

Investigation the Mediating Role of Psychological Well-being and Subjective Well-being in the Relationship Between Work Internal Locus of Control and Employee Performance in context to Health sector of Quetta

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Abstract

The fundamental purpose of this research was to examine the function of subjective wellbeing, psychological wellbeing in connection with employee in the role of performance and work internal locus of control. The investigation was carried in three public sector hospitals, containing Fatima Jinnah Memorial Hospital, Sandeman Provincial Hospital and Bolan Medical Complex Hospital. The data were gathered from doctors and their departmental head to examine employee work internal locus of control and their association with employee's performance. Moreover, the research focused on role of subjective wellbeing on performance of employees and work's internal locus of control. Through survey method information was gathered with 300 of sample size. Multiple and linear regression analysis were used and results illustrated that the relationship between dependent and independent factors was highly significant. The mediating analysis has shown that there is a direct relation between performance of employees and internal locus of control related to work.

Keywords: Work inside Locus of Control, Psychological Wellbeing, Subjective Wellbeing, and Employee Performance.

Introduction

Nowadays employees in each working place have different behaviors with their colleagues, correspond with peers, attitude and level of experience vary from each other. The activities and tasks of the organization are achieved with different individual performances. It is considered that in organization the well-being of employees is a building block. The principal purpose of this study was to look at the part of different psychological terms including psychological wellbeing, work internal locus of control, subjective wellbeing in relationship between employee's work internal locus of control and their performance in three governmental hospitals. Medical professionals such as doctors are cream of the society and play crucial role in caring the patients. There are many reasons in which accountability increases due to increase in tasks and activities, to engage themselves with new work environment, new technologies to provide better health facilities to patients. This kind of working environment makes employees more challenging to be more competitive.

Thus it is essential to examine the status of wellbeing among medical professionals to study about their performance at hospital, as they are directly associated with the health of people. The importance of this study is to analyze the quality of doctors' mental capability in hospitals within the point of view of subjective wellbeing, psychological wellbeing and employee's work internal locus of control and their outputs. In every working organization it is well-known that positive mental health is playing a primary role. Doctors with work internal locus of control, psychological wellbeing and subjective wellbeing have a greater level of dedication and agreement to their job.

They have the potential to adept and go with changes. Similarly, this is important that they serve humanity, improve social support, and most likely to improve their skills and performance.

Literature Review

Subjective Well-being

The amalgamation of life satisfactions, positive and negative emotions that describe an individual's understanding of life is what is known as Subjective well-being. Basically this assessment can be both effective and logical. Subjective well-being is the combination of both positive and negative ingredients (Park, 2004). According to Gasper (2002), the well-being is an understanding of all the events that are taken account for in a person's life. This also specifies and explains about the state of a person's life situations (Diener, 1984). Guiltiness, disappointment, anxiety, anger, stress, sadness, shame, worry and jealousy are what constitute negative feelings in a person. Moreover, incapacity and isolation also add to the negative emotions of an individual (Josh, 2010).

The degree of life satisfactions varies over time. Even the painful incidents that may happen in the future do not make any significant difference to it (Diener et al., 2003). Personality clarifies most of the changes in the fulfillment. The more the nature and the identity characteristics slant towards soundness, the more steady life fulfillment gets to be (Spector et al., 2001). The analysts incline more towards the different viewpoints of personality when talking about life fulfillment (Wardle et al., 2004).

Psychological Well-being

The word psychological well-being is a psychological concept which is explained by Ryff (1989) in which it includes, psychological dimensions, social, health related behaviors, and subjective well-being. The conception of psychological wellbeing is a self-motivated state demonstrated by reasonable amount of agreement between a person's needs, opportunities, expectations, abilities and environmental demands. It has more significant state of existential of life challenges, such as skill and performance development and growing in a person. It was initially created as the eudemonic process of growth and development by enjoyment, delight and hedonistic state of comfort and patience (Levi, 1987).

Ryff scale of psychological well-being could be a hypothetically grounded instrument that's measuring on a few aspects of psychological well-being (Ryff, 1989). The six components of psychological well-being are: self acceptance, positive mindset towards present and past life. Purpose in life means to have goals and objectives to achieve and make life meaningful and Environmental mastery represent the capability to administer complication and daily demands of life. Personal growth means having the logical ability of self-realization and development while Positive relation with others reflects having good relation, trust and caring with others and Autonomy means the skills and ability to pursue his/her own passion and being confident (Khan, 2009).

