



PSYCHOLOGICAL WELL-BEING AND JOB PERFORMANCE: A STUDY AMONG SOFTWARE PROFESSIONALS

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ABSTRACT:

The purpose of the present investigation was to examine the relationship between Psychological Well-being and Job performance among software professionals. Using psychometrically sound instruments to measure Psychological well-being and Job performance on a sample of 436 software professionals, the primary data for the study was generated. Data analysis revealed that there is a significant positive relation between psychological well-being and Job performance of software professionals. The meaning of this result and implications of this finding are discussed in this study.



KEYWORDS: Psychological well-being, Job performance, Work Attitudes.

INTRODUCTION

Positive Psychology is a recently established branch of knowledge. Positive psychology is a field of study that focuses on the development of individuals through an encouraging outlook on life (Seligman, 1998). The concept of well-being has emerged as an important area of research in positive psychology. Ryan and Deci (2000) describe well-being as a combination of experience and optimal functioning of the individual. In the literature the concept of well-being has been studied from two different approaches, hedonic (subjective well-being) approach and eudemonic (psychological well-being) approach. Subjective well-being is explained as sum total of three components

namely life satisfaction, presence of positive affect, and absence of negative affect, while eudemonic approach describes psychological well-being as engagement with existential challenges of life (Keyes, Shmotkin, & Ryff, 2002). Research on hedonic well-being (subjective well-being) gained prominence, while research on eudemonic remained unexplored in the literature (Singh, Kaur, & Singh, 2014). The present research study focuses on the eudemonic approach and attempts to examine how psychological well-being of software professionals has an influence on their job performance. Guest and Conway (2004) define wellbeing in terms of six constructs including: a

manageable workload; personal control over the job; support from colleagues and supervisors; positive relationships at work; a reasonably clear role and a sense of control of involvement in changes in the organisation. According to Wright and Cropanzano (2004), psychological well-being may be defined as the overall effectiveness of an individual's psychological functioning. Edwards (2005) defined Psychological well-being as positive mental health. According to Ryff and Keyes (1995) psychological well-being is the positive psychological functioning of individuals. She defined Psychological Well-Being as a state in which an individual can function psychologically well enough to realize his/her true

potential. Ryff & Keyes (1995) proposed a model of psychological well-being consisting of six key facets. These facets are: (1) autonomy: refers to a sense of self-determination and personal authority, (2) environmental mastery: indicates to shape one's environment so as to meet personal needs and desires, (3) personal growth: it denotes a sense of continued growth and development as a person, (4) positive relations with others: it indicates to develop and maintain warm and trusting interpersonal relationships, (5) purpose in life: it refers to the feeling that one's life is purposeful and meaningful, and (6) self-acceptance: this denotes an attempt to feel good about oneself even while aware of one's own limitations. The model proposed by Ryff and Keyes (1995) has emerged as the most researched and accepted conceptualization of psychological well-being in the literature.

Much of the research on psychological well-being and job performance has been carried out in the North American and European context. Very little research has been carried out in the Indian context, focusing on software professionals. The present gains importance in this context and attempts to investigate the relationship between psychological well-being and job performance of software professionals working in Indian organizations.

JOB PERFORMANCE

Van Scotter and Motowidlo (1996) defined job performance as individual behaviors that contribute to achieve organizational goals. Rich, Lepine and Crawford (2010) defined job performance as the set of behaviors displayed by employee to contribute directly or indirectly to organization in accordance with goals of the organization. The success of organization depends on job performance of the employees. Job performance of an individual, in fact, is a function of his ability and willingness or desire to use his ability in achieving personal or organizational goals. Performance is the degree of accomplishment of the task that makes up an employee's job. It reflects how well an employee is fulfilling the requirement of the job. Performance is a set of outcomes produced during a certain period of time and does not refer to traits and other personal characteristics of the performer (Romanoff, 1989). Performance is those actions and behaviours which are under the control of the individual that contribute to the organization's goals and that can be measured according to the individual's level of proficiency (Campbell, 1990). Job performance is also defined as the degree to which an individual executes his or her role with reference to certain specific standards set by the organizations (Nayyar, 1994). The present study attempts to examine how the psychological well-being of software professionals have a significant bearing on their job performance

