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The effects of competing commitments on the relationship between organisational stress and well-being

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2006-11-16T11:01:40Z
http://hdl.handle.net/10539/1798

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Abstract

This study aimed to investigate the nature of the relationship between organisational stress, in terms of individual's emotional reactions to their jobs, and physical and psychological well-being. It then aimed to expand upon previous research in this area, by considering the effects of potential mediators such as job and family involvement on this relationship. In addition to this it aimed to explore the possible differences in the emotions at work, well-being and job and family involvement as experienced by individuals of different demographic groups. Questionnaires containing a biographical information sheet and four well-established measures, including the Job-Related Affective Well-Being Scale, the Well-Being Scale, as well as the Job Involvement Questionnaire and Family Involvement Scale, were distributed to the male and female employees at a large organisation in Johannesburg. This sampling method yielded a final sample of 249 respondents, consisting of 120 men and 129 women.

The results of this study illustrated significant differences in the physical well-being of the men and women in the sample, with men reporting experiencing greater levels of positive physical well-being than their female counterparts. A significant difference was also demonstrated in the emotions at work experienced by the Black and White respondents of the study, with the Black individuals reporting more positive emotions at work than their White counterparts. In addition, the findings of this study indicated that there was a positive relationship between the constructs of emotions at work and physical and psychological well-being and that emotions at work mediated the relationships between job and family involvement and well-being.