

Psychological Well-being and Quality of Life among Public and Private Sector Employees

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ABSTRACT

Psychological well-being is a wide ranging, multifarious concept. It includes different aspects of everyday experience. According to many researchers (Andrews and Withey, 1976; Najman and Levine 1981; Campbell and Converse 1971) psychological well-being is considered to be the composite measure of physical, mental and social well-being as perceived by each individual. Quality of life refers to the general well-being of individuals and societies. It includes not only wealth and employment but also the environment, physical and mental health, education, recreation and leisure time and social belonging. The study aimed at measuring psychological wellbeing and quality of life among employees working in public (employees working in Vikas Bhawan, a government organization, Sitapur) and private sector (employees working in private schools). A total of 100 employees, 50 each from public and private sector were randomly selected. Psychological wellbeing and quality of life scale were administered. Results indicated insignificant difference on psychological wellbeing of employees working in public and private sector. Significant difference was found on quality of life of employees working in public and private sector. Significant and positive correlation was found between quality of life and various dimensions of psychological wellbeing. Psychological wellbeing explained 26% of the variance of quality of life.

Keywords: *Psychological wellbeing, Quality of life, public and private sector, employees*

The public sector is the part of the economy concerned with providing various government services. The composition of the public sector varies by country, but in most countries the public sector includes such services as the military, police, public transit and care of public roads, public education, along with healthcare and those working for the government itself, such as elected officials (Barlow and J. Roerich, 2010).

Businesses and organizations that are not part of the public sector are part of the private sector. The private sector is composed of the business sector, which is intended to earn a profit for the owners of the enterprise, and the voluntary sector, which includes charitable organizations. The public sector might provide services that anon-payer cannot be excluded from (such as street lighting), services which benefit all of society rather than just the

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individual who uses the service. Different private sectors were found to be involved in more psychological well-being problems due to these changes.

Both public and private sector undertakings are found to differ in their structure and organization, work schedules, workload, job security, salary, sense of stability in job and organizational commitment which consequently affects their psychological well-being at different level. Psychological wellbeing have started to receive impetus due to hectic work schedules and changing technologies.

It is known that there are two great traditions in the psychological conceptualization of well-being: hedonist and eudemonic (Peterson, Park, & Seligman, 2005). From the hedonist tradition it is stated that the greatest good that brings most happiness is pleasure, and it is related to an absence of negative emotions, experience of positive emotions and satisfaction in life both affective and cognitive components of Subjective Well-Being (Diener, 2005). From the eudaimonic tradition, it is argued that the greatest good is composed of the experience of self-determination and personal growth, the purpose and achievement of goals, the meaning in life, the actualization of personal capabilities and potentials, the commitment with the existential challenges and the self-realization. All of these are components of the so-called Psychological Wellbeing and characteristics of a positive psychological functioning (Ryan & Huta, 2009). Psychological well-being is a significant aspect for effective performance of any employee because internal feeling influence the external performance and overall life. Structure and climate of public and private sector organizations markedly differ, and so are likely to induce different amounts of stress to its employees that consequently decline their well-being.

Diener, Suh, Lucas and Smith (1999) conceptualized psychological or subjective well-being as a broad construct encompassing four specific and distinct components including:

1. Pleasant or positive well-being(e.g.- joy, elation, happiness, mental health)
2. Unpleasant affect or psychological distress: (e.g. guilt, shame, anger, worry, anxiety, sadness, stress, depression)
3. Life satisfaction: (a global evaluation of one's life)
4. Domain or situation satisfaction(e.g. work, family, health, finance, self)

Quality of life refers to the general well-being of individuals and societies. It includes not only wealth and employment but also the environment, physical and mental health, education, recreation and leisure time and social belonging. It is a multi-dimensional concept including aspects such as health and social wellbeing, economic well-being, quality of education, level of security and safety, access to transport, and other aspects of life at a local level. Sirgy (2001) suggested that the key factors in quality of work life are need satisfaction based on job requirements, need satisfaction based on work environment, need satisfaction based on supervisory behavior, need satisfaction based on ancillary programs and organizational commitment. A high quality of work life is essential for organizations to continue to attract and retain employees.

QWL is a process in which organizations recognize their responsibility to develop job and working conditions that are excellent for the employee and organization. Gani and Riyaz Ahmad's (1995) study revealed that not only the workers but the management also perceives that QWL in the organization is on the whole not satisfactory. Both workers and the management give greater importance to work environment factors. Both of them express that

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working environment is still far from satisfaction. There are certain reasons identified for fire-fighting approach adopted by the management, which has added fuel to the fire. Employee perception of their QWL is heavily affected by the treatment they receive from their supervisors and managers.

Objective

The objective of the present study was to study the psychological wellbeing and quality of life among public and private sector employees and how they are related to each other.

Hypothesis

- H1: There will be significant difference between public and private sector employees in terms of psychological wellbeing.
- H2: There will be significant difference between public and private sector employees in terms of quality of life.
- H3: There will be relationship between psychological wellbeing and quality of life.
- H4: Psychological wellbeing will be a predictor of quality of life among public and private sector employees.

