

# Psychological Wellbeing among Working Professionals

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## ABSTRACT

Psychological well-being in the current scenario is being considered as the burning need as it is more evident that only when an individual is happy mentally, physically relaxed and emotionally stable will be able to utilize their potential and become more efficient especially in work place. When an individual is psychologically unwell it affects various parts of their life, the effects include not handling relationships well, pessimistic view of world, not being able to concentrate on studies, not being productive at work etc. Considering these facts, a research was designed for the working professionals from various industries to understand the impact of their profile on psychological well-being. There were 226 working professionals (total 900) with various demographic factors have responded to the instrument on Ryff's PWB scale focussing on autonomy, environmental mastery, personal growth, self-acceptance, purpose in life and positive relationship was circulated in the mails. Cronbach alpha was calculated to test the reliability of the data collected. ANOVA and Z test were used to analyse the responses based on various demographic factors such as age, gender, income, type of family, area of living.

**Keywords:** Psychological well-being, autonomy, environmental mastery, personal growth, self-acceptance, purpose in life.

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## INTRODUCTION

High levels of psychological well-being are associated with self-acceptance, positive interpersonal relationships, and the ability to control one's behavior independently. Such individuals are motivated to achieve their potential and have a sense of control and purpose in life, allowing them to choose and change their environment (Ryff 1989). Minkyung Lee and Boyoung Kim 2023 suggested the importance of an emotional management system for corporate members through factors such as mental toughness and psychological well-being.

Employees who experience high levels of psychological well-being are likely to be more attached to their employer, which, in turn, boosts their job performance. managers need to understand how important psychological well-being is for employees' organizational commitment and job performance (Kundi et al.2021). Maziriri 2022 demonstrated the significant impact of life satisfaction on the psychological well-being of Generation Y students

Ryff and Keyes (1995) proposed six dimensions of psychological well-being that are now widely used in the field: (a) self-acceptance, (b) positive relations with others, (c) autonomy, (d) personal growth, (e) purpose in life, and (f) environmental mastery. First, self-acceptance is related to having a positive attitude towards the self, accepting multiple aspects of the self, and feeling positive about one's past life. Second, positive relations with others include having satisfactory and trustful relationships with other people and understanding the give and take of human relationships. Third, autonomy is self-determining and independent, able to resist social pressures to think and act in certain ways, and able to evaluate the self, based on personal standards. Fourth, personal growth is about having a feeling of continued development and a sense of realizing one's potential. Fifth, purpose in life refers to having meaningful and sensible goals and objectives in one's present and past life. Sixth, environmental mastery is related to having individual capacity to manage, handle and control one's life and the environment (Minkyung Lee and Boyoung Kim 2023)

### Self- Acceptance

Self-acceptance refers to the ability in which individuals accept themselves completely including their positive and negative attributes. People who often have possess high sense of self-acceptance is said to have a more positive outlook in life.

### Autonomy

Autonomy refers to the state of being self-governing. If an individual has a high state of autonomy it generally implies that the person has independent and is capable of regulating their behaviour despite social pressure.

### Personal Growth and Development

Personal growth and development often happens when an individual starts accepting themselves completely and further indulge in activities that help them to grow and achieve their full potential. A high sense of personal growth and development makes sure that the individual is willing to learn continuously and is open to new experiences and is aware that the individual has to learn new things continuously in order for them grow and develop over time.

### Positive Relationship with Others

Positive Relationship is defined as a relationship between two or more people who support, encourage, and help each other practically as well as emotionally through listening, communicating openly and without judgement, trusting and respecting each other. People having high positive relationship with others often are capable of engaging meaningful relationship and also reciprocated with feelings of intimacy, empathy and affection.

### Feeling of Purpose and Meaning in Life

Individuals who have a strong feeling of purpose and meaning in life are often goal directed and are convinced that they have a meaning and part to play in their life.

### Environmental Mastery

Environmental mastery emphasizes the ability to choose or change the surrounding context using physical or mental actions as well as being able to control events (Ryff, 1989). People having high environmental mastery makes effective use of opportunities and they manage various external factors effectively including everyday activities and generating situations that benefit individual needs.

### Objectives

To analyze the demographic factors influencing the psychological well-being among the working professionals.

