

Study to Understand the Impact of Psychological Well-being on Young Managers

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Abstract

Psychological well being can be defined as levels if an individual's positive functioning that includes autonomy over their decisions, self acceptance, personal or professional growth, positive relationship with others and mastery over the environment. This concept is a multidimensional which develops through a combination of identity, regulation of the emotions, characteristics of personality and experiences of life. the Psychological wellbeing often increases with age, consciousness, extraversion and level of education. Stress can be defined as an emotional or physical response or reaction to any change, that may be internal or external. It is an individual's, brain and body's reaction or response to an imagined or a real threat, change or an event. The event, threat or change are known as the stressors. Stressors could be external, such as any loss, unexpected change or a tragedy, or internal, such as the beliefs, thoughts or attitudes. In this project we studied about the relationship between psychological well being and stress of young managers. The research was conducted by the help of responses collected by a questionnaire. The questionnaire was designed according to the variables and their sub variables by the help of "Carol Ryff Psychological Well Being " scale and statements covering variables other than those covered by the standardized questionnaire. The sample size for the research was 100.

A simple random sampling method was used in order to obtain the responses. The data was majorly collected from one location in the presence of the researcher. These responses were extracted to Microsoft excel. For analysis of the data, descriptive statistics along with higher statistical tool, SPSS were used. Some findings from this study were, gender had slightly different results for psychological well being and happiness. Some challenges faced by the researcher during the research were, like resistance from the potential respondents in filling the questionnaire due to the length of the questionnaire. Since the standardized tool had reverse scoring , hence some responses were required to be reverse scored in order to obtain the acceptable results from the responses, important for the analysis of data.

Keywords: *Psychological well being, Stress, Managers*

I. Introduction

Psychological well being is a key for success and Stress can be defined as an emotional or physical response or reaction to any change, that may be internal or external for the young managers working and ready

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to join the different organizations. The psychological well being can be attributed to autonomy of the young manager in decision making, personal and professional growth, control over the environment, self acceptance, purpose in life and maintaining positive relationships both in personal and professional life etc. In this project we would try to study the relationship between two factors which are psychological well being and stress, for the young managers. To have a better understanding about these variables we would use their sub variables. The sub variables considered for psychological well being were autonomy in decision making, having a purpose in life, personal growth, self acceptance of young managers as they are and relationship with others.

1.1 Psychological Well Being

In simple terms, psychological well being can be referred to as positive mental health. According to research (Moore & Macleod, Van Eeden & Wissing and Ryff), the psychological well being can be defined as a concept that is multidimensional and diverse, that develops through combination of identity of an individual, personality characteristics, life experiences and regulation of emotions. It can increase with time, that is with age, extraversion, education and consciousness and also decrease with mental disturbances or hysterical neurosis. According to a research by Wissing, Roothman & Kirsten, no significant difference exists between the measures of psychological well being of men and women. Psychological well being is a key for success and happiness is motivation for achievement of the personal and professional aims and ambitions for the young managers working and ready to join the different organizations.

Psychological well being is of two types:

1. Hedonic well being

It can be referred to as extent to which people experience positive feelings and positive emotions of happiness. It is simply, subjective feeling of being happy.

It has two components:

First, Affective component---> (High. positive effect & Low, negative effect)

Second, Cognitive component---> (Satisfaction with the life)

An individual would experience happiness when satisfaction with life and positive effect are high.

2. Eudaimonic well being

It can be referred to as psychological well being's purposeful aspect. It strongly relies on the Maslow's self actualization ideology and Roger's fully functional person and their subjective well being concepts. Therefore, it is based on argument that people would feel happy if they can experience life's challenges, purpose and growth. The self deterministic theory is adopted by this approach for conceptualizing happiness. This theory of self determination indicates that the happiness of an individual is related to accomplishment in the scope of competence and autonomy. So from this perspective, by agreeably in eudaimonic pursuit, happiness or subjective well being would occur as byproduct. Hence purpose in life and meanings for higher order are accepted in producing happiness. It seems to be that consensus is happiness does not result from the pursuit of pleasure but by the development of an individual's virtues and strengths that ties with positive psychology.

