Relationship Between Employees' Workplace Well-Being And Work Engagement

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ABSTRACT

The purpose of this essay was to investigate the link between employee engagement and psychological well-being. The idea of complete involvement is also discussed in the article, which focuses on whether or not an employee is mentally or psychologically interested in his task. Employee involvement may be sustained, according to the report, if the employee's well-being is good. Theories were provided, and related literature and research were evaluated to support the study. A descriptive correlational research design was adopted in this study. The survey's participants were all Organization workers. Validated questionnaires were employed in the study, and weighted mean and Pearson r were used to tabulate and evaluate the results. Employee engagement and workplace well-being were shown to be linked, according to the study. According to the findings, if an employee is mentally well and fulfilled, they are totally involved in their work. The notion of complete participation offers a stronger foundation for creating long-term advantages for both employees and organisations.

Keywords: Employee, Psychology, Engagement, Workplace climate; work satisfaction.

I. INTRODUCTION

Employee well-being at workplace is a well-known internal aspect that influences corporate performance. The following is the broad logical chain of reasoning on why this is so. A happy workforce is more likely to have favourable views about the company as a whole. A happier worker is the result of positive sentiments. Employee engagement may increase as a result of a happier employee. Happiness, to some extent, and engagement, to a greater amount, both promote staff productivity, resulting in improved corporate performance. Going a step further, these 'factors' may be defined as a set of cognitive and emotional antecedent variables in the workplace that are known to cause a high level of positive affect in employees. Returning to the broad picture, employee 'positive affect' and its degree of pervasiveness across the organisation are ultimately related to the company's good business outcomes.

Employee turnover issues, unfavourable business outcomes, and corporate reputation may all result from a lack of good affect or the existence of negative affect. But, more importantly, for the individual, the daily impact (typically, a professional spends at least one-third of his day at work) of what began as a professional difficulty gradually begins to assume a personal

dimension - it could destructively permeate and eat up into the individual's psyche over time, leading to emotional exhaustion, burnout, and, in some cases where psychopathology like depression sets in, lead to death (e.g., suicide). Governments become worried not just about the tragic loss of life, but also about the increased mental health and societal expenses that may develop if a large population is exposed to such situations.

II. WORKPLACE WELL BEING

The term "workplace well-being" refers to a component of subjective well-being in the workplace. Workplace well-being, which has an influence on employee welfare, is a critical aspect in determining an organization's long-term viability. Because enhancing workplace well-being has a favourable influence on overall performance, it is a legal requirement.

Workplace well-being is a feeling of prosperity derived from work that is linked to workers' overall sentiments (core affect) as well as the intrinsic and extrinsic value of the job (work values). (1) the relationship of hazardous work arrangements with certain diseases and diseases; (2) work stress condition; and (3) the specific relationship of diseases with personality characteristics or type of work environment are the three main areas of research related to organisational life for worker health.

As previously noted, workplace well-being is a critical component of organisational long-term viability. Workplace well-being, for example, will contribute to employee commitment to the organisation as well as organisational performance.

Workplace well-being is influenced by factors such as demographic traits, personality, organisational environment, and organisational well-being, as well as subjective well-being. Other research shows that job demand has an impact on workplace happiness.

III. ENGAGEMENT OF EMPLOYEES

Employees of a secure established traditionally wealthy company (for example, in a relatively monopolistic business) are typically (but not always) tied to aspects like salary level, position, material perks, pride of being associated with a large branded company, the social environment at work, job security (especially for governments or European private companies), and so on - this list is by no means exhaustive. Many individuals stay in the firm because of 'what they receive,' rather than 'what they do,' since it allows them to meet their fundamental wants, feel adequate, and cater to their hedonistic, if not eudemonic well-being.

The engaged employee, on the other hand, is a unique breed. "Employee engagement refers to employees' emotional and intellectual commitment to the success of their company." Employees that are engaged in their job feel a strong sense of purpose and meaning, and they are willing to go above and beyond to help the company achieve its goals." "An employee's motivation to use all of their intellect and resources for the benefit of the organisation might be characterised as engagement." It's the difference between folks showing up to work and performing an okay job and people going above and beyond to surpass expectations - demonstrating strong interest, giving it their all, showcasing inventiveness, taking initiative, and exerting discretionary effort. We may see a significant eudemonic aspect here from the perspective of positive psychology.