## RESEARCH DESIGN

The research study was quantitative in nature and the data were collected on the scale developed by Riff on Psychological wellbeing from 226 working professionals with varied demography . Cronbach Alpha test was used to test the reliability of data collected, ANOVA and factor analysis were used to understand the factors impacting the psychological wellbeing. The questionnaire was designed in two parts. Part 1 aims to collect the data on Socio-demographic information such as age, gender, occupation sector, contact information, family type, area of residency etc. Part 2 of the questionnaire is Ryff's Scales on psychological well-being containing 42 items to measure the dimensions of autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance.

## ANALYSIS & DISCUSSION

**Table 1: Demographic information on respondents**

Demography	Section	Frequency	Ratio	
Age	18 - 24	31	13.7	
	24 - 30	26	11.5	
	30 - 36	23	10.2	
	36 - 42	56	24.8	
	42 - 48	27	11.9	
	Above 48	63	27.9	
Gender	Female	111	49.11504	
	Male	115	50.88496	
Type of Family	Joint	97	42.9	
	Nuclear	129	57.1	
Income level	Less than 20K	32	14.15929	
	20k - 40K	55	24.33628	
	40K - 60K	43	19.02655	
	Above 60K	96	42.47788	
Type of Residence	Rural	28	12.38938	
	Semi-Urban	51	22.56637	
	Urban	147	65.04425	

**Table 2: Reliability test for the data collected on psychological well-being**

	Dimensions	Reliability – Cronbach's Alpha
Psychological Well Being	Autonomy	0.781
	Environmental Mastery	0.842
	Personal growth	0.815
	Purpose life	0.769
	self acceptance	0.798
	Postive relationship	0.843

The Cronbach's Alpha value is greater than 0.75 for all the dimensions of PWB and it is found that the data collected using the PWB instrument is reliable for further analysis.

**Table 3: ANOVA on impact of Age towards opinion on Psychological well-being.**

Dimensions	Age Group	N	Mean	Std. Deviation	F Ratio	P-Value
Autonomy	18 - 24	31	16.8387	2.39578	3.193	0.008
	24 - 30	26	17.8077*	2.38360		
	30 - 36	23	17.6087	1.92446		
	36 - 42	56	17.7407*	2.12962		
	42 - 48	27	17.1852	1.84051		
	Above 48	63	16.5238*	1.41258		
	Total	226	17.2009	2.02003		
Environmental Mastery	18 - 24	31	16.2903	2.51917	5.669	0.000
	24 - 30	26	16.2692	2.18280		
	30 - 36	23	16.9565*	3.59897		
	36 - 42	56	15.9821	2.40825		
	42 - 48	27	15.2593	1.99215		
	Above 48	63	14.4762*	1.87391		
	Total	226	15.6504	2.48854		
Personal growth	18 - 24	31	18.6452*	2.44334	4.153	0.001
	24 - 30	26	19.6154*	3.26284		
	30 - 36	23	18.7391*	2.19953		
	36 - 42	56	17.4464	2.62796		
	42 - 48	27	17.3333	2.63117		
	Above 48	63	17.3651	2.69588		
	Total	226	17.9558	2.75645		
Purpose in life	18 - 24	31	19.4839*	3.07540	2.463	0.034
	24 - 30	26	18.7308	3.97550		
	30 - 36	23	20.1304*	2.54602		
	36 - 42	56	18.5714	2.43353		
	42 - 48	27	18.5556	2.45472		
	Above 48	63	18.0952	2.23401		
	Total	226	18.7389	2.75164		
Self-acceptance	18 - 24	31	22.0000	2.88675	0.915	0.472

	24 - 30	26	21.5769	2.71548		
	30 - 36	23	21.3478	2.83819		
	36 - 42	56	22.1964	2.73974		
	42 - 48	27	21.1111	2.22457		
	Above 48	63	21.8889	2.04080		
	Total	226	21.7965	2.53038		
Positive relationship	18 - 24	31	21.7097	2.31219	1.226	0.298
	24 - 30	26	21.0000	3.08545		
	30 - 36	23	22.3478	2.01379		
	36 - 42	56	22.1250	2.34375		
	42 - 48	27	21.4444	2.00640		
	Above 48	63	21.9206	2.28107		
	Total	226	21.8230	2.35789		

Hypothesis: There is no significant difference in the level of Psychological Well-Being among professionals based on Age

Table 3 indicates that there is significant difference in the opinion towards autonomy, environmental mastery, personal growth and purpose in life. Respondents in the age group 18-24 years significantly differ in their opinion on personal growth and purpose in life. Respondents from the age group 24-30 years and above 48 years significantly differ in their opinion on autonomy. There is a significant difference in the opinion on environmental mastery among the respondents from the age group 30-36 years and above 48 years also. Whereas there is no significant difference in the opinion towards self-acceptance and positive relationship between the respondents belonging to different age groups. From the mean values it is evident that lower age group members have positive opinion towards autonomy, environmental mastery, personal growth and purpose in life than the higher age group people.

