

Psychological Well-Being and Job Satisfaction as Predictors of Job Performance

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The happy-productive worker hypothesis has most often been examined in organizational research by correlating job satisfaction to performance. Recent research has expanded this to include measures of psychological well-being. However, to date, no field research has provided a comparative test of the relative contribution of job satisfaction and psychological well-being as predictors of employee performance. The authors report 2 field studies that, taken together, provide an opportunity to simultaneously examine the relative contribution of psychological well-being and job satisfaction to job performance. In Study 1, psychological well-being, but not job satisfaction, was predictive of job performance for 47 human services workers. These findings were replicated in Study 2 for 37 juvenile probation officers. These findings are discussed in terms of research on the happy-productive worker hypothesis.

If you want to be happy, be. —Alexei Konstantinovich Tolstói, *Collected Works of Kosma Prudkov* (1884)

One of the most persistent topics of human interest appears to be the pursuit of well-being or “happiness” (B. Russell, 1930). Generally speaking, when researchers use the term *happiness*, they are usually referring to an individual’s psychological or subjective well-being (Diener, 1984; Diener, Sub, Lucas, & Smith, 1999). Although not identical constructs, these terms are often used interchangeably, but scholars prefer the term *well-being* to avoid the imprecision and lay connotation captured in the looser term *happiness* (Diener, 1984). Psychological well-being has three defining characteristics. First, well-being is a phenomenological event (Diener, 1994; Parducci, 1995). In other words, people are happy when they subjectively believe themselves to be so. Second, well-being involves some emotional conditions. In particular, psychologically well people are more prone to experience positive emotions and less prone to experience negative emotions (Argyle, 1987; Diener & Larsen, 1993; Larsen & Diener, 1992; Warr, 1987, 1990). Third, well-being refers to one’s life as a whole. It is a global evaluation (Diener, 1994; Myers, 1992; Veenhoven, 1988).

The happy-productive worker hypothesis has

intrigued organizational scholars at least since the seminal Hawthorne experiments (Roethlisberger & Dickson, 1939). According to this hypothesis, “happy” workers demonstrate higher levels of job-related performance behaviors than do “unhappy” employees (Brief, 1998; Spector, 1997). Generally speaking, this hypothesis has typically been operationalized by correlating employee self-ratings of job satisfaction with supervisory ratings of performance. Thus, for many applied researchers, job satisfaction and happiness have become closely linked together (Wright & Doherty, 1998).

Over the years, several authors have provided comprehensive reviews of the satisfaction-performance relationship (see Brayfield & Crockett, 1955; Iaffaldano & Muchinsky, 1985; Locke, 1976; Petty, McGee, & Cavender, 1984; Vroom, 1964). For instance, Vroom (1964) observed in his classic study that the median correlation between these two variables was a modest .14. Unfortunately, interpretation of this result is subject to speculation, as Vroom inappropriately mixed both employee-level and work-group-level studies in his reported results. As a consequence, different conclusions are obtained when one removes the group-based studies from Vroom’s analysis.¹ A later, highly influential meta-analytic review by Iaffaldano and Muchinsky (1985) reported an average true score correlation of .17 between job satisfaction and job performance. However, this correlation represents the average of the correlations between each of the facet measures of satisfaction

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James Campbell Quick served as action editor for this article.

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¹ We gratefully acknowledge the insightful comments of an anonymous reviewer regarding the interpretation of these earlier meta-analyses.

Psychological Well Being And Job Satisfaction As

Rosalie Osbourne



Psychological Well Being And Job Satisfaction As:

Handbook of Research on Organizational Culture and Diversity in the Modern Workforce Christiansen, Bryan, Chandan, Harish C., 2017-03-24 Optimal development of contemporary businesses is dependent on a number of factors. By creating novel frameworks for organizational behavior, effective competitive advantage can be achieved. The Handbook of Research on Organizational Culture and Diversity in the Modern Workforce is a comprehensive reference source for the latest scholarly content on components and impacts on effecting culturally diverse workplace environments. Highlighting a range of pertinent topics such as emotional intelligence, human resources, and work-life balance, this publication is ideally designed for managers, professionals, researchers, students, and academics interested in emerging perspectives on organizational development.

Job Satisfaction Rosalie Osbourne, 2015 Job satisfaction is a central concept in work and organizational psychology as it is associated with important individual as well as organizational outcomes. Work is the number one activity that occupies most of adults waking time. Being satisfied with one's job, which is defined as a pleasurable or positive emotional state resulting from the appraisal of one's job or job experience, is related to important work-related and health-related outcomes, e.g., higher job performance, organizational commitment, organizational citizenship behavior, life satisfaction, lower absenteeism, and lower counterproductive work behavior. This book discusses determinants of job satisfaction as well as workplace implications and the impact job satisfaction has on the psychological well-being of individuals.

