



ROLE OF PSYCHOLOGICAL WELL BEING AND ITS IMPACT ON THE MOTIVATIONAL LEVEL OF THE EMPLOYEES IN IT SECTOR

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Abstract:

Objective: Psychological well being is becoming extremely crucial in today's era. It has become the need of the hour and organizations are seriously taking psychological well being as a means of success for the organization as well as for the individual. We tested to what extent the Psychological well being of the employee facilitates the motivational level and its contribution to the organization. **Methods:** The 100 employees were interviewed with the help of questionnaires. **Results:** The Psychological well being plays a imperative role in the level of motivation. **Conclusion:** This paper provides preface indication that the psychological well being in the organizations facilitates the employees to perform better, builds up the confidence, develops the talent, help in teamwork, increases employee commitment, high morale, productivity, efficiency, quality of service and also handles personal life well. **Implication:** The Psychological well being of the employee have significant impact on the motivation level and it facilitates in achieving the business objectives of the company. **Originality/value:** The paper reports that psychological well being is the key to motivation for the individual as well as for the organization.

Keywords: Psychological well being, Motivational Level, IT company

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INTRODUCTION

The psychological well-being has progressed rapidly since the emergence of the field over five decades ago. As recent surveys show psychologists and other social scientists have taken huge steps in their understanding of the factors influencing psychological/ subjective well-being. Psychological well-being refers to how people evaluate their lives. These evaluations may be in the form of cognitions or in the form of affect. The cognitive part is an information based appraisal of one's life that is when a person gives conscious evaluative judgments about one's satisfaction with life as a whole. The affective part is a hedonic evaluation guided by emotions and feelings such as frequency with which people experience pleasant/unpleasant moods in reaction to their lives. The assumption behind this is that most people evaluate their life as either good or bad, so they are normally able to offer judgments. Further, people invariably experience moods and emotions, which have a positive effect or a negative effect. Thus, people have a level of subjective well-being even if they do not often consciously think about it, and the psychological system offers virtually a constant evaluation of what is happening to the person. Wellbeing is not just the absence of disease or illness. It is a complex combination of a person's physical, mental, emotional and social health factors.

MOTIVATION

Motivation can be defined as a reason or reasons for acting or behaving in a particular way and a desire or willingness to do something. It can be considered a driving force; a psychological drive that compels or reinforces an action toward a desired goal. Motivation elicits, controls, and sustains certain goal directed behaviors. Motivation has been considered using approaches considered to be physiological, behavioral, cognitive, and social. Motivation is conceptually related to, but distinct from, emotion, and may be rooted in a basic response to optimize well-being, minimize physical pain and maximize pleasure, or originate from specific physical needs such as eating, sleeping or resting. Motivation can be divided into two types: internal, or intrinsic motivation, and external, or extrinsic motivation. Intrinsic motivation refers to motivation that is driven by an interest or enjoyment in the task itself, and exists within the individual rather than relying on any external pressure. Intrinsic motivation is based on taking pleasure in an activity rather than working towards an external reward. Employees who are intrinsically motivated are more



likely to engage in the task willingly as well as work to improve their skills, which will increase their capabilities. Employees are likely to be intrinsically motivated if they attribute their educational results to factors under their own control, also known as autonomy, believe they have the skill that will allow them to be effective agents in reaching desired goals (i.e. the results are not determined by luck). Extrinsic motivation refers to the performance of an activity in order to attain an outcome, which then contradicts intrinsic motivation. It is widely believed that motivation performs two functions. The first is often referred to as the energetic activation component of the motivation construct. The second is directed at a specific behavior and makes reference to the orientation directional component. Extrinsic motivation comes from outside of the individual. Common extrinsic motivations are rewards like money and grades, and threat of punishment. Competition is in general extrinsic because it encourages the performer to win and beat others, not simply to enjoy the intrinsic rewards of the activity. A crowd cheering on the individual and trophies are also extrinsic incentives.

REVIEW OF LITERATURE

Paola Giuliano and Antonio Spilimbergo (2009), Anderson School of Management, UCLA in his research paper showed that individuals growing up during recessions tend to believe that success in life depends more on luck than on effort, support more government redistribution, but are less confident in public institutions. Moreover, he found that recessions have a long-lasting effect on individuals' beliefs.

J. Houdmont, R. Kerr and K. Addley (2012) in their study demonstrated adverse changes in psychosocial hazard exposures, work-related stress prevalence and stress-related sickness absence associated with the onset of an unprecedented economic recession. Its findings indicate the need for a concerted focus on psychosocial risk management activities during austere economic times as a means by which to promote worker health and minimize sickness absence.

Randhir Kumar Singh (2011) in his research paper stated that due to economic recession in the International as well as domestic market, employees lost their jobs in almost all the sectors. The negative trend in the business results not only in job loss but also reduction in the salary or compensation of the employees which has reduced the motivation level in employees to a large extent and therefore the performance has been deteriorating.



Fiona Campbell, Les Worrall & Cary Cooper(2000) examined the psychological effects of downsizing and redundancy on those remaining within organizations after large scale redundancy programs. He examined the emotional, attitudinal and behavioral effects of redundancy on survivors and the resultant implications for management: in particular the changing role of line managers where delaying and redundancy has taken place and secondly explored the impact of redundancy on the organization in terms of organizational morale, motivation, organizational loyalty and job security where redundancy has and has not been used as a method of downsizing.