It is inferred that Psychological wellbeing differs among the respondents from different age group.

**Table 4: Z statistics for the respondents' opinion on psychological well-being based on gender**

Dimensions	Gender	N	Mean	Std. Deviation	z value	P Value
Autonomy	Female	111	16.8899	1.89707	-2.264	0.025
	Male	115	17.4957	2.09584		
Environmental Mastery	Female	111	15.5045	2.42665	-0.866	0.388
	Male	115	15.7913	2.54949		
Personal growth	Female	111	17.8468	2.95481	-0.583	0.561
	Male	115	18.0609	2.55908		
Purpose in life	Female	111	18.6847	2.59013	-0.291	0.772
	Male	115	18.7913	2.90944		
Self-acceptance	Female	111	21.8378	2.61305	0.241	0.810
	Male	115	21.7565	2.45875		
Positive relationship	Female	111	21.5766	2.13435	-1.548	0.123
	Male	115	22.0609	2.54188		

Hypothesis: There is no significant difference in the level of Psychological Well-Being among professionals based on gender. From the Table 4.4 it is understood that male and female respondents have significantly different opinion towards autonomy. From the mean values it is inferred that except autonomy, male and female respondents have no significant difference in their opinion on Psychological wellbeing. The results also indicate that male respondents have

better autonomy compared to the female counterparts. The analysis leads to the inference that there is a difference in the level of Psychological wellbeing among male and female respondents.

**Table 5: Z statistics for the respondents' opinion on psychological well-being based on Type of Family**

Dimensions	Type of Family	N	Mean	Z value	P Value
Autonomy	Joint	97	17.4227	1.440	0.151
	Nuclear	129	17.0315		
Environmental Mastery	Joint	97	15.7938	0.750	0.454
	Nuclear	129	15.5426		
Personal growth	Joint	97	18.0722	0.550	0.583
	Nuclear	129	17.8682		
Purpose Life	Joint	97	18.8660	0.601	0.548
	Nuclear	129	18.6434		
Self-acceptance	Joint	97	21.9897	0.995	0.321
	Nuclear	129	21.6512		
Positive relationship	Joint	97	22.0412	1.208	0.228
	Nuclear	129	21.6589		

**Hypothesis:** There is no significant difference in the level of Psychological Well-Being among professionals based on Family Type

From the above table it is inferred that respondents from both joint and nuclear family on an average have same opinion on all the dimensions of Psychological wellbeing. The hypothesis is accepted and it is understood that type of family does not have any impact on psychological well-being of the individuals.

**Table .6: ANOVA on opinion towards psychological well-being based on income**

Dimensions	Income level	N	Mean	Std. Deviation	F ratio	P Value
Autonomy	Less than 20K	32	17.4688	1.83135	0.319	0.811
	20k - 40K	55	17.2727	2.25630		
	40K - 60K	43	17.1707	2.17833		
	Above 60K	96	17.0833	1.88438		
	Total	226	17.2009	2.02003		
Environmental Mastery	Less than 20K	32	16.0000	1.83162	0.418	0.741
	20k - 40K	56	15.7857	2.88390		
	40K - 60K	41	15.4390	2.24776		
	Above 60K	97	15.5464	2.54551		
	Total	226	15.6504	2.48854		
Personal growth	Less than 20K	32	18.7500*	2.55267	4.100	0.007
	20k - 40K	56	18.6071*	3.00713		
	40K - 60K	41	16.9512*	2.30164		

	Above 60K	97	17.7423	2.71676		
	Total	226	17.9558	2.75645		
Purpose in life	Less than 20K	32	18.9375	2.66322	2.357	0.073
	20k - 40K	56	19.1786	2.71097		
	40K - 60K	41	17.7561*	2.93922		
	Above 60K	97	18.8351	2.66411		
	Total	226	18.7389	2.75164		
Self-acceptance	Less than 20K	32	21.4688	3.23274	0.588	0.624
	20k - 40K	56	21.6964	2.70971		
	40K - 60K	41	22.2195*	2.35066		
	Above 60K	97	21.7835	2.23712		
	Total	226	21.7965	2.53038		
Positive relationship	Less than 20K	32	22.1875	2.05470	2.548	0.057
	20k - 40K	56	22.2679	2.67983		
	40K - 60K	41	21.0244*	2.05533		
	Above 60K	97	21.7835	2.31493		
	Total	226	21.8230	2.35789		

Hypothesis: There is no significant difference in the level of Psychological Well-Being among professionals based on income

The above table 4.6 indicates that respondents in the income group of 40K-60K significantly differ in their opinion on personal growth, purpose in life, self-acceptance and positive relationship. Respondents have no significant difference in their opinion on Autonomy and environmental mastery based on their difference in the income.

