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Correlation between dimensions of psychological well-being with life satisfaction and self-regulation

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Abstract

Introduction: The purpose of this study was to investigate the effect of psychological well-being's dimensions on the life satisfaction and self-regulation in employees of Zahedan city.

Materials and Methods: In this descriptive-correlational study, 500 employees of university were selected randomly. Research instrument included: Reef's Psychological Well-being Questionnaire (18 questions), Life Satisfaction Questionnaire (5 questions) and Miller and Brown Self-Regulatory Inventory. Data analyzed through descriptive statistics, Pearson correlation, stepwise regression and SPSS version 24.

Results: The results indicated that five dimensions of psychological well-being had a positive significant relationship with life satisfaction at 99% level. Meanwhile, self-regulation was related to self-control, autonomy, positive relationships significantly. The positive relationship with others, personal growth, independence, self-acceptance and environmental domination explained 6.49%, 6.13%, 5.91%, 5.78%, and 5.74% of variance for life satisfaction. Also, independence explained 21.31% of variance for self-regulation.

Conclusion: It seems that dimensions of psychological well-being are effective on life satisfaction and self-regulation. Educational programs about psychological well-being should be used with providing conditions and facilities for increasing employees' life satisfaction and self-regulation.

Keywords: Life satisfaction, Psychological well-being, Self-regulation

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Introduction

Nowadays, psychology gets more attention and concentration in pathology and psychology, which is focusing on positive aspect of health and well-being as well as an explanation of the psychological nature and well-being, includes understanding the challenges of life and life satisfaction. The psychological well-being approach examines the evolution observed against the challenges of life and emphasizes to develop solving psychological problems. Self-regulation can have an effective impact on psychological well-being and its dimensions. Accordingly, researchers have developed different theories and research perspectives for studying mental health, while suggestion is not enough for health disease; rather, having a sense of life satisfaction and self-regulation, these are got positive function of psychological well-being (1). In terms of psychological well-being and Reef model, welfare means trying to flourish talents and manifestation in individual's abilities (2). At the same time, it includes behavioral and physiological measures (3). The three different aspects of psychological well-being include: estimate satisfaction (or life satisfaction), emotion of welfare (feeling of happiness, sadness, extinction, etc.) and emotional welfare (life purpose and meaning of life) (4). Life satisfaction is one of element keys of mental well-being. This reflects in person's life evaluation in general or in particular areas (health and social relationships) (5). It can be concluded life satisfaction that is a psychological structure key in the positive psychological movement in young people (6). Self-regulation is a process by which one can control his thoughts, emotions and behavior, and organizes goals according to his own willing (7). Self-regulation is a key of evolutionary ability that can become a focal point for research in psychology,

medical sciences, sociology and economics (8).

The proper quality of life is just one components of psychological well-being. These findings have important implications in designing appropriate programs for promoting psychological well-being (9). In the various national and international researches, psychological well-being is a fundamental process that reduces the stress of life satisfaction (10). Psychological well-being in integrating positive psychology and occupational stress perspectives with mental well-being and physiological function have a direct impact on mental health on physiological performance and its common relationships with work stress in working conditions (11). The importance of psychological well-being in employees' job satisfaction is integrated in support and perceived organization as an intervention to improve employees' abilities (12). The researches indicated self-regulation related with psychological well-being and there is positive significant relationship between self-regulation dimensions (metacognition, cognition and motivation) with psychological well-being (13). According to the researchers, the effect of psychological well-being on self-regulation dimensions is influenced by individual characteristics (14). The focus on self-regulation may be related to the distinction between self-assertiveness, self-confidence and self-respect in pursuit of the goal, which can help a better understanding of intellectual and autonomy (15). Positive self-control ability can predict mental health and job exhaustion for employees (16).

There is a special relationship between self-regulation capacity and psychological well-being, which suggests the employees who had better balance between work and life in their daily lives with ever-increasing demands that lead to life satisfaction (17).

Self-regulation has a positive and significant relation with self-esteem and self-efficacy as well as between anxiety and exhaustion (18).

Psychological well-being, by its clinical and theoretical significance, still requires more research in the various fields, due to the fact that so far this has not been done. Based on this, the main purpose of this study was to investigate the effect of life satisfaction and self-regulation on theoretical considerations related to the dimensions of psychological well-being.