IV. THE ADVANTAGES OF EMPLOYEE INVOLVEMENT FOR THE COMPANY

An organisation with fully engaged personnel will reap multiple benefits as a result of a chain reaction of events triggered by the engagement factor: better work quality leads to higher customer satisfaction, efficiency/productivity improves, and project delays are reduced. As a result, clients will have more faith in you, and you will have a better market reputation. Internally, the firm benefits from improved personnel retention rates (and, as a result, reduced attrition rates) as well as increased innovation initiatives, which are especially important for fast-moving high-tech and internet-oriented businesses. Another internal benefit is that when individuals are passionate about what they do, they are more likely to take an active interest in it. As a result, knowledge growth for the person is often faster, training time is reduced, and on-the-job performance is improved. Reduced absenteeism, lower sickness rates, and fewer accidents are some of the other negative effects.

We now have an explanation for why job satisfaction and happiness may not be adequate criteria for engagement — the personality may lack enough job-related eudemonic objectives. Imagine Connie's management is forward-thinking and communicates with her on a regular basis to hear her voice and solicit her opinions; such internal communication could be a factor in potentially engaging Connie, but it does not equate to employee engagement, and thus does not guarantee superior performance.

V. METHODOLOGY AND RESEARCH

The research was conducted using acceptable research techniques such as research design, data collection tools, population, data collection processes, and statistical data treatment.

5.1 Research design

A descriptive correlational research design is used in this study. It assesses the link between workplace well-being at work and their degree of engagement at work. The goal of descriptive research is to describe what is discovered in data collected via surveys and statistical analysis. It's also used to characterize profiles, frequency distributions, and people's, situational, phenomena, or connected variables' features. In a nutshell, it explains "what is" about the information.

The descriptive correlational approach was used in the current research. The purpose of the study is to determine the amount of workplace happiness and how it influences employees' job engagement. This was done to see whether psychological well-being was prevalent among employees and how workplace well-being influences employee job engagement.

5.2 Study Participants

The study's participants were all of the organization's workers. Because the total number of employees is restricted, complete enumeration is the study's sampling strategy.

5.3 Instruments and Procedures for Data Collection

Questionnaires were used in the research. To evaluate workplace wellbeing, the surveys are validated questionnaires modified from the Black Dog Institute on Workplace Wellbeing and the Basic Psychological Need Satisfaction and Frustration Scale. Work engagement surveys were derived.

During the data collection procedure, the researcher wrote letters to the Presidents of the

Colleges, seeking permission to circulate his questionnaires across the institution. The researcher visited with the Presidents and workers in person and asked them to complete the surveys.

With the aid of staff, the President's representative and the researcher arranged for the recovery of surveys.

5.4 Statistical Data Analysis

In keeping with the study's nature as a descriptive study, descriptive statistics are employed. The Pearson r will be used to quantify the association between workplace well-being and work engagement, and the weighted mean will be used to evaluate the degree of workplace well-being and work engagement.

Table 1: Ranges of values

Statistical Range	Descriptive Interpretation	Overall Descriptive Rating
4.21-5.00	Strongly agree	Very High
3.41-4.20	Agree	High
2.61-3.40	Somewhat agree	Moderate
1.81-2.60	Disagree	Low/High
1.00-1.80	Strongly disagree	Very Low/Very High

5.5 Empirical Data and Analysis

The goal of the study was to see if there was a link between workplace well-being and work engagement.

Table 2: Workplace well-being

S.N.	Needs	Mean	
1.	Work Satisfaction	4.05	A
2.	Organizational Respect	3.74	A
3.	Employee care	3.71	A
4.	Work intrusion into private life	3.15	SWA
5.	Autonomy Needs	3.65	A
6.	Related Needs	3.79	A
7.	Competence needs	4.00	A
	Overall Mean	3.73	A

Employees agree to a certain extent that job satisfaction (4.05), organisational respect (3.74), employee care (3.71), autonomy needs (3.65), relatedness requirements (3.79), and competence needs are fulfilled or satisfied, according to the data in the summary table. It is also found that workers, to some extent, agree that their job has interfered with their personal lives.

