

Chapter 6

STUDY ON THE RELATIONSHIP BETWEEN JOB SATISFACTION AND PSYCHOLOGICAL WELL-BEING AMONG PROFESSIONAL WORKERS

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Abstract

Job satisfaction is highly important not only for professional workers, but also for the organization as a whole and also need a positive state of mind that enables a person to function effectively within society. The aim of the study was to investigate the effort of job satisfaction and Psychological Well-Being on professional workers. The data for this purpose was collected from sixty participants, of which 50 were professional males and 50 were professional females from Malappuram District. As for the assessments, the self-reporting questionnaire Job Satisfaction Scale (Dr. T R Sharma and Amar Singh, 1986) and Psychological Well-Being Scale (Dr. Devendra Singh Sisodia and Ms. Pooja Choudhary) were used. The statistical methods used to analyze data are Carl Pearson's Coefficient of Correlation and Student t-test. Result shows that there is positive relationship between Job Satisfaction and Psychological Well-Being and there is significant difference in Job Satisfaction and Psychological Well-Being between gender differences.

Key words: *Job satisfaction, Psychological Well-being*

Job satisfaction and psychological well-being among professional workers

Job satisfaction is considered as the amount or degree of gratification and contentment that an employee fosters towards his/her overall job, factoring into that equation his/her satisfaction with the job itself, the peers at the job, the super- visors, and the policies at work. Various research studies have highlighted the importance of focusing on the issue of employee job satisfaction, as it plays a critical role in overall firm success or demise. Additionally, the

importance of employee job satisfaction has been largely emphasized in the literature because of its positive affect on employee job performance. The productivity of the work force, in any organization, is a major driver which leads to achieving organizational goals. This stresses on the importance of further focusing on job satisfaction as an essential concern for family firms and large corporations equally.

Research workers differently describe the factors. Contributing to job satisfaction and job dissatisfaction. Heppock describes job satisfaction as, “any combination of psychological, physiological and environmental circumstances that cause. And person truthfully to say I’m satisfied with my job. According to Locke [1969] suggested that job satisfaction was a positive or pleasurable reaction resulting from the appraisal of one’s job achievement or job experience.

According to Vroom [1982] defined job satisfaction as covert emotional orientation toward their current job roles. Ammiliony Schultz [1982] stated that job satisfaction is essentially the psychological disposition of people toward their work. Finally Lofquist and Davis [1991], defined job satisfaction as an individual’s positive affective reaction of the target environment as a result of the individual’s approval of the extent to which his or her needs are fulfilled by the environment-

Job satisfaction is important for employees to stay in the organization. Understanding generational differences among different generations and their perception of job satisfaction is of huge and utmost importance. Organizations must know what actually satisfies a person to stay in the organization, since a satisfied employee will work for the interest of the organization, which in turn leads to better overall work performance. Moreover, based on the findings of a research study conducted by Acharya, there are four aspects which contribute to the satisfaction of millennials: training, commitment of the organization to developing employees, career development, and career opportunities.

The Psychology of Wellbeing offers readers tools to navigate their own wellbeing and understand what makes a ‘good life’. Using self-reflection and storytelling, it explores how trust affects psychological and emotional wellbeing, considers how stress and inequality impact our psychological wellbeing, and how trends such as positive psychology influence our understanding of happiness. In a world where the ‘wellness economy’ is big business, The

Psychology of Wellbeing shows how we can question and make sense of information sources and sheds light on the wellness, self-care, and self-help industry.

Psychological well-being is very important for individual whether living in the community, at work or dealing with a crisis in life. In working to improve psychological well-being, in addition to preventing and treating mental and behavior disorders, efforts are needed to reduce common environmental or mental stress. While nurses are in a unique position to monitor and prevent psychological problems such as depressions and anxiety in vulnerable population, their own psychological well-being impact greatly on their work performance. Psychological well-being refers to inter and intra individual levels of positive functioning that can include one's relatedness with others and self-referent attitudes that include one's sense of mastery and personal growth.

Subjective well-being reflects dimensions of affect judgment of life satisfaction.

Job satisfaction influenced by many factors. Many researchers found complex finding regarding role of quality of life in job satisfaction. Most researchers concluded that there is significant difference according their profession, age, economic level, marital status, duration of work life and position at work (Gulcer Cimete, Nimet Sevgi Gencalp, Gulbahar keskin (2003)). But some researchers reported that teachers who had higher self-esteem were more satisfied In Job than teachers who scored lower. (Dr. Nimisha Beri & Supriya Arora (2016)). Some researcher reported that enjoy working nurses with residents and their cow-workers but are less satisfied with Pay.

Similarly psychological well-being also influenced by many factors such as marital adjustment gender, self-esteem, age etc. most of the studies revealed that age decreases psychological wellbeing increases and as age increases psychological well-being decreases in the couples of post parental stage Of (kumar. P. Saleel (2015)) Studies suggested that self-esteem have significant relationship with Psychological well-being of student.(chimezie Benedict Nwankwo et al. (2015))

Some researchers conducted study on relationship between psychological well-being and Job satisfaction among teacher's .This shows there is a significant difference in the well-being and Job Satisfaction. Among government and private school teachers (Zahoor, Zeenath (2015)). Other studies shows that psychological well-being have a significant influence in

coping strategies with Job satisfaction as well as stress on other psychological health. (Mobel Dahlan et al (2015) Mohel Dablam et al [2015] conducted study coping strategies on job satisfaction and Psychological well-being among fire fighters. This examined to a questionnaire survey of 614 malaysian fire fighters. Job satisfaction Survey [JSS] by Spector and Ryff's The Psychological well-being surveys are used as measurements. The result shows that psychological well-being have a significant influence in coping strategies with job satisfaction in as well as stress or other psychological health.

