

Predicting affective wellbeing and job satisfaction from personality and work characteristics

- Supervisor:** Assoc Prof Tony Machin
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- Research Purpose:** This project will examine the relationships between measures of personality, work characteristics, affective well-being, and job satisfaction in a sample of employed Australians.
- Research Description:** The theoretical framework is provided by the demands-control-support (D-C-S) model that links these work characteristics with employee health and well-being. The main purpose is to examine the mediating role of positive and negative affectivity in predicting job satisfaction and to assess the magnitude of these effects. This was one of my Honours projects in 2007 and in 2008 and we will continue with this same project and collect additional responses.
- Participants:** I have collected 280 responses to an online questionnaire. We will also contact several organisations that may be willing to encourage their members to participate. However, the data set is already sufficiently large enough to allow the analyses to be conducted with an adequate level of power.
- Methodology:** The questionnaire included several sections such as a set of demographic questions, personality (based on the IPIP Big 5 inventory) the Demand-Control-Support Questionnaire, the Job-related Affective Wellbeing Scale and a measure of job satisfaction. The survey is available online at <https://psych.sci.usq.edu.au/ols/surveys/jss2008> .
- Data Analysis:** The analyses will include calculating the correlations between variables and using hierarchical regression to test which variables are the best predictors of the measures of positive and negative affect and job satisfaction.
- Student friendliness:** This project is suitable for both external and on campus students. Supervision will occur via regular telephone calls throughout the project.
- Expected research outcomes:** I hope to submit a conference presentation to the International Congress of Applied Psychology (Melbourne, 2010) and to submit a journal article to *The Australian and New Zealand Journal of Organisational Psychology*.
- Further reading:** I will supply a copy of these readings:
Machin, M. A., & Slack-Smith, J. L. (2008). *The role of positive and negative affect in predicting depression: Revision to the demands-control-support model*. Submitted for publication.
Bowling, N. A., Hendricks, E. A., & Wagner, S. H. (2008). Positive and negative affectivity and facet satisfaction: A meta-analysis. *Journal of Business and Psychology*, 23, 115-125.

Ethics:

This project has received Ethics Approval from the USQ Psychology Department Ethics Committee (EP200731).

Resources:

This project will be funded within the \$150 departmental limit

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