Table 3: Work engagement

Work Engagement	Mean	DR
I am willing to accept change	4.29	A

I am willing to take on a new task as needed.	4.20	A
I take the initiative to help other employees when the need arises.	4.12	A
I keep going even when things get tough	4.03	A
I adapt quickly to difficult situations	3.82	A
When at work, I am completely focused on my job duties	4.02	A
I pro-actively identify future challenges and opportunities	3.86	A
I am determined to give my best effort at work each day	4.18	A
I am often so involved in my work that the day goes by very quickly	3.89	A
I get excited about going to work	3.80	A
I feel completely involved in my work	3.96	A
I am inspired to meet my goals at work.	4.05	A
I understand the strategic goals of my organization.	3.97	A
I see to it that I work to the best I can to meet the objective of my organization.	4.07	A
I see to it that what I do is in line with the organization's objectives.	4.02	A
I am proud to be part of the team	4.05	A
My team inspire me to work hard every day	3.91	A
My team is always helping me to complete my work	3.90	A
I have good information about my work	3.90	A
I have a good understanding of informal structures and processes at the organization	3.80	A
Composite Mean	**3.99**	**A**

Looking into the data, it shows that as a whole, the employee agrees that they are engaging their work as indicated by its composite mean of 3.99 which is understood as agreeing. Even when the items are taken singly, it manifests that employees also agree in all questions, that they are willing to accept change (4.29), are willing to take on new tasks as needed (4.20), they take the initiative to help other employees when the need arises (4.12), they keep going even when things get tough (4.03), they adapt quickly to difficult situations (3.82), they are completely focusing on their job duties (4.02), they pro-actively identify future challenges and opportunities (3.86), they are determined to give their best effort at work each day (4.18), they are often so involved in their work that the day goes by very quickly (3.89), they get excited about going to work (3.80), they feel completely involved in their work (3.96), they are inspired to meet their goals at work (4.05), they understand the strategic goals of their organization (3.97), they see to it that they work to the best they can to meet the objective of their organization (4.07), they see to it that what they do is in line with the organization's objectives(4.02), they are proud to be part of the team (4.05), the team inspires them to work hard every day (3.91), the team is always helping one another to complete their work (3.90), they have good information about their work (3.90) and they have good understanding of informal structures and processes at the organization (3.80).

Table 4: Workplace well-being and workplace engagement

		Workplace Well Being	Workplace Engagement
Workplace Well Being	Pearson Correlation	1	.370**
	Sig. (2-tailed)		.000
	N	170	170
Workplace Engagement	Pearson Correlation	.370**	1
	Sig. (2-tailed)	.000	
	N	170	170

**. Correlation is significant at the 0.01 level (2-tailed).

As it is indicated in the Pearson r correlation, it reveals that there is a significant correlation at the 0.01 level (2-tailed) between workplace well-being and work engagement of employees. In other words, workplace well-being correlates significantly to work engagement.

V. RESULT AND DISCUSSION

The goal of the research was to see if there was a link between workplace happiness and employee engagement. Workplace well-being, such as job happiness, organizational respect for workers, employer care, the intrusion of work into private life, autonomy needs, relatedness requirements, and competence needs, all link with work engagement, according to the findings of the study. It indicates that promoting workplace well-being at work is a critical aspect in increasing employee engagement at work. Employees will get disengaged if the aspects of workplace well-being are not prioritised. Employee disengagement leads to poorer productivity and higher costs.

According to the findings of this survey, businesses should place a higher priority on increasing employee well-being in the workplace. The quality of work will be jeopardized if employees' concerns about their needs are not prioritized. Quality work comes from a happy staff; thus, management must look after its people since they are the company's most valuable asset.

VI. CONCLUSIONS

Employees' sense of well-being at work are connected to overall employee feelings and contentment with the intrinsic and extrinsic values of a job, and are referred to as workplace well-being. Organizational climate, superior-subordinate relationship quality, job demand, personality, kind of work environment, health and welfare ideas, issues at work, problems imported into the workplace, and work stress are all factors that influence workplace well-being. Performance, psychological capital, and employee engagement are all affected by workplace well-being. Social well-being at work, eudaimonic well-being at work, and subjective well-being at work are three more theories of workplace well-being.

The author understands that the study's variables are restricted to seven, and he believes that

additional variables, such as the cognitive, emotional, and behavioral energy that workers devote into their job, might influence employee work engagement. As a result, the scope of the future survey should be increased to cover employee attitudes regarding and work involvement. Integrating psychological well-being with employee engagement might be a good way to boost organizational productivity. According to the findings, these aspects are intertwined in achieving positive organizational results. Some data supports this viewpoint, demonstrating that include psychological well-being in the equation improves the link between involvement and outcomes.

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