• Stress

Stress can be defined as an emotional or physical response or reaction to any change, that may be internal or external. It is an individual's, brain and body's reaction or response to an imagined or a real threat, change or an event. The event, threat or change are known as the stressors. Stressors could be external, such as any loss, unexpected change or a tragedy, or internal, such as the beliefs, thoughts or attitudes).

Types of Stressors:

- Psychological- These are set of strong emotions which could be brought on due to internal or external factors.
- Social- These are caused due to interactions between the individual and the environment.
- Physical- These stressors exist due to the external factors.

Stress can be "Positive" (such as getting admission in collage of your choice, getting dream job, winning lottery, getting married etc.) or "Negative" (Such as aggressive working environment which makes working difficult, threat of injuries,

Types of Stress:

○ **General Stress**

This stress is experienced by all. It is resolved within two to three days without any intervention.

○ **Acute Traumatic Stress**

This stress may be due to a critical incident. This stress produces substantial amount of psychological distress. It causes individuals to react abnormally to normal events.

○ **Post Traumatic Stress**

This stress is caused by a psychological trauma which is very severe. This could be the result of an unsolved stress caused due to a critical incident. Such stress leads to long lasting changes.

○ **Cumulative Stress**

This stress builds up over some time in your body and it is difficult to alleviate the symptoms. The symptoms may be more serious physically or serious mental suffering.

Stress has two levels:

"Eustress" or also called as positive stress that occurs when the stress level is enough high to motivate an individual to take action and get things proficiently done.

" Distress" or also called as the negative stress that occurs when the stress levels are very high or very low and the individual's mind and body respond negatively in the situation due to stressor.

Physical Signs	Mental Signs
Increased heart rate, diarrhea, excessive	High resistance, high anger, tension,

sweating, heart attack, stomach and digestive problems, ulcers, head ache, insomnia, chest pain, high blood pressure, alcoholism, Individual is prone to accident.	anxiety, worry, friction, guilt, impatience, discontentment, over reactive, avoiding people.
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II. Literature Review

Psychological well being and happiness are important for mental and physical well being of all ages, be it a child going to school, teenager in high school, a undergraduate student, a professional degree student, adults working day and night for their family or retired old age senior citizens at home. The psychological well being can be defined as a concept that is multidimensional and diverse, that develops through combination of identity of an individual, personality characteristics, life experiences and regulation of emotions. Does going to a vacation act as addition to our happiness levels in a long run? The question was addressed by the study of sample size of 3650 of Dutch citizens that reported going for a leisure travel every next quarter during a period of 2 years and had to rate their happiness levels at the end of every year. Participants on vacation were found to be marginally happy, according to the hedonic level of effect, as compared to those who did not go. Such a difference in the affect balance between non vacationers and the vacationers was probably due to a minor causal effect of going on vacation on hedonic level. Maybe, vacationing could recollect positive memories and these memories could allow prevalence of a positive effect on the life of people. Happiness does not give prediction about vacationing. The affect of the holiday trips on the people going for vacations, happiness was found to be short lived. Among vacationers, happiness was not related to the trips and the days spent. A independent analysis of the vacationers, valuing vacations, yielded the similar results. (Nawijn, (2011), "Happiness through vacationing: just a temporary boost or long term benefits?") In a research, on psychological well being with an objective of exploring a self report measure for it and investigating its relationship with the psychological distress, telephonic interviews of 1933 adults as sample was considered and information was collected about the socio-demographic variables, which are standard measure for psychological distress and three factors of psychological well being, which were environment mastery, relationship with others and satisfaction from life. The cumulative of these factors were calculated and examined as a measure for the overall well being. The variables which had positive association with psychological well being, had negative association with psychological distress and via. For example, For an adult alone in the household, who spoke any language but not English, separated or divorced, with low educational qualifications, unemployed, with low income, living in rented accommodation and received pension, psychological well being was found low and psychological distress was found high. The measure of well being showed the promise of psychometric for the community surveys and short version was recommended on the basis of the needs of the researcher. Both PWB and PD were found to be driven by congruous socio-demographic characteristics. The issue of convenient cutoff score required further investigation for determination of the categories related to PWB that predict coping with the different stresses successfully. There vigorousness to be an example of high utility in measuring PWB, where scores could be used for reliable prediction of the benefits derived from the interventions like health care, good education and psycho education etc. (Helen R Winefield, Anne W Taylor, Tiffany K Gill (2012) "Psychological well being and psychological distress: is it necessary to measure both?"). A research was conducted on the role

