priority for government policy around the world (Beddington et al., 2008). However, depending upon one's professional and personal perspective concept of wellbeing can have quite different implications. Positive emotions help people to not only to survive but to live a quality of life and to thrive when confronted with adverse situations. Job affective Wellbeing and Psychological Wellbeing are one of those such emotional states which helps an individual to strike a state of balance between the inner self and the outer world.

Job affective wellbeing is very important for one's professional and personal life. It is an important issue in every work environment. Many studies show a direct link between

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productivity levels, health and job affective wellbeing of the employees. Enterprises, organizations, companies and many other firms are increasingly recognizing the need to take wellbeing of their employees seriously. The organizations, companies, firms etc. that are doing well is because they value their most important resources that are their human resources – their employees. Other organizations have also taken a step forward to conduct the wellbeing issue as a serious matter of concern, in order to bring the best out of their employees. Job-related affective wellbeing can be defined as one's experienced affect at work and has unique advantageous characteristics as a wellbeing variable. It refers to job-specific affective response, rather than general affective responses such as PANAS (positive and negative affectively scale).

Psychological wellbeing refers to how people evaluate their lives. According to Diener (1997), these evaluations may be in the form of cognitions or in the form of affect. The cognitive part is an information-based appraisal of one's life that is when a person gives conscious evaluative judgments about one's satisfaction with life as a whole. The affective part is a hedonic evaluation guided by emotions feelings such as frequency with which people experience pleasant/unpleasant moods in reaction to their lives. The assumption behind this is that most people evaluate their life as either good or bad, so they are normally able to offer judgements. Psychological wellbeing is basically use to describe an individual's emotional health and overall functioning.

Job- related affective well being

1. Affective Well Being (Warr, 1990b) refers to feelings about either life in general (i.e. 'context free'), or affect in relation to specific domain (i.e. 'job-related' and 'facet-specific').
2. Warr, (1986) stated that: 'We must move away from the conventional narrow focus upon job satisfaction'.
3. In relation to affective wellbeing, the term 'job' refers to the specific tasks undertaken by individuals in a particular setting, whereas work refers to jobs in general (Warr, Cook, Wall, 1979).
4. Workers experiencing poor health and well-being in the workplace may be less productive, make lower quality decisions, be more prone to be absent from work (Boyd, 1997), and make consistently diminishing overall contributions to the organization (Price & Hooijberg, 1992).
5. Wilson et al., (2004) in their study observed negative correlation of job satisfaction with stress and depression. However, in the same study, job satisfaction was found to be a positively related with the general health of the employees.

In another study, Wright and Bonnet (2007) obtained a positive correlation between job satisfaction and psychological well-being some other previous studies have also shown similar results.

Psychological well being

1. Psychological Well-being refers to the simple notion of a person's welfare, happiness, advantages, interests, utility, and quality of life (Burriss, Brechting, Salsman, & Carlson, 2009).
2. The experience of wellbeing in terms of happiness can definitely have upward spiral through broadened momentary thought-action repertoire (Fredrickson, 2000).

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3. Psychological well-being increased with high leisure time physical activity among college students. Hence the best well-being and lifestyle was to endorse leisure-time physical activity into universities (Molina-García, Castillo, & Queralt, 2011).
4. According to Burris, Brechting, Carlson, and Salsman (2009), female students were more likely to report seeking out and receiving care for psychological issues when compared to their male student counterparts.
5. In a very intensive research done by Diener and his colleagues, people who score high in psychological well-being later earn high income and perform better at work than people who score low in well-being
6. In Amato and Sobolewski (2001) study, socioeconomic status was positively related with psychological well-being. Education and well- being were shown to also have a relationship. Educational achievement was shown to be positively related to people's reports of better overall well-being.

Purpose

The purpose of the study is to compare Job- related Affective Well Being and Psychological Well Being among employees amidst covid-19 crisis.

Hypothesis

1. There will be no gender difference in job affective wellbeing and Psychological wellbeing in employees
2. There will be no significant difference between job affective wellbeing and psychological wellbeing.

METHODOLOGY

Sample

A sample of 60 employees (30 females and 30 males) from both government and private sector in age range 25 to 40 years was collected from Chandigarh.