Locus of Control (LOC)

In the study of Rotter (1996) the structure of hypothesis of social learning, the acknowledgment of locus of control was manufactured and depicted as characteristics of personality. LOC explains the person's understanding, rewards, their achievements and dissatisfactions as the effect of characteristics of individual reinforcement. According to Solmus (2004) the components such as individual's behavior, destiny, strong affiliations, and other comparative elements which are beyond their control are connected with these properties. The parts, for example, predetermination, solid affiliations, and the conduct of individuals and other near

segments which is outside their ability to control are associated with these properties (Solmus, 2004). So also, locus of control is the competence of a person's conviction to have control over life occasions (Strauser et al., 2002).

In external locus of control, the events influencing the lives of people in recognitions which are not under the control of humans are the chance, luckiness, and destiny. Also, individuals with internal locus of control are confident, centered on achievement, overwhelming, cautious, intelligent and mindful. People with unsteady performance, less sure, careless, effortlessly affected by external forces and influenced by a group of individuals related to external locus of control (Rotter, 1975).

Employee Performance

In any organization, it is vital that work performance is one of the basic pointers of both output and success. Work performance is inspected to be an employee's degree of completion in his/her output (Janssen & Van, 2004). Concerning to Janssen and Van (2004), the strategy within the system of the organization makes unsurprising work behavior where the fundamental mission can be wrapped up to attain the objectives of the organization. Earls expressed (2004) performance of a great work comes about an increment in organizational benefit, diminishes in employees taken a toll and builds customer reliability.

As indicated by the different studies, it can be viewed as that job carrying out is a man's level of commitments of which is the refinement between the performance of organization and doctors outputs (Campbell, 1990). The conduct point can be communicated that at workplace the performance of employees and their work is relevant to the goal of the organization. Through the factors of environment the behavior of employees can moreover be affected (Campbell et al., 1993; Muindi and K'Obonyo, 2015).

Relation among Psychological Wellbeing and Work Internal Locus of control:

In many research, ILOC joins a positive association with the elements of Ryff psychological prosperity and is having a huge relationship. In PWB the essential segment, reason of life had the solid association with internal locus of control. It was introduced by Ryff and Vocalist (2008) that people are classified though having a reason throughout everyday life, directedness, deliberately, and target arranged in their life. Then again, it was discovered that there was poor affiliation of individual development with internal locus of control. Additionally, in internal locus of control, those individuals who had high scores included likewise high scores inside the parts of psychological prosperity. In extension, a positive association was found between internal locus of control with mental prosperity (Shojaee, 2014).

Relation among Subjective Wellbeing with Work Internal Locus of Control:

As indicated by the various studies, locus of control encompasses a positive association with life satisfaction and positive state of mind. Peterson examined that positive state of mind can increase harmony and life fulfillment. Also, the requirement for internal locus of control negatively affects a relationship with the illness, disillusionment of goal accomplishments and inactivity (Peterson, 1999). The research experts viewed in their study that people with fulfilling disposition are more cheerful and have a superior feeling of individual-control with their companions, partners and have the more important relationship with their work. Moreover, such people have more constructive relations to empower and strengthen himself as well as other people, live more promptly, objective oriented and have the flexibility to way better adjust with anxiety and burdensome (Diener and Myers, 1995).

Relation among Employee Performance and Psychological Wellbeing:

Research has revealed two fundamental techniques for the connection between mental prosperity and performance of employees. This structure included both positive and negative effects

identified with task of employees, joy, and competence. Within the work setting of doctor's performance, the technique of psychological prosperity was different among them, where it was found low independence, uneasiness, work conditions and low correspondence with peers and coworkers (Harris and Daniels, 2000). The test resulted in no considerable relationship of coefficient between psychological prosperity and doctors outputs. Another examination has showed up the connection between psychological wellbeing and performance of doctors, the revelations have demonstrated that a significant relationship was found between these two components (Usman, 2017).

Relation among Employee Performance and Subjective Wellbeing:

In the performance of employees there is an important component which is feeling of happiness and fulfillment. All through the history, it has been comprehended that in work performance positive notions, for example, fulfillment and delight have persistently been the most part. Inside the authoritative investigation, it has considered that there was an essential connection between organizational responsibility and employee production (Dadgar et al., 2014). In additional consider, it has also discovered that there was an important and positive connection between employee performance and positive emotion. Within the setting of positive psychology and past studies have gave the idea that the connection between subjective prosperity and work outputs attempted to contribute to the capacities of human creatures (Gholami et al., 2013).

