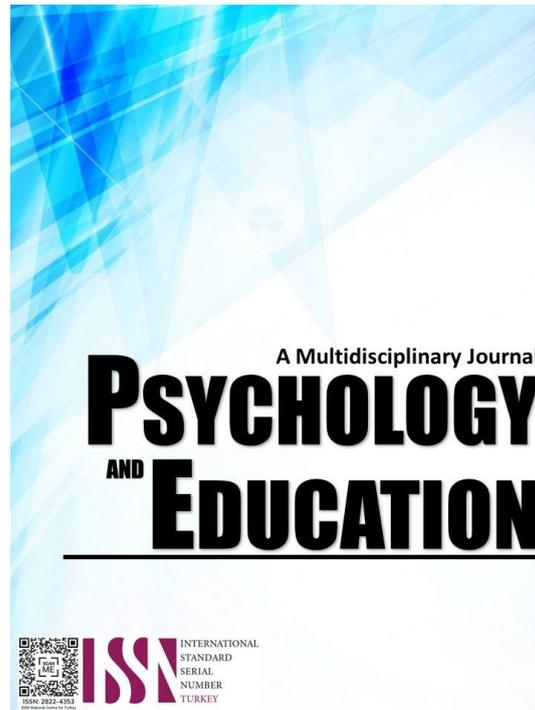


**PSYCHOLOGICAL WELL-BEING EMPLOYEES AT
THIS TIME OF PANDEMIC: BASIS IN THE
DEVELOPMENT OF EMPLOYEE WELLNESS
PROGRAM**



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Psychological Well-Being Employees at this Time of Pandemic: Basis in the Development of Employee Wellness Program

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Abstract

This research paper aimed to assess the psychological well-being of employees at this time of pandemic. A total of 45 respondents participated in this study and were profiled based on sex at birth, age, marital status, employment status, employment level, years employed, highest educational attainment, and work arrangement. The researcher used a 42-item Ryff's Psychological Well-being Scale that measures the dimensions on autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance. The overall psychological well-being across different dimension is at an average level and results also revealed that there is no significant difference in demographic profiles across different dimensions.

Keywords: *psychological well-being, environmental mastery, personal growth, purpose in life*

Introduction

The global life of humankind has been threatened by the development of the novel SARS-CoV-2 coronavirus 2019 (COVID-19). The World Health Organization declared a public health emergency about the COVID-19 outbreak on January 30, 2020. The governments of all impacted nations resolved to put in place a public measure to slow the rapid spread of the infectious disease as the disease continues to spread across the globe. Social connections and house confinement on a national scale are the main public safety measures put into place.

The widespread infectious disease and the state of emergency produce trauma that impacts people in diverse ways and compromises their mental health for many. On communities, it has significant psychological effects that are connected to wellbeing. Based on the employee wellness program, this study will measure the employee's psychological well-being. It will be handled in accordance with the requirements of the staff.

Literature Review

What is meant by "well-being" goes beyond hedonism, the pursuit of happiness or pleasurable experiences, and a general assessment (life satisfaction). It also encompasses how well people are functioning, sometimes known as "eudaimonic" or "psychological well-being." It is impossible to comprehend how

people truly feel about the life events that are crucial to critical outcomes using a single subjective item method to measure well-being. An accurate assessment of well-being must take into account all of the important aspects, including the hedonic and eudaimonic elements (Allin, 2017).

Because there are many ways to study a person's life, several criteria could be evaluated to determine this total rating. For instance, Diener et al. (1999) suggested that to have a thorough knowledge of a person's wellbeing, researchers should assess the connected but independent components of positive affect, negative affect, and life satisfaction. The emotional aspects of positive and negative affect are a good way to describe the affective feelings that people experience as they go about their daily lives. The cognitive assessment of life satisfaction taps a person's thoughtful judgment about the events in his or her life. In the current work, we use the terms positive affect, negative affect, and life satisfaction to refer to research that have looked at one of these more specific variables. We use the terms "happiness" or "subjective well-being" to refer to general conclusions or broad theoretical frameworks that may theoretically be applied in a way that is equivalent to the more specific categories. The empirical research we discuss in these studies, however, primarily focuses on life satisfaction, not the affective components, and this must be emphasized (Baird et.al., 2010).