Dr. Preeti S. Rawat(2011) found the relationship between psychological empowerment and organization commitment and stated that empowerment is granting power or enabling people to exercise power, Organizational commitment is understood as individual's identification with and involvement in the organization.

Thérésia Hedberg, Ronny Hirth & Susanne Petzold(2002) talked about McClelland and the three social motives , Hawthorne Effect and Motivation and Motivation Hygiene Theory.

Frederick Herzberg(1989) paid attention on improving employee performance through various psychological approaches to human relations and tried to redress industrial social scientists over concern about how to treat workers to the neglect of how to design the work itself.

Opu Stella(2008) focused was geared towards establishing reasons why workers are not performing satisfactorily, what motivational measures are in place and what can be done to ensure there is improvement.

Stiles, P.(2008) examined the relationship between shame and work motivation and identified a set of relationships between the emotion and goal setting which allows to deepen conceptions of emotional effects and theoretically showed how the identification and specification of distinct emotions rather than generalized ones such as core affect will provide for an enhanced understanding of motivation.

Charl Van Wyk(2011) evaluated the motivational levels of employees at compsol,a contemporary south African organization , research for the study included a literature study of both the content and process theories of motivation in order to identify those factors that are important to consider when evaluating the levels of employee motivation.



Joseph Veroff, Lou McClelland, and Kent Marquis(1971) summarized a series of studies and analysis carried out to develop brief measures of assessing intelligence and achievement motivation that would be feasible in a cross- sectional sample and reliably reflect what has been standard assessed in these domains by past researchers.

Nupur Chaudhary & Dr. Bharti Sharma(2012) identified the factors that encourage positive motivational behavior among employees. This in turn would develop customer service, efficient time management in each organization and thus studies Impact of employee motivation on performance (Productivity) in private organization.

Rajeswari Devadass(2011)aimed to present findings of an integrative literature review related to employees' motivational practices in organizations and revealed widespread support of motivation concepts in organizations. Theoretical and editorial literature confirmed motivation concepts are central to employees. Job characteristics, management practices, employee characteristics and broader environmental factors are the key variables influence employees' motivation in organization.

HYPOTHESIS

Null hypothesis

H0: Psychological well being has no significant impact on motivation level of the employees.

Alternate hypothesis

H1: Psychological well being has significant impact on motivation level of the employees

RESEARCH METHODS

Date collection

Sample size: 100 employees from IT Sector.

Research design: Descriptive and experimental research

Sampling: Convenience sampling

DATA ANALYSIS TECHNIQUES

Data are proposed to be collected through survey and questionnaire the whole questionnaire is divided into seven sections and each section measures a different variables. A five point likert scale was proposed to be used as it is more reliable and provides a greater volume of data than many other scales. For this purpose extensive software known SPSS had been used to calculate various correlations between the variables in order to prove the hypothesis.



Reliability Table 1.1

Reliability Statistics

Cronbach's Alpha	N of Items
.765	24

The type of reliability used for this study is Cronbach's alpha. The ideal value of the Cronbach's is 0.765.

Reliability Table 1.2

Cronbach's Alpha	N of Items
.700	24

The type of reliability used for this study is Cronbach's alpha. The ideal value of the Cronbach's is 0.700.

Descriptive Statistics Table 1.3

	Mean	Std. Deviation	N
Psychological well being	2.9164	.61229	100
Motivational level	2.7767	.52888	100

Correlations
(Table.1.4)

		Mean P	Mean M
Mean P	Pearson Correlation	1	.847**
	Sig. (2-tailed)		.000
	N	100	100
Mean M	Pearson Correlation	.847**	1
	Sig. (2-tailed)	.000	
	N	100	100

** . Correlation is significant at the 0.01 level (2-tailed).



As the significance $0.000 < 0.05$, so the null hypothesis is rejected and the alternate is accepted as stated that the psychological well being have significant impact on motivation level of the employee, thus the psychological well being and the motivation level are highly correlated as the value of r is 0.847.

REGRESSION

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Mean P ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: meanM

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.847 ^a	.718	.715	.28227

a. Predictors: (Constant), mean P

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	19.884	1	19.884	249.552	.000 ^a
	Residual	7.808	98	.080		
	Total	27.692	99			

a. Predictors: (Constant), mean P

b. Dependent Variable: mean M

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.642	.138		4.651	.000
	Mean P	.732	.046	.847	15.797	.000

a. Dependent Variable: mean M

The correlation value .847 given by R in the model summary being greater than 0.05 shows that there is a huge impact of the independent variable on the dependent one i.e. there is



high degree of correlation. In the regression table the R-square value comes out to be 0.718. The B-value which comes out from the coefficient table is 0.732 shows that there is very high impact of Psychological Well Being on the motivation of the employees that is 73.2% of the independent variable i.e. psychological well being are explained by the dependent variable i.e. motivational level of the employees. This shows that 1% change in the independent variable will bring about 73.2% changes in the dependent variable.

DISCUSSION

Organizations have realized that psychological wellbeing plays a key function in determining the level of motivation and performance of the employees. The psychological well being is a complex combination of a person's physical, mental, emotional and social health. The impact of the psychological well being is very high on the motivational level of the employees because of better work relationships, work life balance, job security and salary and other benefits which keep the employee satisfied and contented and thus it return helps the employee to perform better, more productivity, less absenteeism, low turnover, customers satisfaction, emotional stable, physical healthy, mentally at peace and also establish better understanding with others. So the more the employees are psychological balance, there would be more contribution to the organization.

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