Measure

The following standardize tests were used:

1. **Job- related Affective Well Being Scale (JAWS):** Job-related affective wellbeing (JAW) was measured using the scale developed by Katwyk, Fox, Sector, and Kelloway (2000), which consisted of the positive and negative job-related affects the respondent had experienced during the previous month. It is a 20 items (short version) scale designed to assess emotional reactions of employees towards their job. Respondents were asked to choose 1 out of the 5 variable categories ranging from “never” to “extremely often”. Higher scores on the scale indicate higher levels of job-related affective well-being and vice versa.
2. **Psychological Well Being Scale (PWBS):** PWBS is 18 items self- measure of psychological well-being developed by Ryff, Almeida, Ayanian, Carr, Cleary, Coe, Williams (2010). It has six subscales, Autonomy Subscale, Environmental Mastery Subscale, Personal Growth Subscale, Positive Relations with others Subscale, Purpose in Life Subscale and Self-Acceptance Subscale. Respondents were asked to choose 1 out of the 5 variable categories ranging from “strongly agree” to “strongly disagree”. To calculate subscale scores for each participant, sum respondents’ answers to each subscale’s items.

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Procedure

The participants were informed about the purpose of research and the questionnaires were filled through google forms. The participants were assured of the confidentiality of the information to elicit their honest responses without any fear or inhibitions. Standardized psychological tests were administered to participants.

RESULTS

Mean, Standard Deviation & Correlations were worked out to find out the relation between all the variables.

Table 1 Statistics

	Gender	N	Mean	Standard Deviation	t
Job Affective Wellbeing	Female	30	68.00	11.756	-.751
	Male	30	70.03	9.038	
Psychological Wellbeing	Female	30	87.50	8.513	-.457
	Male	30	88.90	14.464	

Table 2 Correlation Table

	Job affective wellbeing
Psychological wellbeing	.175

DISCUSSION OF RESULT

In table 1 there is no gender difference in job affective wellbeing and Psychological wellbeing in employees. Thus, our hypothesis is accepted.

Table 2 indicates that there is no significant correlation between job affective wellbeing and psychological wellbeing where ($r=.175$). Hence the hypothesis that there will be no significant difference between job affective wellbeing and psychological wellbeing is accepted.

Alam and Rizvi (2012) in their research on psychological wellbeing of bank employees compare the psychological wellbeing of private sector and public sector employees. Data was collected from 100 private and public sector employees of banks. The age of respondents was between 30 to 50 years. Only male employee has been taken as sample for purpose of study. They concluded that psychological wellbeing of public sector employees is higher than private sector employees. T- test was used to analyze the data. The study revealed that private sector employees suffer more from job related problems. Unhealthy situation and factors responsible for the negative wellbeing should be detected should be removed and organization should provide adequate action to enhance the wellbeing of employees.

Wright and Cropanzano (2000) in their research on psychological wellbeing and job satisfaction as predictors of job performance found that PWB (Psychological Well Being) was related to job performance ratings. A sample of 47 employees of Northern California Country Agency was asked to participate in study. They used correlation analysis and regression analysis to analyze the data and concluded that wellbeing is a predictor of job performance.

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The new burnout is driven by fear of job losses; an inevitable blurring of work/life balance; isolation; workplace suitability and adequate and reliable technology – the latter is a side effect of which we have all fallen foul. It is difficult to maintain job affective wellbeing and psychological wellbeing in crisis like this. The uncertainty, and worries related to finances, childcare, elderly parents, and job security disrupt our routines, our lifestyles and mental health. The uncertainty about the future and all the other certain similar problems has affected the wellbeing of the employees all over the globe. Talking about the present study it is seen that the correlation between job affective wellbeing and psychological wellbeing is not much of significance, which supports our hypothesis. And as employees are adjusting to new ways of working and grapple with stress and anxiety triggered by the coronavirus pandemic, there is found no significant difference between the job-related affective wellbeing and psychological wellbeing.

CONCLUSION

In the crisis of COVID-19 19 lockdown with restrictions the wellbeing of the employees all over the globe has been greatly affected. The purpose of the study is to study the job affective wellbeing and psychological wellbeing on employees amidst COVID-19 19. The study has two hypotheses, first is that there will be no gender difference and the second is that there will be no significant difference job affective wellbeing and psychological wellbeing. The study was conducted on 60 employees from Chandigarh working in both private and government sector. The standardized measures of job-related affective wellbeing and psychological wellbeing were administered on participants through google forms. The results revealed that there is no significant gender between the job affective wellbeing and psychological wellbeing and also there is no significant correlation between job affective wellbeing and psychological wellbeing amidst corona virus pandemic. The study has important implications like need of leisure time that must be given to employees in order for them to be in their own space for some-time which will help them work more effectively. Furthermore, employees should not be loaded with excessive work. This can help them cope up better with the demands of the present situation.

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Conflict of Interest

The author declared no conflict of interest.

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