passion plays in the sustainable psychological well being. The aim of the research was to showcase the role, passion for some activity or activities plays in the psychological well being is found to be sustainable. Here, passion was defined as "strong inclination" for a self defined activity that the people would like to do as they find it important and wish to invest their time and energy on regularly. The dualistic model of passion was used in this research. This model recommends two types of passion, that is obsessive and harmonious. Origination of harmonious passion is from the internalization of activity within the individual's own identity. The obsessive passion is derived from controlled internalization and controlled by the individual. By the experience of the positive emotions felt by the individual while being engaged in the activity regularly and repeatedly, it was posited that the harmonious passion contributed to the sustainable psychological well being and preventing the psychological conflict, negative effect and ill being. The obsessive passion was not expected facilitating negative effect, producing positive effects and conflicts with the activities of life and psychological ill being. (Robert J Vaallerand, (2012) "The role of passion in sustainable psychological well being"). Possible tensions between happiness and wisdom has been a topic of debate in philosophy. Some see wisdom as an absolute part of happiness, while others believe that a more wiser and accurate view on the reality may reduce the happiness. On the analysis of a Dutch internet survey which involved 7037 respondents, it was discovered that happiness and wisdom were simply related positively. Wisdom was measured by the help of 3D wisdom scale, which explained 9.2% variation for the hedonic happiness. Correlations with deliberate dimension of wisdom was found to be strongest. Additionally, wisdom was found to be more critical for happiness among the adults who only had elementary education. The overall results suggested that wisdom and happiness did not conflict. (Ad Bergsma, Monika (2012), " Self reported wisdom and happiness: An empirical investigation") A empirical study for investigation of the factors which influence the levels of satisfaction of the founders of startups was conducted. The sample size was 1107, who were Dutch founders. The researchers related entrepreneurial satisfaction (with psychological burden, income and leisure time) with the performance of the firm, human capital of the firm and motivation. The study found that, the entrepreneurs with high level specific human capital were found to be more satisfied with their income as compared to those with high general human capital levels. The intrinsic motivation and combination of responsibilities lower the stress levels and lead to higher satisfaction with the time for leisure activities. It was found that women were more satisfied with income level as compared to men, even when, women were found to have low turnover per month.(Carree, Verheul (2012)," What makes entrepreneurs happy? Determinants of satisfaction among founders") Evaluating the eudaimonic well being in adolescents was prevented by the lack of tools specified for the assessment. Also, with the younger population, assessing the positive functioning might be biased by the self reporting data only and accuracy might be increased by addition of significant evaluations for adults. The purpose of the research was measurement of well being of the adolescents and the prosocial behaviors by use of self and observer rating instruments and their associations. The sample size included 150 high school students (adolescents) of an Italian school. By the use of strengths and difficulties questionnaire the teachers performed the observer rating of the students, while the students were asked to do the self rating by the help of symptom questionnaire and psychological well being scales questionnaire by Ryff. For analysis of the responses, Person's correlations were used, followed by linear regression. The dimensions of psychological well being and observer rated dimensions were found to be significantly correlated but not with the difficulties and strength emotional symptom scale. The results of linear regression revealed that dimensions of self rated, that is, personal growth and environmental

mastery were related to the dimensions of the observer rated, that is, prosocial behavior but interestingly not related to the positive relations of self rated. It was found that the adolescents with high well being in few dimensions levels were anticipated to be less problematic by the teachers. Some discrepancies were found between the observer rated and self rated instruments for few dimensions of positive functioning. The study recommended the use of observer rated and self rated tools for all inclusive assessment of eudaimonic well being of the students. (Francesca, Elisa and Chiara (2014), "Self rated and observer rated measures of well being and distress in adolescence : an exploratory study")

III. Research Methodology

The quantitative research design is used for the project. A survey method was used in collection of data. The research is exploratory and descriptive. The sampling was done in Delhi/ NCR. Primary data was used and the participants of this research were the post graduate students and young managers with less than 2 year experience in the corporate. The number of participants or sample size in this research were 100. Convenience sampling was used for the research. Research technique used for data collection is questionnaire and survey. Questionnaire was the tool used for the collection of data. The questionnaire involved 100 statements.

