Project Proposal

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Statistical Inferences

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Introduction

Job satisfaction and positive emotions about the organization are very important because it is directly or indirectly involved with personal and organizational well-being. Measuring affective well-being in an organization has become increasingly widespread. Workplace Wellbeing relates to all aspects of working life, from the quality and safety of the physical environment, to how workers feel about their work, their working environment, and the climate at the organization.

The aim of measures for workplace well-being is to complement occupational safety and health measures to make sure workers are safe, healthy, satisfied, and engaged at work. In order to improve wellbeing, a workplace needs to understand where there may be problems and to understand the situation across each area such as health, relationships, environment, security, and work purpose rather than only understanding one aspect.

Objective

This research project aims to investigate a group of IT professionals' job-related emotional perceptions, assess the level of well-being at your organization, and test the association between social-demographic factors of the employees with the workplace well-being.

Significance of the Study

Identifying how employees feel about the job and job satisfaction is very significant for a company. This is because job satisfaction can be linked with attendance, performance, stress, employee misbehavior and turnover. Job-related Affective Well-being Scale (JAWS) can be used to assess the job-related emotional level and the level of well-being at your organization.

Literature Review

In many studies Job-related Affective Well-being Scale (JAWS) was used to study on the job satisfaction. The JAWS is a scale designed to assess people's emotional reactions to their job. It asks them to indicate for each of 30 emotions (20 emotions in the short form) how often they have experienced them in the past 30 days [1]. Responses are made with a five-point scale with anchors never, rarely, Sometimes, quite often, extremely often or always. The JAWS includes a wide variety of emotional experiences, both negative and positive. The emotions can be placed into four categories (subscales) that fall along two dimension: pleasurableness and arousal (intensity). The scale can be scored in three ways. 1, An overall score of all items with the negative emotions reverse scored; 2, Separate scores of all 15 (full version) or 10 (short version) negative or positive items combined separately without reverse scoring; 3, Four scores matching the above four categories containing 5 items each.

In [2] researchers have used JAWS to investigate a group of Turkish primary health care physicians' job-related emotional perceptions and to assess their reactions in terms of stress, anxiety, and depression. And also, in research study [3] job satisfaction of social workers in Slovenia was analyzed using this scale. Based on the past studies JAWS is reliable enough to use to identify job-related emotional perceptions and assess the level of well-being at organizations.

Conceptual Framework

JAWS consists of four sub-scales as the original version: high pleasure/high arousal (HPHA); high pleasure/low arousal (HPLA); low pleasure/high arousal (LPHA); and low pleasure/low arousal (LPLA). These four dimensions will be derived from the distribution of the scale items, indicating emotion in two main dimensions (i.e., high/low pleasure and high/low arousal). Five scores will be derived from JAWS. For the overall job-related affective well-being score, the non-pleasurable items will be reverse-coded and will add to the scores on all the pleasurable items. So, the overall job satisfaction and job-related emotions will be analyzed based on the well-being score.

This survey going to examine the relationship between age and the wellbeing score. And this study will be analyzed any relationship between sex, marital status, the length of service, salary, working mode and job status with job related affective well-being. Finally, as a result in this survey will provide the factors that could disturb the quality of the service and the continuity of the relationship with the employer.

Expected Sample size

This study will be carried out among IT professionals in Sri Lanka as the population. In this survey looking forward to targeting at least 100 IT company employees among the Hatch Works where most of the IT companies are located. Participants were randomly sampled.

Data collection method

Most of the IT professionals actively use electronic devices such as mobile phones, laptops, or computers. Because of the pandemic and other concerns, the easiest and smart way to collect the data is Google Form. And this survey is going to publish on social networks such as WhatsApp, Facebook, LinkedIn, etc.

Questionnaire

Instructions: please take a few minutes and answer the following questions frankly. Your anonymity will be secured.

Part 01 – General Information

1. What gender do you identify as?
   - ☐ Male
   - ☐ Female
2. What is your Marital Status?
   - ☐ Single
   - ☐ Married
   - ☐ Divorced
3. What is your age?
   - ☐ 18 – 29
   - ☐ 30 – 39
   - ☐ 40 – 55
   - ☐ 55+ years
4. What is the highest degree or level of education you have completed?
   - ☐ High School

- ☐ Bachelor's Degree
- ☐ Master's Degree
- ☐ Ph.D. or higher

5. Which of these describes your monthly salary?
   - ☐ Below 50 000
   - ☐ 50 000 to 150 000
   - ☐ 150 000 to 250 000
   - ☐ 250 000 to 350 000
   - ☐ Above 350 000

6. How many years of experience do you have?
   - ☐ Less than one year
   - ☐ 1-2 Years
   - ☐ 3-5 Years
   - ☐ 5-10 Years
   - ☐ Over 10 Years

7. Covid-19 Infected Status
   - ☐ Were infected
   - ☐ Were not infected

8. How far is it from your current residence to the workplace?
   - ☐ Less than 1km
   - ☐ 1km <= 10km
   - ☐ 10km <=50km
   - ☐ 50km <=100km
   - ☐ More than 100km

9. What is your traveling mode to the office?
   - ☐ Public Transport
   - ☐ Private Transport

10. What is your current job working arrangement?
    - ☐ Physical
    - ☐ Remote
    - ☐ Hybrid

11. What is your current Job-status?
    - ☐ Permanent
    - ☐ Temporary
    - ☐ Contract Basis

12. In which department you are currently working?
    - ☐ IT department
    - ☐ Services Department
    - ☐ R & D Department
    - ☐ HR Department
    - ☐ Other

Part 02

Please check one response for each item that best indicates how often you've experienced each emotion at work over the past 30 days.

Please check **one** response for each item that best indicates how often you've experienced each emotion at work over the past 30 days.	Never	Rarely	Sometimes	Quite often	Extremely often
1. My job made me feel angry.					
2. My job made me feel anxious.					
3. My job made me feel at ease.					
4. My job made me feel bored.					
5. My job made me feel calm.					
6. My job made me feel content.					
7. My job made me feel depressed.					
8. My job made me feel discouraged.					
9. My job made me feel disgusted.					
10. My job made me feel ecstatic.					
11. My job made me feel energetic.					
12. My job made me feel enthusiastic.					
13. My job made me feel excited.					
14. My job made me feel fatigued.					
15. My job made me feel frightened.					
16. My job made me feel furious.					
17. My job made me feel gloomy.					
18. My job made me feel inspired.					
19. My job made me feel relaxed.					
20. My job made me feel satisfied.					

References

[1] P. Katwyk, S. Fox, P. Spector, and K. Kelloway, "Using the jobrelated affective well-being scale (jaws) to investigate affective responses to work stressors," *Journal of occupational health psychology*, vol. 5, pp. 219–30, 05 2000.

[2] Y. Uncu, N. Bayram, and N. Bilgel, "Job related affective well-being among primary health care physicians," *European journal of public health*, vol. 17, pp. 514–9, 10 2007.

[3] N. Rode, "Translation of measurement instruments and their reliability: An example of job-related affective well-being scale," *Metodološki zvezki*, vol. 2, pp. 15–26, 01 2005.