Topic 5 Study unit 8
Measures of affective behaviour, adjustment and wellbeing
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- Chapter 11 in Foxcroft and Roodt (2009 & 2013)
  - Measures of affective behaviour, adjustment and well-being (2009)
  - Measures of well-being (2013)
DEFINE WELL-BEING

World Health Organisation (WHO)

- Health = “state of complete physical, mental and social well-being and not merely the absence of disease or infirmity”

- Mental health = “state of well-being in which every individual realises his/her own potential, can cope with the normal stresses of life, can work productively and fruitfully; and is able to make a contribution to his/her community”

- Absence of negative aspects (e.g. illness) and presence of positive aspects (e.g. happiness)
POSITIVE PSYCHOLOGY

- Focus on the positive aspects of life
- Helping people not merely to exist but to flourish
- Realistic and balanced view of life
- Acknowledges the valleys of life but focuses on the peaks
- Hedonistic view – subjective experiences e.g. happiness
- Eudaimonic view – maximising one’s full potential and living as was inherently intended to live
HEDONISTIC PERSPECTIVE/SUBJECTIVE WELL-BEING

- Quality of life
- Happiness
- Life satisfaction
- Positive and negative affect
- Social and economic determinants of subjective well-being
EUDAIMONIC PERSPECTIVE

Carol Ryff’s model

- Self-acceptance
- Positive relations with others
- Autonomy
- Environmental mastery
- Purpose in life
- Personal growth
WELL-BEING IN THE WORKPLACE

Why well-being matters
i. Healthy employees are generally better employees
ii. Employers have a moral and ethical responsibility to support employees

Cost of ill-health

Job Demands Resources (JD-R) model
Focus on positive outcomes – work engagement and job satisfaction rather than negative (burnout and workaholism)

Wellness programmes
MEASURES OF WELL-BEING IN DIVERSE CONTEXTS

• Anxiety – IPAT, STAI
• Affect – AFM2, PANAS, GHQ
• Depression – BDI
• Sense of coherence (SOC), Life orientation (LOT-R), Experience of work and life questionnaire (WLQ), Locus of control (LCI), McMaster Health Index questionnaire (MHIQ) and Wellness questionnaire for HE
MEASURES OF WELL-BEING IN WORK CONTEXT

- Sources of Work Stress Inventory (SWSI)
- Maslach Burnout Inventory (MBI)
- Utrecht Work Engagement Scale (UWES)
- Minnesota Satisfaction Questionnaire (MSQ)
- Work Locus of Control Scale (WLCS)
CONCLUDING REMARKS

To focus on the aspects that assist a person to cope and adjust to stressful situations can help the organisation to provide a useful Employee assistance program and thereby help the employees to thrive in their work environment.