

The importance of psychological well-being in organisational settings: Moving beyond the pleasure principle

BURNS, RA., & MACHIN, MA. (University of Southern Queensland)

richard.burns@anu.edu.au

In contrast to the emphasis on affective states as components of Subjective Well-Being (SWB), the Psychological Well-Being (PWB) approach considers the role of personal resources, such as mastery and efficacy beliefs, a sense of autonomy, positive relatedness with others, and self acceptance. This study of 679 high-school teachers was based on the Organisational Health Research Framework and compared the contribution of PWB, personality and organisational climate to the prediction of SWB and organisational well-being. PWB was identified as a significant predictor of SWB even after controlling for demographic characteristics, organisational climate and personality variables with 46% of the variance in PA and 47% of the variance in NA explained. In addition, PWB contributed uniquely to the prediction of school morale and school distress with the overall set of predictors accounting for 69% of the variance in school morale and 66% of the variance in school distress. Individual interventions which promote PWB components would appear to be a most important avenue by which to improve employee SWB, while organisational interventions that focus on improving the organisational climate should have greater impact on organisational well-being.