

TO ASSESS THE LEVEL OF PSYCHOLOGICAL WELLBEING ON JOB PERFORMANCE OF EMPLOYEE'S WORKING IN SELECTED COMPANY

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ABSTRACT

It is well understood that positive mental strength has a significant role in the working environments nowadays. Conferring to statistics taken from the Adult Psychiatric Morbidity Survey, around one in six salaried age individuals have a mental health disorder. Objectives: i. to assess the level of psychological wellbeing on job performance of employee's working in selected company. ii. To associate the level of psychological wellbeing on job performance with selected demographic variables. Methodology: Research approach: quantitative approach, a descriptive research design for 100 samples by Non- probability convenient sampling technique. Results: It shows that 75(75%) have adequate level of psychological wellbeing on job performance, 20 (20%) have moderately level of psychological wellbeing on job performance and 5(5%) have inadequate level of psychological wellbeing on job performance.

INTRODUCTION

The current technical term used for mental health is psychological wellbeing. Many studies have addressed this issue and considered its importance for the organizational outcomes such as creativity, innovation, engagement in job, sense of accomplishment and so forth. Our study intends to investigate the link between mental health and job performance.

Psychological wellbeing was first recognized by Jahoda and basically presented these concepts as clinical perspectives which are a state of mental health. Ryff further extended the work of Jahoda on psychological wellbeing and provided its measures and dimensions. Ryff's proposed six dimensions of psychological wellbeing namely are self-acceptance, purpose in life, environmental mastery, positive relations with others, autonomy and personal growth.

Many studies and researches have shown that there is relationship between level of psychological well being in workplace and business outcome for organizations. At present times it is a basic issue to develop positive psychological well being for the whole workforce and the employer. Positive psychological well being refers to bring efficacy, hope, optimism and resilience among workers employees. Psychological wellbeing has been found to be related to both work and personal life outcomes.

NEED FOR THE STUDY:

We have already seen that happiness, when defined as Psychological wellbeing, promotes higher levels of Job performance. We have also learned that those high in Psychological wellbeing are in a better position to benefit from positive work experiences than are their counter parts who are lower in Psychological wellbeing .Through the impetus provided by high levels Of Psychological wellbeing, happier or more psychologically well employees are more easily able to broaden and build themselves and become more creative, resilient, socially connected, physically and mentally healthy, and more productively effective.

In addition, and of further benefit, these effects are seen as Persisting over time and across situations. As an illustration of this idea, I consider to do a study about psychological wellbeing on job performance. In this study I found strong empirical support for the idea that those high in Psychological wellbeing can benefit more from a job performance.

PROBLEM STATEMENT

To assess the level of psychological wellbeing on job performance of employee's working in selected company.

OBJECTIVES

To assess the level of psychological wellbeing on job performance of employee's working in selected company.

To associate the level of psychological wellbeing on job performance with selected demographic variables

METHODS AND MATERIALS USED

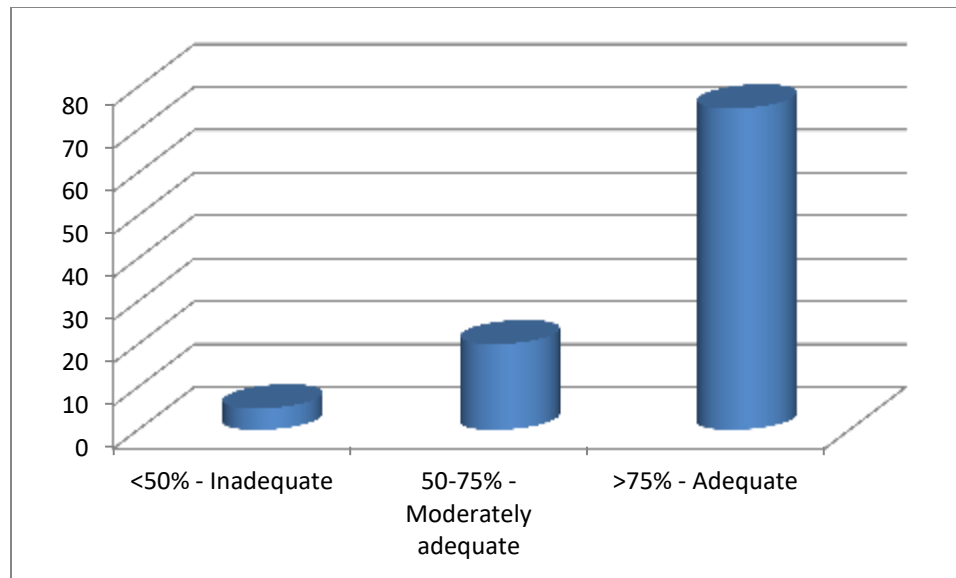
The research approach used in the study was quantitative approach using a descriptive research design. The study was conducted at selected company with 100 samples. The samples were selected using non- probability Convenient sampling technique. The tool used for the study was demographic variable and Ryff's psychological wellbeing scale to assess the level of psychological wellbeing on job performance was used to collect the data. Informed consent was obtained and the data was analyzed using descriptive statistics.

RESULTS

The study findings shows that 75(75%) have adequate level of psychological wellbeing on job performance, 20(20%) have moderately level of psychological wellbeing on job performance and 5(5%) have inadequate level of psychological wellbeing on job performance.

S. No	Score	Percentage and level of psychological well being	Frequency
1	<126	<50% - Inadequate	5
2	126-189	50-75% - Moderately adequate	20
3	>189	>75% - Adequate	75

The figure shows the percentage distribution of level of psychological wellbeing on job performance of the employee.



The figure shows that 75(75%) have adequate level of psychological wellbeing on job performance, 20 (20%) have moderately level of psychological wellbeing on job performance and 5(5%) have inadequate level of psychological wellbeing on job performance.

CONCLUSION

The study concludes the job performance is very important for the organizations. Additionally, high job performance is also important for employees because it provides positive benefits such as higher income, a better carrier, and a better social reputation. Psychological well-being makes the life goes on well and person feels good and carries out works impressively.

RECOMMENDATION

A similar study can be conducted by using different sampling technique.

A comparative study can be conducted between IT workers and company workers.

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