3.1 Procedures:

Variables and the sub variables were decided. Questionnaire was designed by the help of existing standardized tool and various other research papers. The target or the potential respondents were decided. The minimum sample size for the survey was decided. The responses were registered by using questionnaire as the tool for data collection. The target sample size of 100 was achieved. The data in the responses was extracted on to the excel sheet in order to ease the process of analysis of the data by the help of descriptive statistics and IBM SPSS statistics 19 tool. The data was analyzed initially by the help of descriptive statistics. In the second and critical stage, IBM SPSS statistics19 was used for reliability test, descriptive statistics, correlation, etc.

3.2 Limitations

Some limitations in this research were research only covers few factors which effect the psychological well being and happiness of young managers. Survey consists of a sample from the population of young managers, not the entire population of young managers. Major sample size belongs to specific location. Respondents may not provide honest responses to the questionnaire. Resistance from the potential respondents due to long length of the questionnaire. Responses given by the respondents who lack interest in responding to the statements in the questionnaire effects the quality of data.

3.3 Results

Descriptive Statistics

	Mean	Std. Deviation	N
PWB	25.162	3.0472	100
Stress	11.87	2.097	100

Interpretation: Average score for psychological well being was found to be 25.16 and average stress score was found to be 11.87 with standard deviations of 3.04 and 2.097, for the young managers.

Correlations

		PWB	Stress
PWB	Pearson Correlation	1	.617**
	Sig. (2-tailed)		.000
	N	100	100
Stress	Pearson Correlation	.617**	1
	Sig. (2-tailed)	.000	
	N	100	100

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

Interpretation: Psychological well being has a significant relationship with stress for young managers as sig. value is less than significance level.

Hence, the findings from the study were, Average psychological well being score for young managers was found to be good while the stress level score was found to be quite high. The study of correlation shows that there lies a significant relationship between psychological well being and stress for the young managers.

IV. Conclusion

Psychological well being is very important for being successful in life and happiness acts as a motivator in life. From the research we can conclude that for young managers personal growth was found to be

most important aspect of psychological well being, followed by relations with others ,accepting themselves as they are, autonomy of decision making and purpose in life being the last priority aspect of psychological well being. Stress level was found to be important factor for the young manager. The study statistically proved the questionnaire reliable, sample size was adequate for the research and data valid for further statistical analysis. By help of statistical methods we could find the relationship between psychological well being and happiness of young managers.

4.1 .Recommendations

This study on the relationship of psychological well being and stress of the young managers used ten sub variables, autonomy, personal growth, relations with others, purpose in life and stress level. But these are variables just helped to give a tentative view of relationship between psychological well being and happiness. There are many other variables that could be responsible for psychological well being and happiness of an individual, like environmental mastery as explained by Carol Ryff in her "six" factor questionnaire for psychological well being. These factors could be analyzed in depth as many tools already exist for measurement of few, like stress level. While many of these factors have the potential to be researched upon for development of standardized tool for measurement of these factors. Other factors not covered in this research are behavioral disagreement, humor, substance use, religion, positive reframing, residence location from workplace or institute, satisfaction with life, motivation, hobbies, going for vacations and trust on others etc. For future studies of psychological well being and happiness, the above mentioned factors could be considered for an in depth analysis. According to the findings we would recommend young managers should work on improving the relations with others for better psychological well being. Young managers should be given more autonomy of decision making for improving their psychological well being. Young managers should work of building self confidence by accepting themselves as they are and work on areas if they aspire to be like someone the idolize. Young managers must have better clarity as to what they want from life and set clear goals on the purpose of life. Young managers must be motivated to work upon themselves to gain new skills and knowledge for personal growth.

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