METHODOLOGY

Participants

This study includes 100 employees, 50 from public sector (employees working in vikas bhawan, a government organization, Sitapur) and 50 from private sector (employees working in private schools) were selected purposively for data collection. Voluntarily participants completed the quality of life and psychological wellbeing scale. The average time to fill out both the scale was 20 minute.

Scales Used

Psychological wellbeing scale by Sisodia D. S. and Choudhary P. was used. It has 50 items with five dimensions, measuring several aspect of well-being like satisfaction, efficiency, sociability, mental health and interpersonal relationships. Total score may range from 50 to 250. Higher the score better the wellbeing will be.

Quality of life scale by B.L. Dubey was used for measuring quality of life of employees. It was 20 item scale, score weights for each item ranges from 1 to 5, with the range of possible total score from 20 to 100. higher score indicates better quality of life.

Procedure and analysis

Participants filled out, under supervision, a protocol that included the psychological wellbeing and the quality of life scales. Data were analyzed with the SPSS 16.0 software for Windows. Specifically, the descriptive statistics was analyzed, and the t-test between the average scores of men and women on Psychological wellbeing and quality of life, including linear regression.

RESULT AND DISCUSSION

Table 1- showing mean score, t-value and df of sample on psychological wellbeing

Psychological wellbeing	Sample	N	Mean	t-value	df	p value
	Government sector	50	1.78 E2	0.470	98	p> 0.05
	Private sector	50	1.74 E2			

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Table 1 shows mean difference of employees working in public and private sector on psychological wellbeing. No significant difference ($t=0.47$, $df=98$, $p>0.05$) was found among the employees working in public (1.78E2) and private sectors ($M=1.74E2$). Mean score of employees working in government sector was found to be 1.78, which was slightly higher than the mean score ($M=1.74$) of employees working in private sector. This means psychological wellbeing was slightly higher in employees working in government sector than in the employees working in private sector, but the difference obtained was insignificant. Thus our first hypothesis which stated that there will be significant difference between public and private sector employees was rejected.

Table 2- showing mean score, t-value and df of sample on quality of life variable.

QUALITY OF LIFE	Sample	N	Mean	t- value	df	p value
	Government sector	50	83.48	5.05	98	p <0.05
	Private sector	50	74.96			

Table 2 shows mean difference on quality of life among public and private sector employs. It was found that quality of life was significantly higher, ($t=5.05$, $df=98$, $p<0.05$) in employees working in government sector ($M=83.48$) as compared to employees working in private sector ($M=74.96$). This means that quality of life of employees in government sector was significantly better than employees of private sector. Thus second hypothesis expecting significant difference on quality of life among public and private employs was accepted.

Table 3- showing regression coefficient and correlation between quality of life and psychological wellbeing.

Regression	R	R ²	Adjusted R ²	B	Beta β	t	Sig.
	.517*	.267	.259	.124	.517	5.97	.000

a- Predictor Psychological wellbeing

b- Dependent- Quality of life

Table 3 shows result of linear stepwise regression analysis which was carried out in order to investigate the pattern of variable for predicting quality of life. Third hypothesis expecting significant correlation between both the variables was accepted. There was positive and significant correlation between psychological wellbeing and quality of life, which means the higher the score on psychological wellbeing, the better will be the quality of life of employees. Psychological wellbeing was found to be a significant predictor of quality of life. The proportion of variance predicted by psychological wellbeing is the square of its correlation with quality of life which is (R^2). Psychological wellbeing explained **26%** (R^2 converted into percentage) **of the variance in quality of life**. The partial regression or the beta β coefficients for the regression equation containing the predictor psychological wellbeing is shown in table 3 and is .517. Thus it can be interpreted that psychological wellbeing was a significant predictor of quality of life.

Main findings and conclusion of the study

1. Employees of public sector scored high on psychological wellbeing as compared to private sector employees, although the difference was insignificant.
2. Significant difference on quality of life between public and private sector employees was found.
3. Psychological wellbeing and quality of life were significantly positively correlated, which means the higher psychological wellbeing will be, the better will be the quality of life.
4. Psychological wellbeing explained 26% of the variance of quality of life.

CONCLUSION

In conclusion it needs to be mentioned that the psychological well-being and quality of life was found to be higher among employees working in government sector as compared to employees working in private sector. The results also revealed that the higher the score on psychological well-being will be, the better will be the quality of life.

Implications

- 1) The findings reveal that in private sector the psychological well-being and quality of life was found to be low, this can be improved through-
 - a) Better working environment for public sector employs
 - b) Working toward promoting their well-being as psychological well-being and quality of life were found to be positively correlated.
 - c) Providing them training on work-life balance which could lead to better psychological well-being and quality of life.

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Conflict of Interest

The authors carefully declare this paper to bear not a conflict of interests

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