THEORETICAL FRAMEWORK

Employee health and well-being has recently gained increased attention in management research. Several researchers have suggested that organizations should adopt healthy workplace practices that focus not only on profitability and productivity of the organization but also contribute to enhance the health and psychological well-being of its employees (Grawitch, Gottschalk, & Munz, 2006; Grawitch, Trares, & Kohler, 2007; Russell, 2008; Wright & Cropanzano, 2004). It is observed in the literature that happy worker is a productive worker. Research has demonstrated that psychological well-being is related to a variety of organizational outcomes, such as enhanced job performance, job satisfaction and work involvement, increased profitability and competitiveness of the organization, and reduced employee turnover (Grawitch, Gottschalk, & Munz, 2006; Keyes, Hysom, & Lupo, 2000; Russell, 2008; Spector, 1997; Warr, 2005; Wright & Bonnet, 2007). Thus it can be hypothesized that there will be positive relationship between psychological well-being and job performance of software professionals.

METHOD

Sample

The sample for the present study comprised of 436 software professionals drawn from ten different Information Technology organizations. Their age range was from 36 to 49 years. Most of the them were programmers or team members working in different projects in a Information Technology software organization.

MEASURES

Psychological well-being: Psychological well-being scale developed by Carol Ryff (1989) was used in the study. This scale comprises of 54 items having a Likert type response format ranging from strongly disagree (1) to strongly agree (6). This scale is further divided into six dimensions, namely: autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance. The scores on this scale range from 54 to 324. High score on this scale indicate, higher psychological well-being, and low scores indicate low on psychological well-being. This scale is found to be reliable and valid in the literature

Job Performance: For measuring job performance, the job performance scale developed by Williams and Anderson (1991) was used in the present study. The scale consists of six items. Each item is scored on a five Point Likert type response format ranging from strongly disagree (1) to strongly agree (5). Williams and Anderson developed this scale to measure the in-role performance i.e. job performance of employees. In the present study this scale is adapted to measure the perceived performance of the software professionals. Perceived Performance is the perception of employees about their own performance on the job. This scale has also demonstrated construct validity and reliability (Williams and Anderson, 1991).

RESULTS AND DISCUSSION

To examine the relationship between psychological well-being and job performance the correlation coefficients between psychological well-being and job performance, were computed and is presented in table 1.

Table 1
Means, Standard Deviations and Correlation Coefficients between Psychological well-being and Job performance

Variable	Mean	SD	Correlation Coefficient	Sig.
Psychological Well-being	173.98	51.468	0.452	0.000
Job performance	21.01	8.345		

From table 1 it can be observed that the correlation coefficient computed between psychological well-being and job performance is positive and found to be significant ($p < 0.001$). This indicates that there is significant positive relationship between psychological well-being and job performance. To further examine whether psychological well-being scores of software professionals would predict their job performance scores, simple linear regression analysis was carried out. Job performance scores were treated as criterion variable and psychological well-being score as predictor variable. The result thus obtained is presented in table 2.

Table 2
Results of Regression Analysis with Psychological well-being predicting Job Performance of software professionals

Variable	F	df	Adj. R ²	β
Dependent Variable: Job performance	15.807**	1,434	0.275	0.452**
Psychological well-being				

**** $p < 0.001$**

It can be observed from table 2 that the F value is significant ($p < .01$) this indicates that there exists a linear relationship between psychological well-being and job performance and approximately

twenty eight percent (Adjusted $R^2 = 0.275$) of the variation in the job performance scores of software professionals can be explained by the changes in the psychological well-being scores of the software professionals. The last column in table 2 indicates the standardised regression coefficient (β), is found to be significant ($p < .01$), this indicates that there is a significant influence and impact of psychological well-being on job performance.

The positive and significant correlation between psychological well-being and job performance and the emergence of psychological well-being as significant predictor of job performance indicates that the psychological well-being of software professionals influences and predicts their job performance.. This result confirms the hypothesis formulated in the present study.

CONCLUSION

The results of the present study suggest that psychological well-being is a significant predictor of job performance of software professionals. This demonstrates the importance of psychological well-being for developing positive work outcomes namely job performance among the software professionals. This suggests the need for psychological well-being training of software professionals. Basic training in the six dimensions of psychological well-being namely: autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance would enable employees to develop their psychological well-being and result in increased job performance. The psychological well-being in employees may develop sufficient competence in them to take up the challenges of globalization and enhance their job performance resulting in increased human resource development for the organization. Human resource managers may also assess the psychological well-being and may include it as one of the criterion during the selection process of the personnel. In future, further studies may be carried out by conducting an intervention, to enhance the psychological well-being of software professionals.

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