Still the studies are. Conducting based on the topics Psychological well-being and job satisfaction among professional workers. Many scholars are keeping forward this conclusions based on the topic. Still studies are progressing to find the relationship between these two variables.

Objectives

- To study the relationship between job satisfaction and psychological well-being among professional workers.
- To find out the influence of gender on job satisfaction among professional workers
- To find out the influence of gender on psychological well-being among professional workers

Hypotheses

- There is a significant relationship between Job satisfaction and psychological well-being.
- There is a significant difference between Job Satisfaction of males and females.
- There is a significant difference between psychological well-being of males and females.

Method participants

100 professional workers from Malappuram district, Kerala including teachers, pharmacist, engineers, architects, doctors etc. were considered as the participants for the study. The sample of study consist 50 females and 50 males. Purposive random sampling is used for sample selection. It means the process of identifying a population of interest and developing a systematic way of selecting cases that is not based on advanced knowledge of here the

outcome would appear.

Instruments

Personal data schedule: Personal data schedule means any information related to an identified or unidentified individual. In the study which include marital status, sex, qualifications, date of birth, designation and occupation of the participants.

Job satisfaction scale: Job satisfaction Scale [ISS] developed by Dr. Amar singh and T.R sharma. [1986] incorporating 30 items of both intrinsic and extrinsic aspects of the job. The Reliability of scale is test retest reliability works out to be 0.97 with N=52 and a days. · gap of 25 Validity of the scale is the scores compares favourably with Muthayya's Job satisfaction questionnaire giving a validity co efficient of 0.74

Psychological well-being scale: Psychological Well-Being Scale the scale is developed by Dr. Devendra singh sisodia & M.S Pooja chaudhary using Likert technique. The final form of scale was thus prepared comprising of 50 statements with a view to measure several aspects of well-being like. Satisfaction efficiency, sociability, mental health and interpersonal relation. The reliability of the scale was determined by test re-test method and internal consistency method. The test re-test reliability was 0.87 and the consistency for the scale is 0.90.

Procedure

The study is related to job satisfaction and Psychological well-being among professional workers. For this study Go professional workers are used as job satisfaction scale. [JSS] and Psychological well-being [PWBS] are used as questionnaire to measure Variable problem. The data were collected from professional workers from Malappuram district.

The samples were collected only after giving the assurance about the confidentiality. The instruments are administered to the subject individually by the investigator for each participants instruction were given Very well for collecting data.

Results and Discussion

To have a general idea of the result obtained in the study and their expectation. In order to meet the objectives, three hypothesis were formulated. Out of these the first, hypothesis intended to examine the relationship between job satisfaction and psychological well-being, second hypothesis intended to examine the influence of gender on job satisfaction and third

hypothesis intended to examine the influence of gender on anxiety.

H1: There is a significant relationship between job-satisfaction and psychological well-being.

To verify the hypothesis 1, Karl Pearson's.

Product moment of correlation test was used and result are showing in table I.

Table I: Correlation between job satisfaction and Psychological well being

Variable	Job Satisfaction
Psychological wellbeing	0.942

Table I shows the Correlation coefficient between job satisfaction and Psychological well- being is found to be 0.942 which is statistically significant at 0.01 level. This shows. That there is a significant positive relationship. Between job satisfaction and psychological well-being. So the hypothesis 1 is accepted. They are highly correlated when job satisfaction. Increases psychological well-being also increases. When job. Satisfaction decreases psychological well-being also decreases

H2: There is a significant difference between Job Satisfaction. On male and female.

	N	Mean	S.D	t
Male	50	94.54	14.672	- 1.056
Female	50	91.62	12.938	

Table 2: Mean, SD and I-value among male and Female on Job Satisfaction

The table II can be seen that the mean score of Job satisfaction for male 94.54 and mean of job. Satisfaction of female is 91.62. The SD of Job satisfaction of male 15 14672 and SD of job. Satisfaction of female 12-938 and the 1.056 t-value respectively. It is not significant so hypothesis is rejected.

H3: There is a significant relationship between Psychological well-being on male and female.

Table Mean, SD and t-value among male and female on psychological well-being.

	N	Mean	S.D	t

Male	50	207.50	55.887	- 0.358
Female	50	203.58	53.508	

The table III can be seen that the mean score for psychological well-being for male 207.50 and mean of psychological well-being for female 203.58. The SD of psychological well-being in. male is 55.887 and SD of psychological t-value is - .358 respectively It is not significant so hypothesis is rejected.

Conclusion

This study helps to know about job satisfaction and psychological well-being among professional workers. The present study shows the correlation between Job Satisfaction and psychological wellbeing among professional workers. This implies that of people provide favorable working conditions, equal rewarding, satisfactory in economical affiliation etc. Can increase satisfaction is job which also increase psychological well-being.

The variable used to the study were job satisfaction and Psychological well-being ‘Both are important individual’s life. This study can be applied to many areas especially in case of adult men and women. That is, this research can use to improve mental health of the individual ty giving proper strategies from the research. Job satisfaction prince the individual to live a better life by providing with. Social and family support. By achieving the satisfaction in Job, the individual can attain. Psychological well-being will lead the individual to attain good health, social support from the society, financially independent etc. In addition, programs in the variables. Can contribute to form proper awareness about Job Satisfaction and psychological well-being. It give awareness class t Sovety, how it affect the professional workers. It helps to reduce mental problems, stress etc. This study helps the participants to know more about job Satisfaction and psychological well-being. Through this study, it shows that males and females have no differences I job satisfaction and the Males and females have no differences in psychological well-being

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