An 8-month experimental study looked at the short- and long-term consequences of regularly practicing two advised positive behaviors (expressing optimism and appreciation). More significantly, this intervention

examined how two metafactors—participants' self-selection into the research knowing it is focused on enhancing happiness or whether they consistently put effort into it—could alter the results of any positive activity. The results demonstrate that continued effort counts as well, but again, only in the treatment circumstances. Early self-selection also matters, but only in the two conditions of positive activity, not the control. The study found that happiness interventions are more successful than mere placebos when participants are aware of, dedicated to, and supportive of the intervention (Lyubomirsky, 2011).

According to a recent study, students select to have low psychological wellness and mental disease both during and after isolation, according to Bao et al. (2020). Their mental and psychological health is being negatively impacted by its corrosive influence every second in the form of elevated stress, anxiety, depressive symptoms, and certain event-specific discomfort.

Using principal axis factoring, four affective and cognitive dimensions of well-being were discovered, including positive and negative affect, resilience, and mastery. In structural equation models, it was discovered that psychological well-being variables were substantially correlated with subjective well-being, completely mediating the effects of resilience and only partially mediating the effects of mastery on anxiety and depression. These findings remained into adolescence and middle age. Psychological well-being elements are important determinants of subjective well-being affect states that increase vulnerability to sorrow and anxiety (Burns et al., 2011).

Using data from a nationally representative sample of adults ($N = 1,108$), aged 25 and older, who took part in telephone interviews, a theoretical framework for psychological well-being that takes into account six different aspects of wellness (autonomy, environmental mastery, personal growth, positive relationships with others, purpose in life, and self-acceptance) was tested. Confirmatory factor analyses supported the suggested 6-factor model, which has one second-order super component. The model exhibited a better fit when compared to single-factor and other artificial models. Previous findings were corroborated by differences in wellbeing across the age and sex spectrum. Positive and negative affect, life satisfaction, and comparisons with other regularly used indicators revealed that the latter undervalue significant aspects of positive functioning emphasized in theories of health and well-being (Ryff, 1995).

Psychological well-being, which can be defined as resilience together with hedonic (enjoyment, pleasure) and eudaimonic (meaning, fulfillment) happiness, is a crucial aspect of mental health (coping, emotion regulation, healthy problem solving). In order to create specific and effective training programs that enhance psychological well-being, it is advantageous to understand the underlying mechanisms linked to this construct. In this article, we examine crucial components and potential brain-body systems connected to mindfulness training in order to portray it as a workable technique to improve psychological well-being. To demonstrate the positive impacts of mindfulness training on psychological well-being, we use IBMT as an example. The integrative body-mind training (IBMT) is based on a number of randomized controlled trials (RCT) investigations of mindfulness training in adults and adolescents (IBMT). One method that IBMT enhances psychological well-being is through the interaction between the mind and body (mindfulness and bodifulness), which involves both the central nervous system (CNS) and the autonomic nervous system (ANS). We also stress the role of other cerebral self-control networks, such as the anterior cingulate cortex/prefrontal cortex (ACC/PFC), in promoting psychological wellness. We suggest that mindfulness training may be a promising program that stimulates the synergistic involvement of mind and body in order to achieve the goals of promoting psychological well-being (Tang et al., 2019).

Contrary to the majority of JD-R research, which concentrated on the independent effects of work characteristics on health-related outcomes, the COR hypothesis asserts that demands deplete resources and that the (temporal) processes connected to resource depletion result in emotional exhaustion (van Woerkom et al., 2016).

According to Winefield's (2012) research, psychological distress and characteristics that were positively connected with psychological well-being were negatively correlated, and vice versa. For instance, low psychological well-being and high psychological distress were associated with lacking postsecondary education, being unable to work, having a low income, renting a home, and receiving a pension. Being the lone adult in the house and using a language other than English at home were further determining factors. The well-being index demonstrates psychometric potential for community surveys. There has to be more discussion regarding whether and when to ask study participants questions about both psychological well-being and psychological distress, even when they are not exactly at the opposing ends of



the spectrum.

According to Diener (2012), wellbeing has been linked to success on the personal, professional, and interpersonal levels, with those who exhibit high levels of wellbeing showing greater workplace productivity, more effective learning, improved creativity, and more prosocial behaviors as well as positive interpersonal relationships.