The Wiley Blackwell Handbook of the Psychology of Positivity and Strengths-Based Approaches at Work Lindsay G. Oades, Michael Steger, Antonelle Delle Fave, Jonathan Passmore, 2020-01-07 A state-of-the-art psychological perspective on positivity and strengths-based approaches at work. This handbook makes a unique contribution to organizational psychology and HRM by providing comprehensive international coverage of the contemporary field of positivity and strengths-based approaches at work. It provides critical reviews of key topics such as resilience, wellbeing, hope, motivation, flow, authenticity, positive leadership, and engagement, drawing on the work of leading thinkers including Kim Cameron, Shane Lopez, Peter Clough, and Robert Biswas-Diener.

Work and Mental Health in Social Context Mark Tausig, Rudy Fenwick, 2011-09-08 Anyone who has ever had a job has probably experienced work-related stress at some point or another. For many workers, however, job-related stress is experienced every day and reaches more extreme levels. Four in ten American workers say that their jobs are very or extremely stressful. Job stress is recognized as an epidemic in the workplace, and its economic and health care costs are staggering by some estimates, over 1 billion per year in lost productivity, absenteeism, and worker turnover, and at least that much in treating its health effects, ranging from anxiety and psychological depression to cardiovascular disease and hypertension. Why are so many American workers so stressed out by their jobs? Many psychologists say stress is the result of a mismatch between the characteristics of a job and the personality of the worker. Many management consultants propose reducing stress by redesigning jobs and developing better individual

strategies for coping with their stress But these explanations are not the whole story They don't explain why some jobs and some occupations are more stressful than other jobs and occupations regardless of the personalities and coping strategies of individual workers Why do auto assembly line workers and air traffic controllers report more job stress than university professors self-employed business owners or corporate managers yes managers The authors of *Work and Mental Health in Social Context* take a different approach to understanding the causes of job stress Job stress is systematically created by the characteristics of the jobs themselves by the workers occupation the organizations in which they work their placements in different labor markets and by broader social economic and institutional structures processes and events And disparities in job stress are systematically determined in much the same way as are other disparities in health income and mobility opportunities In taking this approach the authors draw on the observations and insights from a diverse field of sociological and economic theories and research These go back to the nineteenth century writings of Marx Weber and Durkheim on the relationship between work and well being They also include the more contemporary work in organizational sociology structural labor market research from sociology and economics research on unemployment and economic cycles and research on institutional environments This has allowed the authors to develop a unified framework that extends sociological models of income inequality and status attainment or allocation to the explanation of non economic health related outcomes of work Using a multi level structural model this timely and comprehensive volume explores what is stressful about work and why specifically address these and questions and more What characteristics of jobs are the most stressful what characteristics reduce stress Why do work organizations structure some jobs to be highly stressful and some jobs to be much less stressful Is work in a bureaucracy really more stressful How is occupational status occupational power and authority related to the stressfulness of work How does the segmentation of labor markets by occupation industry race gender and citizenship maintain disparities in job stress Why is unemployment stressful to workers who don't lose their jobs How do public policies on employment status collective bargaining overtime affect job stress Is work in the current Post neo Fordist era of work more or less stressful than work during the Fordist era In addition to providing a new way to understand the sociological causes of job stress and mental health the model that the authors provide has broad applications to further study of this important area of research This volume will be of key interest to sociologists and other researchers studying social stratification public health political economy institutional and organizational theory

[Social Issues in the Workplace: Breakthroughs in Research and Practice](#) Management Association, Information Resources, 2017-11-30 Corporations have a social responsibility to assist in the overall well being of their employees through the compliance of moral business standards and practices However many societies still face serious issues related to unethical business practices *Social Issues in the Workplace Breakthroughs in Research and Practice* is a comprehensive reference source for the latest scholarly material on the components and impacts of social issues on the workplace Highlighting a range of pertinent topics such as business

communication psychological health and work life balance this multi volume book is ideally designed for managers professionals researchers students and academics interested in social issues in the workplace

