

# UNDERSTAND THE IMPACT OF THE JOB SATISFACTION LEVELS ON PSYCHOLOGICAL WELL-BEING AND PERCEIVED STRESS ON EMPLOYEES IN KUWAIT

**\*Jijin R S., \*\*Dr Babhuti Kashyap**

*\*Research Scholar, \*\*Research Supervisor*

*Department of Psychology, Himalayan University, Itanagar, AP.*

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## ABSTRACT

*The purpose of this study is to look at the impact of job satisfaction on psychological well-being and perceived stress in the oil and gas business. In this investigation, a convenient sampling approach was adopted. The sample for this study was 100 employees, and the behaviour tools utilised for the study were the job satisfaction scale, psychological well-being, and perceived stress scale. These tests are used to assess the psychosocial health of government and commercial sector employees. As a result, it is suggested that organisations improve distant oil and gas workers' safety behaviour by encouraging them to successfully manage their stress, mental health, and tiredness levels. Spirituality may be promoted, workers' resilience can be increased, recreational facilities can be provided, and communication can be encouraged.*

**Keywords:** *Job, satisfaction, Psychological, stress, motivation.*

## INTRODUCTION

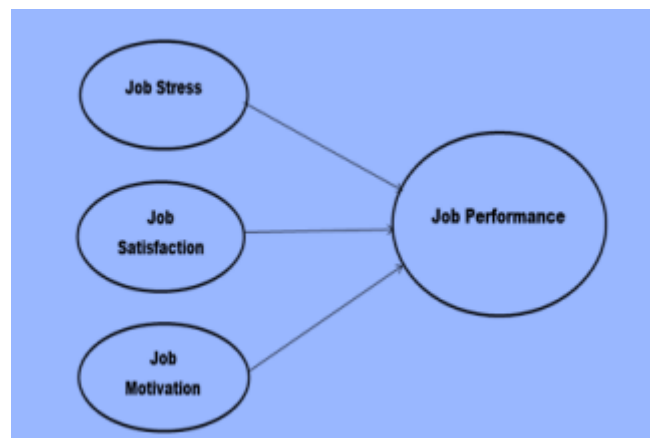
In increasingly developed cultures, the drive for increased productivity has been a key priority. The requirement to maximise production is also an important factor in emerging countries. Employee job satisfaction has been discovered to be a key element determining productivity and has sparked a lot of attention. The topic is particularly important and interesting to public health practitioners since work satisfaction has a significant impact on organisational and employee health and well-being. This is especially significant since professionals in the health-care sector are expected to offer excellent patient care while working in a high-stress environment.

Safety is a major concern and a procedural issue in the oil and gas business. Because of the nature of the labour, it is considered a high-risk industry. Workplace accidents are worth investigating because they have such a significant impact on human life, and attempts to reduce them are urgently needed. As a result, the business is known in some areas for having a high rate of accidents and injuries, particularly those involving psychological trauma. Psychological damage is a wide phrase that encompasses any type of mental illness brought on by work stress. Occupational stress is described as a bad emotional experience brought on by difficult working conditions. Oil field

workers are routinely subjected to stressful situations or constant physical pressure. Long-term employment in a remote area also correlates to high levels of occupational stress. Occupational stress is a component of offshore life that stems from a variety of factors, including the interface between work and family, helicopter travel, and the offshore living environment.

## **RELATIONSHIP AMONG PERFORMANCE, SATISFACTION, STRESS AND MOTIVATION OF JOB**

Employee performance is a very condemnatory problem, and it plays a critical role in attaining organisational success. It may be defined as a collection of managerial behaviours that demonstrate what and how workers accomplish their tasks. In another sense, job performance refers to a person's ability to achieve their work's objectives, meet their beliefs or expectations, maintain a high standard, and fulfil their organization's objectives. It is an individual's production from both a quantitative and qualitative standpoint. Job stress, job happiness, and job motivation all have a significant impact on job performance. As a result, we offered the figure 1 below.



*Figure 1: The visionary Structure*

### **Job Stress and Job Performance**

Many subjects have been widely debated across the world, and one of them is job stress, which has a negative influence on people's mental health and talents, preventing them from working effectively and benefiting their firm. Multiple modes of communication or social connection while at work might cause stress in the workplace. The environment in which people do their professional work might also have a detrimental impact on our mental states. Our state of mind and different ways of thinking are responsible for forming our feelings and sentiments, which have an impact on employees' physical appearance; this is the source of stress, which is bad for them. The employee's mental and physical health must be in the worst possible condition in order for him to perform at his best for his company. All of these notions contribute to employee unhappiness and job stress, which has an impact on their daily performance.

