

A Study of Psychological Well-being among Government and Private College Employees

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This study aimed at investigation the psychological well-being of government and private college employees. This study was to find out the main difference between government and private employees in psychological well-being. The total sample consisted of 120 assistant professor in government and private college (60 Government - 30 men & 30 women) and (60 Private - 30 men & 30 women) of Bhavnagar City. Data collection was done with help for psychological well-being inventory. This inventory developed by Shree S. K. Verma & Anita Verma (1989) Gujarati Version by Gaurang Vayas (2009). Reliability was 0.94 and validity was 0.88. The obtained data was analysed through 't' test of know the mean of different between government and private college employees. The result show that there is significant difference between man and woman employees in psychological well beings ($t=3.29$). There is no significant difference between govt and private college employees in psychological well-being ($t=0.90$). There is no significant difference between govt college man and woman employees in psychological well-being ($t=1.84$). There is significant difference between private college man and woman employees in psychological well-being ($t=2.94$). There is no significant difference between government and private college man employees in psychological well-being ($t=0.18$). There is no significant difference between govt and private college woman employees in psychological well-being ($t=1.29$).

Keywords: Identity, anguish, community, self, retrospection.

Introduction

Psychological well-being is a very important subject directly related to human being and its developments. People find happiness from physical well-being, life partner, rich life style and sometimes from own soul. It is a psychological or emotional state. Well-being possesses emotions. Faith in religion, biological, philosophical and psychological attitude determines happiness of life. Psychological well-being is a biggest and complicated problem of modern era (2009). Therefore it is necessary to care life with well-being. Physical, psychological and social health is most important factors directly related to life standards of human being. These are factors which affects psychological well-being.

Review of Literature

There is no man in the world that is completely happy with no problems in life and never got failure. A smart man always thinks about well-beings coming in life and fill satisfied with the present scenario. On the other side, most of the people thought well-being as negligible things and fill sad every moment. There is a technique to live life with satisfaction and that is never imagining problems as most valuable thing. Everyone wants well-being in their life but it is only possible when we understand the defects of attitude and try to positively change it. Only attitude can keep calmness and satisfaction in life which is most important get well-beings(2010).

As per the belief of people, happiness is like butterfly. If you run behind it, it will never being yours but if you sit calm then it will come near to you. You can try to define it by many ways but it is impossible to give a perfect definition of well-being. Everyone wants to find the answer of well-being like what is it, how you can get it and where you can find it etc. It is very unstable in nature and you can't keep it for a long. You will find change in definition of well-being from a person to person.

Psychological well-being is a very subjective term but from all the research that has been carried out, the term is used throughout the health industry as kind of a 'catch-all phrase' meaning contentment, satisfaction with all elements

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of life, self-actualisation (a feeling of having achieved something with one’s life), peace and happiness. While all of the above characteristics are goals to strive towards, it is rather unrealistic for a person to feel all of those elements at the same time.

Most of the articles about psychological well-being define the person with “psychological well-being” as a happy, satisfied person. Psychological well-being refers to how people evaluate their lives. According to Diener (1997), these evaluations may be in the form of cognitions or in the form of affect.

People in the present world search for happiness in their life but in real, one should not require finding happiness in outer world as it is in intact form in one’s own life. In the present materialistic world, people are so busy that they have no time for their own. Competition is growing and to survive from these competitions, everyone has to try a lot. Happiness is just become pseudo image. To get happiness and well-being in life, a piece of time required from own life which is not there. A person who is psychologically healthy can get well-being and happiness in life. In the present materialist era, we find many people in depression and that is why they don’t know about well-being of life.

Psychological happiness is a very critical problem in industrial zones as it directly affects productivity (2022). If a person can have life satisfaction in professional life then he can have work satisfaction. This work satisfaction is very important to fill a person well. Government and private employees have not same experience at work. You may find a difference in psychological well-being between government and private employees. There are so many factors which have direct or indirect effect on psychological well-being. Employees from government field don’t find pressure at work and have so many emoluments like pension, salary, holidays, employee’s right etc. While employees from private sector are always under work pressure and we found so many differences in salary and other emoluments. There is a difference in psychological well-being between government and private sector employees. This study is about psychological well-being of employees in government and private sector.