Research Questions

1. What is the demographic profile of respondents when they were grouped according to demographic profile?

- 1.1 Sex at Birth
- 1.2 Age
- 1.3 Marital Status
- 1.4 Employment Status
- 1.5 Employment Level
- 1.6 Years Employed
- 1.7 Educational Attainment
- 1.8 Work Arrangement

2. What is the mean score for Psychological Well-Being when they were grouped according to demographic profile in terms of the following:

- 2.1. Autonomy
- 2.2. Environmental Mastery
- 2.3. Personal Growth
- 2.4. Positive Relations
- 2.5. Purpose in Life
- 2.6. Self-Acceptance

3. Is there a significant difference in the mean score for Psychological Well-Being when they were grouped according to demographic profile in terms of the following:

- 3.1. Autonomy
- 3.2. Environmental Mastery
- 3.3. Personal Growth
- 3.4. Positive Relations
- 3.5. Purpose in Life
- 3.6. Self-Acceptance

Methodology

The researcher used descriptive research with quantitative approach. As stated by McCombes (2019), descriptive research aims to define an accurately and systematically population, characteristics, frequencies, trends and categories. It doesn't manipulate of any variables.

Participants

Table 1. *Frequency Distribution of Respondents*

Demographic Profile		Frequency	Percentage
Sex at Birth	Male	12	27
	Female	33	73
	Total	45	100
Age	40 to 65 years old	17	38
	20 to 39 years old	28	62
	Total	45	100
Marital Status	Single	23	51
	Married	22	49
	Total	45	100
Employment Status	Regular	39	87
	Project-Based/Part-Time	3	7
	Probationary (Full-Time)	3	7
	Total	45	100
Employment Level	Executive	2	4
	Manager (Heads/Officers)	9	20
	Associate	11	24
	Rank and File 4	23	51
	Total	45	100
Years Employed	More than 15	10	22
	11 to 15	3	7
	6 to 10	7	16
	1 to 5	25	56
Total	45	100	
Highest Educational Attainment	Master's Degree	5	11
	Bachelor's Degree	34	76
	High School Degree	2	4
	Vocational	4	9
Total	45	100	
Work Arrangement	Work from Office	9	20
	Work from Home	22	49
	Bended Working Arrangement	14	31
	Total	45	100

The frequency distribution of responders by demographic profile is shown in the table above. When it comes to sex at birth, 12 or 27% of respondents are men and 33% or 73% are girls. Regarding age, 28 or 62 percent of respondents are between the ages of 20 and 39, while 17 or 38 percent of respondents are between the ages of 40 and 65. In terms of marital status, 22 out of the respondents—or 49 percent—are married, while 23 out of the respondents—or 51 percent—are single. Regarding job status, 39 respondents—or 87 percent—were regular employees, 3—or 7 percent—were project-based/part-time workers, and 3—or 7 percent—were probationary (full-time) workers. In terms of employment level, 2 or 4% of respondents are in executive positions, followed by 9 or 20% in Manager (Head/Officer) positions, 11 or 24% in associate positions, and 23 or 51% in rank-and-file positions. When it comes to years of employment, 10 or 22 percent of respondents have worked for more than 15 years, 3 or 7 percent have worked for 11 to 15 years, 7 or 16 percent have worked for 6 to 10 years, and 25 or 56 percent have worked for less than five years. In terms of highest educational attainment, 5 or 11% of respondents have a master's degree, compared to 34 or 76% who have a bachelor's degree, 2 or 4% who have completed high



school, and 4 or 9% who have completed a vocational program. In terms of working arrangements, 22 or 49 percent of respondents work from home, 9 or 20 percent work from an office, and 14 or 31 percent have a hybrid working arrangement.

Instruments of the Study

The researcher adopted Ryff’s Psychological Well – Being Scale. The 7-item scales (42 items total) constructed to measure the dimensions of autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance. Internal consistency (alpha) coefficients are indicated on each scale. The standardized test was converted to online Google survey form for online data gathering.

Procedures

The researcher sought for permission of the final title and then followed the chronological order of data collection. Following approval, the researcher will visit libraries to strengthen the planned research and begin crafting the methodology and introduction. The researcher officially adopted the Psychological Well-Being Scale by requesting Dr. Carol D. Ryff's authorization. The instrument was converted to a Google Survey. After the data gathering, a statistical analysis was performed.

