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**EFFECTS OF PSYCHOLOGICAL WELL BEING AND
SUBJECTIVE WELL BEING ON WORK ENGAGEMENT**

By

GAYANI MANENDRA JAYASEKERA

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ABSTRACT

Work engagement and the factors affecting this concept is a prominent research area within the modern work place setting. Within the field of positive psychology, the psychological well being (eudaimonia) factors and the subjective well being (hedonia) factors create an effect on work engagement. The study was used to determine how the psychological well being factors and the subjective well being factors affect on the work engagement concept. The study also used the demographic factors to determine whether there is a significant difference among its groups with relation to work engagement.

Work engagement was measured by the Utrecht Work Engagement Scale which consists of vigor, dedication, and absorption. Psychological well being was measured by the Self-Determination Theory's Basic Psychological Needs Scale, which consists of autonomy,

competence, and relatedness. Subjective well being cognitive component, life satisfaction, was measured by the Satisfaction with Life Scale, and the affective component, positive and negative affect, was measured by the Positive and Negative Affect Schedule. The study was based within the petro-chemical industry, and a sample of 200 employees was selected from the technical staff of the Ceylon Petroleum Corporation.

The objectives of the research were to determine the level of work engagement, psychological well being, and subjective well being of the employees. The levels were identified to be at a moderate level. Another objective of the study was to determine the relationships that existed between psychological well being and subjective well being factors with relation to work engagement, and also to determine the impact of the demographic factors, whether there is a statistically significant difference among its groups with relation to work engagement. The study concluded that psychological well being factors; autonomy, competence, and relatedness have a positive relationship with work engagement. It also concluded that subjective well being factors; life satisfaction and positive affect schedule have a positive relationship with work engagement, while negative affect schedule has a negative relationship with work engagement. It was also identified that the demographic factors such as age, marital status, and period of service does not have a statistically significant difference among its groups with relation to work engagement. However, the service level category seemed to have a statistically significant difference with relation to work engagement. The final objective was to bridge the research gap by identifying whether both psychological well being and subjective well being were equally important, or whether one of these factors plays a more prominent role than the other. It was identified that the psychological well being factors play a much more prominent role than the subjective well being factors.