Methodology Objectives

1. The study of Psychological Well-being among Government and Private College Employees
2. The study of Psychological Well-being among Government College Employees
3. The study of Psychological Well-being among Private College Employees

Hypotheses

1. There is no Significant difference between Man and Women Employees in Psychological Well being
2. There is no Significant difference between Government and Private College Employees in Psychological Well being
3. There is no Significant difference between Government College Man and Women Employees in Psychological Well being
4. There is no Significant difference between Private College Man and Women Employees in Psychological Well being
5. There is no Significant difference between Government and Private College Man Employees in Psychological Well being
6. There is no Significant difference between Government and Private College Women Employees in Psychological Well being

Sample

The Sample was stratified random method. Total 120 sample of Government and Private College Employees (Ass. Professor) from Bhavnagar City among them 60 from Government College Employees (30 Man & 30 women) and 60 Private College Employees (30 Man & 30 women)

Research Design

2 * 2		
A. Sex	A1 = Man Employees	A2 = Women Employees
B. Sector / Field	B1 = Government Field	B2 = Private Field

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Variable

Independent Variable

1. Government College Employees
2. Private College Employees

Dependent Variable

1. The Score gest on Psychological Well-being among Government and Private College Employees

Tools

1. Individual Information Sheet
2. Psychological well-being Inventory
Psychological well-being Inventory developed by Shree S. K. Verma & Anita Verma (1989) Gujarati Version by Gaurang Vayas (2009). Reliability was 0.94 and validity was 0.88.

Result

Table – 1
' t ' Ratio of the Psychological Well-being between Man and Women Employees

Variable	N	M	SD	' t ' value	Level of significance
Man	60	28.13	17.07	3.29	0.01
Women	60	37.70	13.87		

Table – 2
' t ' Ratio of the Psychological Well-being between Government and Private College Employees

Variable	N	M	SD	' t ' value	Level of significance
Government Employees	60	31.55	16.59	0.90	N.S.
Private Employees	60	34.26	16.17		

Table – 3
' t ' Ratio of the Psychological Well-being between Government College Man and Women Employees

Variable	N	M	SD	' t ' value	Level of significance
Man of government college	30	27.73	16.42	1.84	N.S.
Women of Government college	30	35.37	15.79		

Table – 4
' t ' Ratio of the Psychological Well-being between Private College Man and Women Employees

Variable	N	M	SD	' t ' value	Level of significance
Man of Private college	30	28.53	17.73	2.94	0.01
Women of Private college	30	40.03	11.95		

Table – 5
' t ' Ratio of the Psychological Well-being between Government and Private College Man Employees

Variable	N	M	SD	' t ' value	Level of significance
Man of government college	30	27.73	16.42	0.18	N.S.
Man of Private college	30	28.53	17.73		

Table – 6
' t ' Ratio of the Psychological Well-being between Government and Private College Women Employees

Variable	N	M	SD	' t ' value	Level of significance
Woman of government college	30	35.37	15.79	1.29	N.S.
Woman of private college	30	40.03	11.95		

Discussion

A Number of studies have been conducted trying to examine and explain the results by different researcher. The present study found result the suggests significant differences in psychological well-being level among the man and woman employees.

Show that the mean score of psychological well-being of man and women employees is higher in women (37.70) than mean score of Man employees (28.13). The difference between the two mean score is 9.57 and significant at 0.01 levels. So Hypotheses is unaccepted.

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Show that the mean score of psychological well-being of government and private college employees is higher in private employees (34.26) than mean score of government employees (31.55). The difference between two mean score is 2.71 and of no significance. It clearly indicates that government and private employees differ significantly in psychological well-being. Hypothesis is accepted.

Show that the mean score of psychological well-being of government college man and woman employees is higher in government woman employees (35.37) than mean score of government man employees (27.73). The difference between the two mean score is 7.63 and of no significance so hypothesis is accepted.

Show that the mean score of psychological well-being of private college man and woman employees is higher in private college woman employees (40.03) than mean score of private college man employees (17.73). The difference between the two mean score is 11.50 and of no significance so hypothesis is accepted.

Show that the mean score of psychological well-being of government and private college man employees is higher in private college man employees (28.53) than mean score of government college man employees (27.73). The difference between the two mean score is 0.83 and of no significance so hypothesis is accepted.

Show that the mean score of psychological well-being of government and private college woman employees is higher in private college woman employees (40.03) than mean score of government college woman employees (35.37). The difference between the two mean score is 4.66 and of no significance so hypothesis is accepted.

Conclusion

1. There is significant difference between man and woman employees in psychological well beings ($t=3.29$)
2. There is no significant difference between govt and private college employees in psychological well-being ($t=0.90$)
3. There is no significant difference between govt college man and woman employees in psychological well-being ($t=1.84$)
4. There is significant difference between private college man and woman employees in psychological well-being ($t=2.94$)
5. There is no significant difference between government and private college man employees in psychological well-being ($t=0.18$)
6. There is no significant difference between govt and private college woman employees in psychological well-being ($t=1.29$)

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