**Table 7: ANOVA on psychological well-being vs area of residence.**

Dimensions	Nature of Residence	N	Mean	Std. Deviation		P Value
autonomy	Rural	28	17.2500	1.93649	1.152	0.318
	Semi-Urban	51	17.5714	2.38921		
	Urban	147	17.0680	1.89686		
	Total	226	17.2009	2.02003		
Environmental Mastery	Rural	28	15.7857	2.23370	5.323	0.006
	Semi-Urban	51	16.5882*	2.53122		
	Urban	147	15.2993	2.44785		
	Total	226	15.6504	2.48854		
Personal growth	Rural	28	18.8571*	2.63473	1.827	0.163

	Semi-Urban	51	17.9804	2.91541		
	Urban	147	17.7755	2.70665		
	Total	226	17.9558	2.75645		
Purpose in life	Rural	28	19.2857	2.59425	2.908	0.057
	Semi-Urban	51	17.9608*	2.88417		
	Urban	147	18.9048	2.69788		
	Total	226	18.7389	2.75164	0.255	0.775
Self- acceptance	Rural	28	21.5000	2.84800		
	Semi-Urban	51	21.9216	2.75567		
	Urban	147	21.8095	2.39673		
	Total	226	21.7965	2.53038	0.391	0.677

Hypothesis: There is no significant difference in the level of Psychological Well-Being among professionals based on Area of Residence

Table 7 indicates that the respondents belonging to different areas of residence have significant difference in the opinion towards environmental mastery, personal growth and purpose in life. Notably respondents living in semiurban areas significantly differ in their opinion on environmental mastery and purpose in life. Respondent from rural area significantly differ in their opinion on Personal growth.

## RESULTS AND DISCUSSION

Autonomy is considered as one of the important dimensions of PWB. Age and Gender of the respondents have significant impact on their opinion on autonomy. Notably young age group respondents experience more autonomy. People having high environmental mastery makes effective use of opportunities and they manage various external factors effectively including everyday activities and generating situations that benefit individual needs. Age, Area of residence has its impact on environmental mastery and respondents from semi urban areas have good environmental mastery. Incase of age, working professionals in the middle age (30-36) have high environmental mastery and respondents in the age group of above 48 years indicated their lower environmental mastery.

A high sense of personal growth and development makes sure that the individual is willing to learn continuously and is open to new experiences and is aware that the individual has to learn new things continuously in order for them grow and develop over time. Age, income and area of residence have impact on the personal growth. All the respondents less than 36 years have high sense of personal growth. Respondents who have income upto 40k are positive in their personal growth and it is opposite with the respondents who has income between 40-60k per month. Respondents living in rural area have shown positive opinion on personal growth.

Individuals who have a strong feeling of purpose and meaning in life are often goal directed and are convinced that they have a meaning and part to play in their life. Respondents in the age group 18-24 and 30 -36 have strong feeling of purpose and meaning in life. Respondents earning between 40-60 k and living in semi urban areas have lower opinion on purpose and meaning for life.

People who often have possess high sense of self-acceptance is said to have a more positive outlook in life. Respondents from 40-60k income group have indicated more self-acceptance.

People having high positive relationship with others often are capable of engaging meaningful relationship and also reciprocated with feelings of intimacy, empathy and affection. Male respondents have more positive relationship others than females. Income group 40-60k has less relationship with other.

## CONCLUSION

The term psychological well-being refers to a state of combined physical, mental and emotional well-being. Well-being is when one judges and views their life optimistically and is generally happy and the term job stress refers to the discomfort one experiences in his/her workplace when they feel like they are overburdened by work and have difficulty in completing it in a set time. The literature on improving the psychological well-being suggests that keeping and



updating gratitude journal daily, meditation and yoga, deep breathing exercise to able to face the challenges on day to day basis positively.

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