Results

- a. In terms of autonomy, most of the sub levels of the demographic profile obtained an average score that is at the 50 percent quartile of the distribution which is verbally interpreted as "Average"
- b. In terms of environmental mastery, most of the sub levels of the demographic profile obtained an average score that is at the 50 percent quartile of the distribution which is verbally interpreted as "Average"
- c. In terms of personal growth, most of the sub levels of the demographic profile obtained an average score that is at the 50 percent quartile of the distribution which is verbally interpreted as "Average"
- d. In terms of positive relations, most of the sub levels of the demographic profile obtained an average score that is at the 50 percent quartile of the distribution which is verbally interpreted as "Average"
- e. In terms of purpose in life, most of the sub levels of the demographic profile obtained an average score that is at the 50 percent quartile of the distribution which is verbally interpreted as "Average"
- f. In terms of purpose Self-Acceptance, most of the

sub levels of the demographic profile obtained an average score that is at the 50 percent quartile of the distribution which is verbally interpreted as "Average"

Test for Significant Difference in Psychological Well-Being in terms of Autonomy

<i>Demographic Profile</i>	<i>Mean</i>	<i>Significance</i>	<i>Ho Decision</i>
Sex at Birth	.358	Not Significant	Accept
Age	.244	Not Significant	Accept
Marital Status	.902	Not Significant	Accept
Employment Status	.453	Not Significant	Accept
Employment Level	.347	Not Significant	Accept
Years Employed	.622	Not Significant	Accept
Educational Attainment	.584	Not Significant	Accept
Work Arrangement	.921	Not Significant	Accept

**Significant at .05 alpha level*

Based on the aforementioned data, the computed p-values for each demographic profile are higher than the .05 alpha threshold. This would imply that the null hypothesis is accepted and that there isn't a discernible difference. Therefore, the differences in mean Autonomy scores among demographic profiles are not statistically significant. The responders' level of autonomy is generally average.

Test for Significant Difference in Psychological Well-Being in terms of Environmental Mastery

<i>Demographic Profile</i>	<i>Mean</i>	<i>Significance</i>	<i>Ho Decision</i>
Sex at Birth	.794	Not Significant	Accept
Age	.384	Not Significant	Accept
Marital Status	.277	Not Significant	Accept
Employment Status	.153	Not Significant	Accept
Employment Level	.890	Not Significant	Accept
Years Employed	.469	Not Significant	Accept
Educational Attainment	.157	Not Significant	Accept
Work Arrangement	.683	Not Significant	Accept

**Significant at .05 alpha level*

Based on the aforementioned data, the computed p-values for each demographic profile are higher than the .05 alpha threshold. This would imply that the null hypothesis is accepted and that there isn't a discernible difference. Therefore, the differences in mean Environmental Mastery scores across demographic profiles are not statistically significant. Environmental Mastery is often at an average level among respondents.



Test for Significant Difference in Psychological Well-Being in terms of Personal Growth

Demographic Profile	Mean	Significance	Ho Decision
Sex at Birth	.734	Not Significant	Accept
Age	.433	Not Significant	Accept
Marital Status	.672	Not Significant	Accept
Employment Status	.146	Not Significant	Accept
Employment Level	.535	Not Significant	Accept
Years Employed	.685	Not Significant	Accept
Educational Attainment	.519	Not Significant	Accept
Work Arrangement	.726	Not Significant	Accept

*Significant at .05 alpha level

Based on the aforementioned data, the computed p-values for each demographic profile are higher than the .05 alpha threshold. This would imply that the null hypothesis is accepted and that there isn't a discernible difference. Therefore, the differences in mean Personal Growth score among demographic profiles are not statistically significant. In general, respondents' levels of personal growth are ordinary.