## **Job Satisfaction and Job Performance**

The notion of job satisfaction has a favourable impact on an employee's performance; his work was founded on the idea that the natural product for meeting an employee's demands is their performance. The link between job happiness and job performance. These writers also said that rewarding employees increases their performance, which in turn increases their job happiness. It is one of the most crucial jobs for a human resource management to ensure employee happiness. If a firm employee is dissatisfied with his or her employment, they will be unable to do their duties in accordance with their projected standards and expectations.

## **The Relationship Between Job Motivation and Job performance**

Management should improve employee working conditions and inspire them to work in order to reduce employee turnover and retain productive staff. Employee motivation is a critical factor that influences their performance. Managers have a policy of successfully motivating employees to improve their performance. It is also one of the organization's aims to enhance employee motivation, which supports their morale and leads to high performance.

## **Psychological status**

Psychological well-being refers to the state of a mentally healthy individual who exhibits a variety of good mental health characteristics, such as active environmental adjustment and personality unity. It's connected to Eudaimonic satisfaction, which Aristotle describes as the "ultimate human good" and discusses the meaning and purpose of life. The word rapidly caught the attention of psychologists who specialise in well-being and success. The psychologist created a favourable psychological environment for the organization's recruiting. A good state would allow businesses to thrive and, more significantly, to withstand the constant changes in the workplace. On the one hand, current research in the subject has defined psychological wellbeing as a wide notion that distinguishes between positive wellbeing/pleasant affect (e.g., pleasure) and psychological distress/unpleasant affect (e.g., guilt, shame, sadness, anxiety, worry, anger, stress, depression). The counter-argument was that many of the initiatives had both good and negative consequences.

## **METHODOLOGY**

### **Design**

A Cross-sectional design was used.

### **Sample**

Data was collected from the employees working in the oil and gas industry. A Convenient sampling technique was used. The total data comprises of 100 participants consisting of males 54 and females 46.

## **1. Criteria for Inclusion**

Only those who are now employed in the oil and gas business and are between the ages of 25 and 50 were surveyed.

## **2. Criteria for Exclusion**

Non-working people were excluded from the research. Because the age range was limited to 25-50, no one under 25 or beyond 50 was considered.

## **3. Instruments used**

The Job Satisfaction Scale 11 is made up of 30 items, each of which is rated on a 5-point Likert scale. The test is organised into five domains and assesses both intrinsic and extrinsic aspects of the job. The reliability of the test-retest was 0.97.

The Psychological Well-Being 29 is a 42-item scale that assesses six aspects of happiness and fulfilment: autonomy, environmental mastery, personal growth, good interpersonal relationships, life purpose, and self-acceptance. The reliability coefficient for test-retest was 0.82.

The most widely used psychological instrument for grading stress perception is the Perceived Stress Scale 30. It consists of ten things that are rated on a 5-point Likert scale. Cronbach's alpha scores were 0.82, indicating that they were used often.

## **4. Procedure**

Employees from the oil and gas business participated in the study. Participants were personally contacted. The purpose of the study was explained to all of the participants. The Job Satisfaction Scale, Psychological Well-Being Scale, and Perceived Stress Scale were used to deliver the surveys. All of the questions were addressed to each individual participant.

## **5. Ethical Considerations**

A preliminary debriefing was conducted to inform participants about the study and safeguard the confidentiality of the information they supplied. Before administering any of the instruments, the participants gave their informed consent. At no point did the participant feel as if their privacy had been violated, and confidentiality was and will continue to be respected at all times.

## **6. Statistical Analysis**

The term "descriptive statistics" was coined. Pearson's Correlation was developed to discover a link between job satisfaction, psychological well-being, and perceived stress; a two-way ANOVA was utilised to compare means for a significant difference between genders.

## RESULTS

Table 1 depicts the relationship between work satisfaction, perceived stress, and psychological well-being dimensions. At the 0.05 level of significance, there is a negative significant association between job satisfaction and life purpose ( $r=-0.21$ ). At the 0.05 level of significance, there is a negative significant association between felt stress and autonomy ( $r= -.23$ ) and favourable relationships with others ( $r=-0.20$ ).