Relation among Employee Performance and work Internal Locus of Control:

Research has declared that there was a lower level anxiety among employees in work internal locus of control and has way better production (Silverthorne and Chen, 2008). In addition, in between work internal locus of control and performance of employees a relationship has been found. This showed doctors carrying work internal locus of control are more blissful with their job. They find their workplace more remarkable and acknowledgeable to accomplish further tasks (O'Connell and Spector, 1994).

Research Objectives

The followings are the research objectives:

- To examine the relationship between work internal locus of control, psychological wellbeing, subjective wellbeing.
- To explore the relationship between psychological wellbeing, subjective wellbeing, and worker performance.
- To examine the psychological wellbeing and subjective wellbeing mediating part between work inner locus of control and worker performance.

Research Hypotheses

Hypotheses of this study are as follows:

- H1: Work internal locus of control significantly positively affects psychological wellbeing.
- H2: Work internal locus of control significantly positively affects subjective wellbeing.
- H3: Psychological wellbeing significantly positively affects employee performance.
- H4: Subjective wellbeing significantly positively affects employee performance.
- H5: Psychological wellbeing mediates the relationship between internal locus of control and employee performance.
- H6: Subjective wellbeing mediates the relationship between internal locus of control and employee performance.

Methodology

Research Design

In this study quantitative with a survey method as the data collection method was utilized to attain the query about objectives. This research work is quantitative study. When managing the study issue there are three categories of research variable counting descriptive, explanatory and exploratory. This study centers to clarify the designs of interaction between factors and examine the problem or a particular circumstance. Thus, the point of this research recognizes that the sort of investigating is empirical and descriptive.

Sample Size and Procedure

The sample size for this survey was 300 with reference to Zafar (2013). The target population was only specialists (doctors). Information was collected from 3 governmental hospitals (Bolan Medical Complex Hospital, Sandeman Provincial Hospital, and Fatima Jinnah Memorial Hospital). Questionnaires were disseminated randomly at 9 offices or wards of both BMCH and Sandeman Provincial Hospital. On the other hand, questionnaires were distributed to three departments/wards of Fatima Jinnah Memorial Hospital. Total 277 questionnaires were return to me. Few questionnaires did not return. Additionally, the questionnaire which was planned for the head of the department to rate the performance evaluation of specialists was conveyed as per the number of specialists who have taken an interest in filling out the survey within the departments.

Data Analysis and Findings

The demographic information of the participants was: The respondents based on gender, 47.3% were male though 53.7% were female. The marital status of 66% of respondents was single, 34% were married and 0.4% was widowed. According to the information, 31.4% of respondents were from Bolan Medical Complex Hospital, 43% of respondents were from Sandeman Provincial Hospital, and 26% were from Fatima Jinnah Memorial Hospital.

Reliability of the Research

"Reliability is the degree to which a research, test, or any measuring strategy yields the reliable result on repeated test" (Sekaran, 1992). Reliability is the amount to which it concerns with assessing estimation that's free of unsteady or irregular mistake.

Table 1 Reliability

Variables	Cronbach's Coefficient Alpha
Work Internal Locus of control	0.75
Psychological well-being	0.80
Subjective well-being	0.73
Employee in-role performance	0.82

Testing Hypothesis

Regression analysis was carried out in hypothesis testing by SPSS in order to check the role of work internal locus of control, subjective well-being and psychological well-being with worker execution.

Table 2 Linear Regression test outcomes between work internal locus of control and Psychological Well-being

Model	Standardized Coefficient	t	R ²	Sig
	Beta			
work internal locus of control	0.546	10.798	0.298	0.000

Dependent Variable: Psychological Well-being

From the finding, the table demonstrates that work internal locus of control exhibits significant effect on Psychological Well-being ($\beta = .546$, $t=10.798$ $p<0.05$).

Table 3 Linear Regression test outcomes between work internal locus of control and Subjective Well-being

Model	Standardized Coefficient	t	R ²	Sig
	Beta			
work internal locus of control	0.523	10.169	0.273	0.000

Dependent Variable: Subjective Well-being

The result shows that work locus of control has significant positive effect on Subjective Well-being ($\beta = .523$ $t=10.169$, $p<0.05$).

