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Psychological well-being, job satisfaction, and organisational commitment among employees in Botswana

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Abstract

The aim of the study was to investigate associations of employee psychological well-being, job satisfaction, psychological well-being and organisational commitment among public service employees in Botswana. The study was cross-sectional in nature. A total of 138 participants were recruited but only the responses of 129 participants were used in the final analysis after excluding the responses of 9 participants due to missing data. Of the 129 participants, there were 73 female participants and 55 male participants. The participants were recruited from Gaborone, Botswana and they voluntarily participated in the study. The instruments that were used to collect data were the General Health Questionnaire 12 (GHQ-12), the Overall Job Satisfaction Scale, and the Organisational Commitment Scale. Data were analysed using Pearson's Product-Moment correlation, simple regression and chi-square test of association. The results of the study showed that significant relationships were between psychological well-being and job satisfaction, and between job satisfaction and organisational commitment. Additionally, psychological well-being significantly predicted job satisfaction but not organisational commitment. Directions for future studies could focus on investigating the intricate relationships between the variables to assess their impact on employee and organisational performance, and to guide the utilisation of wellness programmes in the workplace.