

The Association between Psychosocial Characteristics, Training Variables and Well-Being: An Exploratory Study among Organizational Workers

Authors : Norshaffika I. Zaiedy Nor, Andrew P. Smith

Abstract : Background: Training is essential to develop individuals' expertise to meet current and future job demands and to improve work performance. At the same time, individuals' well-being is crucial to ensure that they can fully and positively carry out their daily duties. In addition to the studies that have examined what constitutes well-being and the factors behind it, many researchers have investigated the predictors of training effectiveness and transfer of training. However, there has been very little integration between them. This study was an attempt to bridge the gap between training effectiveness predictors and well-being. Purpose: This research paper aimed to investigate the association between well-being among employees and psychosocial characteristics, together with training variables. Training variables consist of motivation to learn; learning; implementation intention; and cognitive dissonance. Methodology: In total, 210 workers who had undergone various training programs completed an online survey measuring various psychosocial characteristics, four training variables, and level of well-being. Findings: The results showed that certain types of positive psychosocial characteristics (e.g., positive personality, positive work behaviors, positive work and resources) predict motivation to learn, learning and implementation intention. Meanwhile, negative psychosocial characteristics (e.g. negative work demands and resources, negative coping) predict cognitive dissonance. Also, all the training variables had a moderate to high correlation with well-being. However, after controlling other variables (age, gender, education and psychosocial characteristics), none of the training variables predicted well-being. Self-determination theory, cognitive dissonance theory, and the DRIVE model were used to explain these findings. Conclusion: As there is limited research on the integration of training variables with well-being, this study gives a new perspective in the field of both training and well-being. Further investigations are needed to examine the relationships between them.

Keywords : cognitive dissonance, implementation intention, learning, motivation to learn, psychosocial characteristics, well-being

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