Table 3 Multiple Regressions test outcomes of Psychological well-being

Model	Standardized Coefficient	t	R ²	Sig
	Beta			
Psychological well-being	0.309	4.798	0.287	0.000
Subjective well-being	0.288	4.497		0.000

Dependent Variable: Employee Performance

According to table 3, both Psychological wellbeing ($\beta = 0.309$, $t=4.798$, $p<0.05$), and Subjective well-being being ($\beta=0.288$, $t=4.497$ $p<0.05$) has positive association with Employee Performance. Psychological well-being and Subjective well-being collectively brings almost 29% changes in employee's performance

Mediating Variable

Mediating variables is additionally called interceding or process variable which appears the relationship of causes mediation between an independent variable and dependent variable.

**Figure 1 showing direct Relationship between Work Internal Locus of Control and Employee Performance**

Table 4 Linear Regression Test between Independent Variable and Dependent Variable

Model	Standardized Coefficient	t	R ²	Sig
	Beta			
work internal locus of control	0.488	9.285	0.239	0.000

Dependent Variable: Employee Performance

According to the findings, work internal locus of control has significant direct relationship with employee performance ($\beta=.488$, $t=9.285$, $p<0.05$) and brings probably 24% positive change in employee performance.

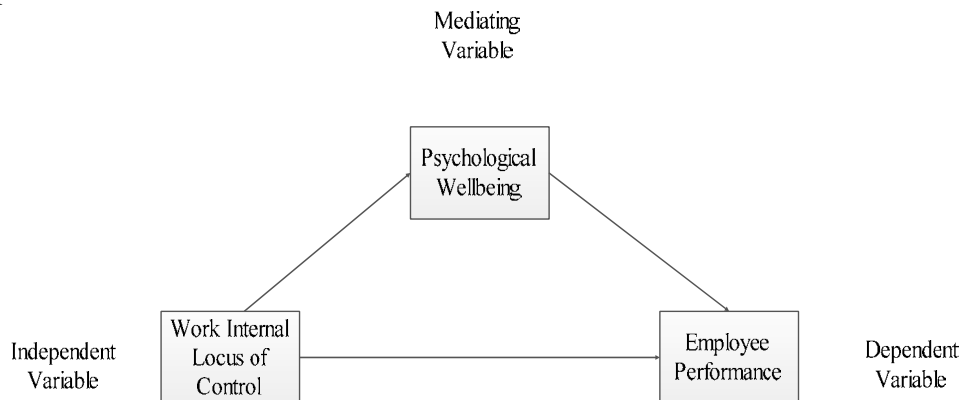


Figure 2 Mediating Model of Psychological well-being, Work internal locus of control and Employee Performance.

Table 5 (Multiple regression mediating test outcomes for Psychological well-being)

Model	Standardized Coefficient	t	R ²	Sig
	Beta			
Work internal locus of control	0.319	5.318	0.306	0.000
Psychological well-being	0.311	5.163		0.000

Dependent variable: Employee Performance

According to the findings, (Psychological well-being) positively mediates Work internal locus of control and employee performance relationship ($\beta=.311$, $t=5.163$, $p<0.05$).

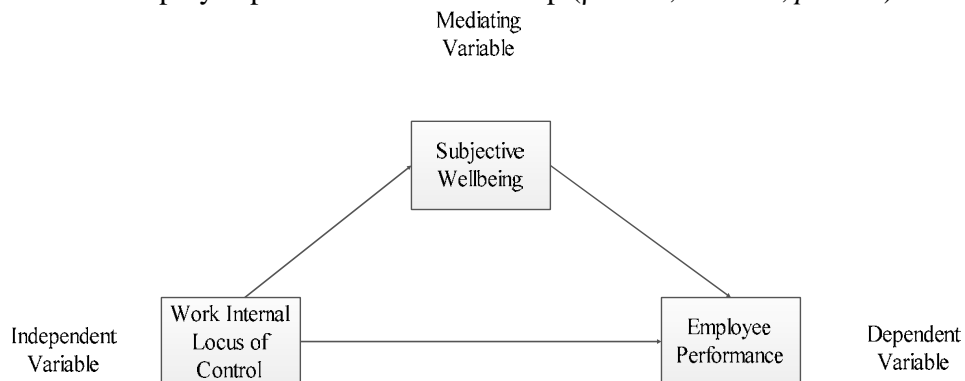


Figure3 Mediating Model of Subjective well-being, Work internal locus of control and Employee Performance.

Table 6 (multiple regression mediating test outcomes for Subjective well-being)

Model	Standardized Coefficient	t	R ²	Sig
	Beta			
Work internal locus of control	0.329	5.578	0.306	0.000
Subjective well-being	0.306	5.160		0.000

Dependent variable: Employee Performance

According to the table, subjective well-being positively mediate Work internal locus of control and employee performance relationship employee ($\beta=.306$, $t=5.160$, $p<0.05$).