Suffering the Slings and Arrows of Outrageous Fortune Bernie Warren,2007 The book *Suffering the Slings and Arrows Of Outrageous Fortune International Perspectives on Stress Laughter and Depression* highlights topics covered at an inaugural inter disciplinary conference *Making Sense of Stress Humour and Healing* held in Budapest in May 2005 The chapters provide a truly international and inter disciplinary perspective on the subject Contributors to this volume come not only from a wide variety of disciplines and backgrounds but also from many parts of the globe They speak of universal truths and of site specific concerns They do not all speak with one voice and some of their points diverge one from the other but each sheds their own light on the topics allowing readers to form a richer picture of the issues than might otherwise be possible

The Changed Life: How COVID-19 Affected People's Psychological Well-Being, Feelings, Thoughts, Behavior, Relations, Language and Communication Ramona Bongelli,Alessandra Fermani,Daniela Raccanello,Rob Hall,Ilaria Riccioni,Morena Muzi,Roberto Burro,2023-10-30 Covid 19 changed the lives of millions of people around the world The effects of the global pandemic on the physical and psychological health of individuals as well as on their behavioral habits relationships and the way they communicate do not seem to be only short or medium term but on the contrary appear to be long lasting In the same way that it is possible to use the term long covid to refer to the long term effects on the physical health of individuals who have contracted the virus so we think it is possible to use the expression psychological long covid to indicate the long term effects on the psychological health of individuals not only of those who have been infected but more generally of all those who have had to cope with social restrictions lockdowns distancing remote work and learning etc imposed by the pandemic At the same time many people demonstrated resilience as the capacity to cope with adverse events through positive adaptation

Family and Work Predictors of Psychological Well-being Among Hispanic Women Professionals Hortensia Amaro,1987 *Organizational Dynamics* ,2004 *Scandinavian Journal of Work, Environment & Health* ,1978 Organizational Psychology Philip James Stone,Mark Cannon,1997 FACTORS AFFECTING JOB SATISFACTION IN SECONDARY SCHOOL TEACHERS IN MICHIGAN (TEACHER STRESS). TSILA BARNER. EVERS,1992 students challenge of teaching intellectual growth administrators colleagues and stress

Youth Work and Psychological Well-being Deborah J. Safron,1999 **Dissertation Abstracts International** ,2006 **Occupational Stress and Job Satisfaction Among African American Mental Health Professionals** Willie Bernard Garrett,2002 Proceedings of the British Psychological Society British Psychological Society,2005 *Hardy v. State Personnel Director, 392 MICH 1 (1974)* ,1974 54760 *Social Psychology and Mental Health* Henry Wechsler,Leonard Solomon,Bernard M. Kramer,Society for the Psychological Study of Social Issues,1970 **Sociological Abstracts** Leo P. Chall,2003 CSA Sociological Abstracts abstracts and indexes the international literature in sociology and related disciplines in the social and behavioral sciences The database provides

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Table of Contents Psychological Well Being And Job Satisfaction As

1. Understanding the eBook Psychological Well Being And Job Satisfaction As
 - The Rise of Digital Reading Psychological Well Being And Job Satisfaction As
 - Advantages of eBooks Over Traditional Books
2. Identifying Psychological Well Being And Job Satisfaction As
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Psychological Well Being And Job Satisfaction As
 - User-Friendly Interface
4. Exploring eBook Recommendations from Psychological Well Being And Job Satisfaction As
 - Personalized Recommendations
 - Psychological Well Being And Job Satisfaction As User Reviews and Ratings
 - Psychological Well Being And Job Satisfaction As and Bestseller Lists
5. Accessing Psychological Well Being And Job Satisfaction As Free and Paid eBooks
 - Psychological Well Being And Job Satisfaction As Public Domain eBooks
 - Psychological Well Being And Job Satisfaction As eBook Subscription Services

- Psychological Well Being And Job Satisfaction As Budget-Friendly Options
- 6. Navigating Psychological Well Being And Job Satisfaction As eBook Formats
 - ePub, PDF, MOBI, and More
 - Psychological Well Being And Job Satisfaction As Compatibility with Devices
 - Psychological Well Being And Job Satisfaction As Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Psychological Well Being And Job Satisfaction As
 - Highlighting and Note-Taking Psychological Well Being And Job Satisfaction As
 - Interactive Elements Psychological Well Being And Job Satisfaction As
- 8. Staying Engaged with Psychological Well Being And Job Satisfaction As
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Psychological Well Being And Job Satisfaction As
- 9. Balancing eBooks and Physical Books Psychological Well Being And Job Satisfaction As
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Psychological Well Being And Job Satisfaction As
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Psychological Well Being And Job Satisfaction As
 - Setting Reading Goals Psychological Well Being And Job Satisfaction As
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Psychological Well Being And Job Satisfaction As
 - Fact-Checking eBook Content of Psychological Well Being And Job Satisfaction As
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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