Materials and Methods

In this descriptive and correlational research, the participants consisted of all employees who work in Zahedan offices during 2015-16. According to the inclusion criteria (employed in offices or administrative buildings), 500 individuals were randomly selected based on Morgan's table. Then, by obtaining permission from the relevant departments, providing the necessary explanations about the questionnaires and confidence about the information, the volunteer participants fulfilled the questionnaires. Then, due to the removal of incomplete questionnaires, the final sample size was reduced to 381 cases.

Research instrument

A) Psychological Well-being Questionnaire: Reef's questionnaire was used to measure psychological well-being. The psychological well-being questionnaire has six subscales of autonomy, environmental mastery, personal growth, positive relationships, purpose in life and self-acceptance. In the short form of this questionnaire, each subscale has three questions. Responses are graded according to the Likert scale of seven degrees; and the total score is calculated from the total score obtained in each of the subscales. The questions 1, 4, 5, 8, 15, 16, 17, and 18 scored reversely. Bayani et al. reported the validity of this questionnaire

through its correlation with the Oxford Happiness Questionnaire and Rosenberg Self-Esteem (0.58 and 0.46) respectively, and its reliability by retest was calculated as 0.82 (19).

B) Life Satisfaction Questionnaire: This questionnaire was built by Diner, Imons, Larsen and Griffin in 1985. Diner is a pioneer in the field of life satisfaction. This questionnaire has 5 items and each item scored in a Likert range from 1 to 7. Considering the ease of implementation of this questionnaire and its proper psychometric properties, particularly it is used in various studies related to life satisfaction. Cronbach's alpha coefficient was assessed internal coordination of scale questions. The correlation coefficients ranged from 0.43 to 0.69 with a mean of 0.56. Also, the range of questions correlation coefficients with total scores, ranged from 0.54 to 0.73 with a mean of 0.73 (20).

C) Miller and Brown Self-Regulatory Inventory: It was used to measure self-regulation strategies. The questionnaire has 63 questions and has 7 subscales (acceptance, evaluation, commissioning, review, planning, implementation and measurement), in which, based on the five points of Likert scale, participants are asked to agree on one level (1 = very low to 5 = too high). Validity and reliability of self-regulation questionnaire is 0.84 (21).

The collected data were entered into the SPSS software version 24 and the descriptive statistics, Pearson correlation test and stepwise regression were used to analyze the data.

Results

In this study, 500 employees of Zahedan University were participated. 381 (185 women and 196 men) completed the questionnaires of psychological well-being, life satisfaction and self-regulation. The

mean age of participants was 30.7 ± 6.25 years. Based on the descriptive results, the single individuals were more than married ones (66.4%) and the majority of them were graduated (n=216). According to the statistics, more employees had 10 years of job history in offices (n=190).

Table 1 shows the statistical characteristics of psychological well-being dimensions in terms of gender differences in employees.

Table 1. The statistical characteristics of psychological well-being dimensions in terms of gender differences in employees

Variable	Women		Men	
	Mean	SD	Mean	SD
Autonomy	37.57	5.06	37.57	4
Environmental mastery	12.58	3.66	13.51	3.17
Personal growth	29.22	3.30	29.41	3.02
Positive relationships	33.08	5.06	33.37	6.31
Purpose in life	75.75	8.12	78.25	6.50
Self-acceptance	66.17	6.42	67.31	5.27
Life satisfaction	75.75	8.12	78.25	6.50
Self-regulation	186.42	22.86	183.34	20.42

The results of Table 1 shows that men had higher scores in environmental mastery, positive relationships, purpose in life, self-acceptance, and life satisfaction while women had more self-regulation than men. Pearson correlation test showed that dimensions of psychological well-being didn't have correlation with environmental mastery and life satisfaction, while five

other dimensions of psychological well-being had a positive significant relationship with life satisfaction. Self-regulation hasn't significant relationship with environmental mastery, personal growth and self-acceptance, and it has positive and meaningful relationship with autonomy, positive relationship and purpose in life (Table 2).