Discussion

To look at the relationship between dependent variable and independent variable linear regression was connected on the premise of the first hypothesis. The finding shows the evident positive significant relationship between work internal locus of control and psychological well-being. This finding supports the hypothesis. Hence, the possible clarification for this relationship implies that work internal locus of control positively influences psychological well-being that expects satisfactory performance from representatives (Toussi & Ghanizadeh, 2012).

Supporting the second hypothesis, the relationship between the dependent and the independent variable was inspected. The statistical finding illustrates that work internal locus of control has a highly significant relationship with subjective well-being. This result shows that work internal locus of control positively influences subjective well-being. In this finding, we fail to dismiss the hypothesis. This relationship clearly illuminates that workers with an internal locus of control can alter the disappointment and battle to compensate their life in a positive way (Gohari et al., 2014).

Within the current study, multiple regression was used to test the third and fourth hypothesis of the dependent and independent factors. From the finding, the results appear that there is a significant relationship between independent factors and the dependent variable. Consequently, we accept these hypotheses. This implies that psychological well-being and subjective well-being positively influence worker performance. This improves the work quality of workers, where each faculty plays a key part to reach their objectives (Devonish, 2013).

Mediation investigation was applied to evaluate the fifth and sixth hypothesis. Based on this finding the results appear that psychological well-being includes a positive impact on work internal locus of control and employee execution. So also, the other mediating variable includes a positive impact on work internal locus of control and employee execution. Here we come up short to reject these hypotheses. This implies psychological well-being and subjective well-being positively influence employees' execution. The reason behind this finding is that the six components of psychological well-being have a positive impact on employee execution in health organizations. The fulfillment and sentiments of delight, positive impression, and understanding of their activities have a positive impact on employee's performance (Devonish, 2013).

Limitations

In the current study, there are numerous limitations. The main limitation was those representatives to whom the questionnaires were distributed and they had fewer concepts about the psychological wellbeing and its sub aspects. It was complicated to explain to each member about the subject and the factors utilized within the study. The questionnaire took a week or more than a week

to be returned by each participant. A few representatives were exceptionally discourteous and a few of them coordinated in filling out the questionnaire. This might affect somehow on the quality of data. Another limitation was the less interest of members. Workers did not precisely fill the questionnaire while it might influence the discoveries of this research. Furthermore small sample size was selected and only public sector Hospital's employees were taken as target population for study.

Research Implications:

The findings of the study suggest that internal locus of control features enhances mental health and boost positive feelings about life and employees tend to show positive attitude. The findings have implications in many ways. The program of self-awareness must be conducted among workers to extend the mental approach towards their performance and output of hospital. Training must be provided to update the information of existing specialists, energize and motivate them to generate work internal locus of control, in this way Management get expected level of employee performance.

The implication in organizations is beneficial for both employee and employer, as the work internal locus of control, Psychological wellbeing, and Subjective wellbeing increase Employee performance which is not only advantageous to employees, but also to organization. It is further prescribed that workers ought to be given both intrinsic and outward motivation; these assets are the fundamental needs of a human in any organization to progress their efficiency. The intrinsic inspiration will empower the specialists to be more autonomous in their tasks, being the control of freedom, strong relationship with colleagues and increment positive competition. Outward inspiration will allow the representatives to perform superior, increment the competence and support the colleagues to achieve the objectives of the organization.

Future Research Recommendation:

Consequently, the recommendations are for human resource faculty, scholars, hierarchical organization, managers, and researchers. Future research could be conducted in others industrial sectors and in health sector while applying the same model on nurses. It is further stated that deep analysis could be done by taking in account all the dimensions of both Psychological and Subjective well being.

Conclusion

The current study appears in the existing literature and sets up to look at the relationship between work internal locus of control and worker in-role execution. There was a highly significant relationship between four factors. These factors propose that (doctors) specialists with work internal locus of control leads to strong execution, increase work fulfillment and a positive result on the doctor job performance. The study inspected the part of mediating factors; the result showed that there's a positive impact of Psychological well being and subjective well being on Employee performance.

The mediating factors have a positive role in this manner; within the working environment workers have exceedingly experienced the psychological well-being and subjective well-being. Consequently, based on the study it can be concluded that employees with work internal locus of control, subjective well-being, and psychological well-being perform superior on distinctive activities, assignments, work out with a high degree of control over their work.

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