Test for Significant Difference in Psychological Well-Being in terms of Positive Relations

Demographic Profile	Mean	Significance	Ho Decision
Sex at Birth	.477	Not Significant	Accept
Age	.274	Not Significant	Accept
Marital Status	.970	Not Significant	Accept
Employment Status	.431	Not Significant	Accept
Employment Level	.746	Not Significant	Accept
Years Employed	.169	Not Significant	Accept
Educational Attainment	.066	Not Significant	Accept
Work Arrangement	.797	Not Significant	Accept

*Significant at .05 alpha level

Based on the aforementioned data, the computed p-values for each demographic profile are higher than the .05 alpha threshold. This would imply that the null hypothesis is accepted and that there isn't a discernible difference. Therefore, the variations in mean score for Positive Relations among demographic profiles are not noteworthy. The respondents' level of positive relations is generally average.

Test for Significant Difference in Psychological Well-Being in terms of Purpose in Life

Demographic Profile	Mean	Significance	Ho Decision
Sex at Birth	.951	Not Significant	Accept
Age	.721	Not Significant	Accept
Marital Status	.818	Not Significant	Accept
Employment Status	.498	Not Significant	Accept
Employment Level	.486	Not Significant	Accept
Years Employed	.152	Not Significant	Accept
Educational Attainment	.485	Not Significant	Accept
Work Arrangement	.919	Not Significant	Accept

*Significant at .05 alpha level

Based on the aforementioned data, the computed p-values for each demographic profile are higher than the .05 alpha threshold. This would imply that the null hypothesis is accepted and that there isn't a discernible difference. Therefore, the variations in mean scores for purpose in life among demographic profiles are not statistically significant. In general, respondents' levels of life purpose are ordinary.

Test for Significant Difference in Psychological Well-Being in terms of Self-Acceptance

Demographic Profile	Mean	Significance	Ho Decision
Sex at Birth	.805	Not Significant	Accept
Age	.171	Not Significant	Accept
Marital Status	.094	Not Significant	Accept
Employment Status	.572	Not Significant	Accept
Employment Level	.717	Not Significant	Accept
Years Employed	.597	Not Significant	Accept
Educational Attainment	.827	Not Significant	Accept
Work Arrangement	.706	Not Significant	Accept

*Significant at .05 alpha level

Based on the aforementioned data, the computed p-values for each demographic profile are higher than the .05 alpha threshold. This would imply that the null hypothesis is accepted and that there isn't a discernible difference. Therefore, the differences in mean Self-Acceptance scores among demographic profiles are not statistically significant. Respondents, on the whole, exhibit a high level of self-acceptance.

Discussion

The overall psychological well-being of respondents is at average level. Also the sub-levels of psychological well-being such as autonomy, environmental mastery, personal growth, positive relations, purpose in life, self-acceptance is at average level. Across demographic profiles per sub-levels of psychological well-being, results shows that there is no significant difference which indicates that demographic profile has nothing to do with the factors included in the psychological well-being.

Well-being is thought to include the enjoyment of positive emotions like happiness and contentment as well as the development of one's potential, having some degree of control over one's life, having a sense of purpose, and having meaningful connections. A crucial element of psychological well-being is having a good life. It comprises of doing well and maintaining a happy mindset. Being able to handle these



unpleasant or painful feelings is essential for long-term wellbeing. It is normal to experience painful emotions (such as disappointment, failure, or despair). As a result, continual happiness is not necessary for prolonged well-being. Psychological well-being is put at risk by negative feelings that are intense or persistent and interfere with a person's ability to function in daily life (Huppert, 2009).

Think of a spot you actually appreciate, perhaps on a yacht in the sun, where you can spend time alone or with friendly people while indulging in your favorite foods and beverages. Most people would find that to be incredibly enjoyable for a week or two, but imagine if you could do it indefinitely! Few individuals would find such possibility enticing. Having too much of a good thing could be a problem. This example shows that having a sense of meaning and purpose is necessary for feeling truly good in addition to having wonderful feelings. Therefore, the subjectively positive feelings brought on by an activity we enjoy AND the perception of a larger meaning and purpose in our lives are the two elements of psychological wellness (Robertson, 2020). In order to prevent overtaxing healthcare systems, governments adopted strategies including lockdowns, institution and business closures, and social distance laws to flatten the epidemic curve until vaccines or treatments were available (Anderson et al., 2020).

Conclusion

Based on the results of the study, the following conclusions were drafted: (1) Respondents have average level of autonomy, environmental mastery, personal growth, positive relations, purpose in life, and self-acceptance. (2) The demographic profile has nothing to do with the levels of psychological well-being and its sub factors.

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