*Table 1: Correlation among job satisfaction, perceived stress, and domains of psychological well-being*

Variables	PS	JS	Autonomy	Environmental mastery	Personal growth	Positive relations	Purpose in life	Self - acceptance
PS	-							
JS	0.06	-						
Autonomy	-.23*	0.21	-					
Environmental mastery	0.04	0.01	.38**	-	.			
Personal growth	-0.19	-0.04	.50**	.40**	-			
Positive relation	-.20*	0.09	.52**	.31**	.60**	-		
Purpose in life	-0.04	-.21*	.31**	.35**	.50**	.35**	-	
Self-acceptance	-0.17	0.03	.37**	.28**	.61**	.55**	.29**	-

PS= Perceived stress; JS= Job satisfaction

\* $p<0.05$  \*\* $p<0.01$

On numerous criteria, Table 2 explains the differences between gender and sectors (Job). There was a statistically significant difference in job satisfaction. There is no substantial difference identified in the areas of autonomy, personal growth, life purpose, environmental mastery, and self-acceptance. The significant difference in felt stress across gender and industries is statistically significant ( $p=0.000$ ) at  $p0.05$  and gave a  $f(1,96)$  of 13.38, indicating that the Mean square is greater.

*Table 2: Two-way ANOVA of three variables*

Variable	Source	Sum of squares	Df	Mean square	F	Sig.
	Gender	0.211	1	0.211	0.001	0.974
Job satisfaction	Job	1.266	1	1.266	0.007	0.936
	Gender * job	3.146	1	3.146	0.016	0.899
	Gender	41.299	1	41.299	2.067	0.154

Perceivedstress	Job	267.369	1	267.369	13.383	0
	Gender * job	17.436	1	17.436	0.873	0.353
	Gender	3.736	1	3.736	0.133	0.716
Autonomy	Job	31.128	1	31.128	1.107	0.295
	Gender * job	95.298	1	95.298	3.39	0.069
	Gender	16.692	1	16.692	0.713	0.401
Environmental mastery	Job	68.635	1	68.635	2.932	0.09
	Gender * job	51.902	1	51.902	2.217	0.14
	Gender	37.447	1	37.447	1.24	0.268
Personal growth	Job	40.024	1	40.024	1.326	0.252
	Gender * job	101.912	1	101.912	3.375	0.069
	Gender	74.049	1	74.049	2.598	0.11
Positive relations	Job	257.336	1	257.336	9.028	0.003
	Gender * job	6.455	1	6.455	0.226	0.635
	Gender	14.876	1	14.876	0.553	0.459
Purpose of life	Job	87.064	1	87.064	3.237	0.075
	Gender * job	66.769	1	66.769	2.482	0.118
	Gender	31.754	1	31.754	1.277	0.261
Self- acceptance	Job	62.044	1	62.044	2.494	0.118
	Gender * job	19.708	1	19.708	0.792	0.376
Total		74216	100			

Significant at 0.05

## CONCLUSION

The purpose and goal of this research performance is to uncover the characteristics that help employees perform better while working in Kuwait's oil and gas business. Management should provide a platform for their employees and be supportive of their staff in order to improve employee performance that reveals stress and achieve the best degree of job satisfaction. Different incentive systems should be developed in the business for motivating.

In comparison to Asians/others, Kuwaiti and non-Kuwaiti Arabs were more content with their jobs, whereas respondents with more years of experience were more satisfied with their jobs. When it came to work environment features, respondents were more satisfied with a Kuwaiti supervisor who offered an orientation to the job and in-service training. Unhealthy rivalry, on the other hand, reduced work satisfaction. In light of the foregoing findings, it is suggested that more Kuwaitis be promoted to supervisory positions, unhealthy rivalry be eliminated, and language competency be achieved through offering language education to staff. Furthermore, a successful work orientation should be designed and delivered to all employees, and in-service training should be offered. Employee happiness and productivity are predicted to improve as a result of these adjustments. As previously said, dissatisfaction with one's work leads to higher employee turnover, absenteeism,

tardiness, and complaints, whereas enhanced job satisfaction leads to increased productivity. The findings have far-reaching implications for health-care delivery systems that rely on foreign workers. When there is such discontent, the process and outcome of care are likely to be negatively impacted. As a result, it is necessary to identify the sources of discontent and take suitable corrective action to increase work satisfaction.

There was no discernible difference between gender and felt stress, as seen and inferred. Furthermore, job satisfaction was not a dependent aspect of working personnel's reported stress.

Employee health and happiness are influenced by job satisfaction, job stress, and mental health. People who are happy with their professions are more productive and have a better lifestyle. Employees are stressed when they perceive their work environment to be bad. Stress has a tremendous impact on the mental and physical health of employees.

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