Table 2. Correlation between dimensions of psychological well-being, life satisfaction and self-regulation

	Autonomy	Environmental Mastery	Personal Growth	Positive relationships	Purpose in life	Self-acceptance	Life satisfaction	Self-regulation
Autonomy	1							
Environmental Mastery	-.122**	1						
Personal Growth	.163**	-.123**	1					
Positive relationships	.16**	.026	.214**	1				
Purpose in life	.333**	.034	.384**	.443**	1			
Self-acceptance	.251**	-.085	.212**	.32**	.387**	1		
Life satisfaction	.333**	.034	.384**	.443**	.441**	.387**	1	
Self-regulation	.094*	-.015	-.020	.088*	-.117**	.077	-.117**	1

The linear regression analysis result showed that observed F test in five dimensions at

99% level significantly predicted life satisfaction. It indicates there are positive

relationships with personal growth, autonomy, self-acceptance and environmental mastery in the regression equation were 6.49% - 6.13% - 5.91% - 5.78% and 5.74%, respectively, for explaining life satisfaction. The purpose in life had not the conditions for entering the regression equation, so it was eliminated from the equation. Autonomy (Beta=0.207,

$P < 0.001$), personal growth (Beta=0.259, $P < 0.001$), positive relationship (Beta=0.289, $P < 0.001$), self-acceptance (Beta=0.196, $P < 0.001$), and environmental mastery (Beta=0.100, $P < 0.001$) had positive and significant relationship with life satisfaction and they are concerned as significant predictors (Table 3).

Table 3. Regression coefficients to predict the dimensions of psychological well-being on life satisfaction

Predictive variable	F	R	R ²	ΔR ²	β	T	P
Positive relationships	121.45**	.443	.196	.194	.289	7.561	0.001
Personal growth	98.41**	.533	.284	.281	.259	6.952	0.001
Autonomy	83.53**	.579	.336	.332	.207	5.564	0.001
Self-acceptance	71.43**	.605	.366	.361	.196	5.055	0.001
Environmental mastery	59.45**	.613	.376	.369	.100	2.769	0.001

The linear regression analysis result showed that observed F test significantly predicted self-regulation in one dimensions at 95% level. It showed that autonomy was introduced into the regression equation, which explained 21.31% of the variance for

self-regulation while positive relationships, personal growth, purpose in life, self-acceptance and environmental mastery did not have the conditions for entering the regression equation and they were eliminated from the equation (Table 4).

Table 4. Regression coefficients to predict the dimensions of psychological well-being from self-regulation

Predictive variable	F	R	R ²	ΔR ²	β	T	P
Autonomy	4.406*	.094	.009	.007	.094	2.099	.036

Discussion

The results of this study showed that the dimensions of psychological well-being (autonomy, personal growth, positive relationships, purpose in life and self-acceptance) had a positive significant correlation with life satisfaction. This finding is consistent with the results of foreign studies on the positive relationship between psychological well-being and life satisfaction. They suggest that psychological well-being is a basic process of reducing stress and improve life satisfaction (10). Also, psychological well-being in integrating positive psychology and occupational stress perspectives and even physiological function have a direct impact on mental health and work stress in working

conditions (11). In a conducted study, the importance of psychological well-being has been addressed in the job satisfaction of employees, which is also comprehensively understood in support of the organization and it is considered as an intervention for employees' improvement (12).

According to the findings of this research, there was significant relationship between self-regulation and dimensions of psychological well-being (independence, positive relationship with others, and purposefulness in life), and only one psychological well-being (autonomy) was able to explain self-regulation. In line with this result, this is a positive and significant relationship between self-regulation dimensions (metacognition, cognition and

motivation) with psychological well-being (13) and a foreign research has argued that the ability to positive self-regulation and mental health and also negative self-regulation can predict employees' job burnout (16).

Also, according to the positive correlation between self-regulation and dimensions of psychological well-being, the present study is consistent with the findings of previous research which explain the special relationship between self-regulation capacity and psychological well-being dimensions. This investigation suggests that employees can balance between increasing demand and their life that lead to life satisfaction (17). Recently, international research approved the correlation between self-regulation and psychological well-being (18).

This study was a preliminary study, so it has some limitations. The employees of

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university consisted the sample size if this research. Also, it is recommended that, this study will be conducted in other cities and other populations. It is recommended that organizations and departments conduct training sessions and psychological seminars to increase psychological well-being, life satisfaction and self-regulation among employees.

Conclusion

It seems that dimensions of psychological well-being are effective on life satisfaction and self-regulation.

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