

## PSYCHOLOGICAL WELL-BEING AND QUALITY OF LIFE AMONG PHYSICALLY DISABLED AND NORMAL EMPLOYEES

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### ABSTRACT

**Objective:** To study the relationship between psychological well-being and quality of life among employees and to see group differences on study variables between physically disabled and normal employees.

**Study Design:** Cross sectional study.

**Place and Duration of Study:** This study was carried out at General Headquarters, 501 & 502 Central Electrical and Mechanical Engineering Workshops Rawalpindi. It was conducted over a period of two months from April to May 2015.

**Subjects and Methods:** Total sample size was 150 male employees in which 75 were physically disabled (69 polio affected, 4 deaf and dumb and 2 visually impaired) and 75 were normal employees from military organization/establishments. Affectometer-2 (Naheed, 1997) and WHOQOL-BREF (Khan, Akhter, Ayub & Laghari, 2003) were used to study psychological well-being and quality of life.

**Results:** Results showed significant positive correlation between psychological well-being (combination of feeling good and functioning effectively) and quality of life and negative relationship with disability of employees. Group differences were seen that normal employees have high psychological well-being ( $t=5.90$ ,  $p<0.05$ ) and quality of life ( $t=8.40$ ,  $p<0.05$ ) as compared to physically disabled employees.

**Conclusion:** On the basis of our results it is concluded that physically disabled employees have low psychological well-being and quality of life as compared to normal employees.

**Keywords:** Normal employees, physically disabled employees, Psychological well-being, quality of life.

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### INTRODUCTION

The prevalence and extent of disability is a problem of adequate debate since 1998. According to World Health Survey from 2002 to 2004, prevalence of disability is 13.4% in Pakistan<sup>1</sup>. Disability is an umbrella term, covering impedances, movement limits, and participation restrictions. As it is a problem in physical performance and body structure, these individuals face difficulties in performing physical tasks<sup>2</sup>. The limitation of interest is another problem which includes in life circumstances. In order to overcome the challenges confronted by disabled individuals, they need interventions to eliminate natural and social hindrances<sup>2</sup>. The government of Pakistan

has focused attention on disabled individuals and reserved disability quota of employment for their rehabilitation. Therefore, in July 2011, the President of Pakistan approved the United Nations Convention on Rights of Persons with Disabilities (UNCRPD)<sup>1</sup>.

As these individuals face many problems so, psychological well-being of disabled individuals is a complex experience. Psychological well-being is basic affective worldwide construct, it is not concerned with specific social environment<sup>3-5</sup>. In various countries, government formulates policies towards assurance for full investments of disabled persons everywhere in society by considering enhancement of their feelings of joy and well-being<sup>6</sup>. The WHO explains quality of life, as an individual's insight of their position in life as a way of life in which they live, have objectives, requirements, guidelines and concerns. It has broader impact influenced in a complex manner by individual's physical well-

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being, psychological state, social status and their relationship for striking highlights of their surroundings<sup>7</sup>.

A number of researches have been conducted to study psychological well-being and quality of life. Findings of one study show that physical and emotional wellness are parts of quality of life demonstrating positive relationship with job status and negative relationship with level of disability and depression. Depression and disability level were positively correlated with quality of life<sup>8</sup>. Another research indicates that employees who have balanced work-life experienced higher quality of life than those who invested additional time in work than family<sup>9</sup>.

Literature reflects psychological well-being is higher in public sector as compared to private sector<sup>12</sup>. Earlier research findings indicate age, marital status, education level and other privileges given by employers have significant association with quality of life<sup>13</sup>. In accordance with a research, physically disabled individuals have low quality of life and self-determination level<sup>14</sup>. Marriage also affects quality of life of individuals and former finding of research shows that married individuals reported high well-being as compared to individuals who were single, widowed or separated, after controlling for different variables, for example age<sup>15</sup>. The finding of previous research indicates that quality

**Table-I: Demographic description of sample of study (n=150).**

Demographics	Frequency	Percentage (%)
<u>Rank</u>		
Staff	144	72.7
Officers	6	3.0
<u>Marital Status</u>		
Married	147	74.2
Unmarried	3	1.5
<u>Monthly Income</u>		
<25000	57	28.8
25000-50000	87	43.9
>50000	6	3.0
<u>Physical Disability</u>		
Physically Disabled Employees	75	37.9
Normal Employees	75	37.9
<u>Nature of Disability</u>		
Polio affected	69	34.8
Deaf and dumb	4	2
Visually Impaired	2	1

According to Pakistani literature personality is an indicator of psychological well-being. Particularly being more conscientious, agreeable, open to experience and extroverts have higher psychological well-being whereas neurotic characteristics can decline psychological well-being among disabled individuals<sup>10</sup>. Further, innately visually impaired have higher resilience whereas sighted people have higher psychological well-being<sup>11</sup>.

of work life mediates relationship between professional improvement and psychological well-being. The vocational advancement and quality of work life improved worker psychological well-being<sup>16</sup>. Therefore, this research is a comparative study of disabled and normal employees to measure psychological well-being and quality of life. As previous researches were not found to measure the present study variable among physically disabled and normal employees in Pakistani context, so present research will be an effort to fill this

literature gap and this study is helpful for policy makers, normal and disabled government employees.

**SUBJECTS AND METHODS**

This cross sectional study used convenient non probability sampling for data collection. It was carried out at General Headquarters, 501 & 502 Central Electrical and Mechanical Engineering Workshops Rawalpindi. Over a

authorities for induction. The disabled staff perform their duties as clerical and technical staff while physically disabled officers perform their official duties like other physically normal officers.

There are two instruments which are used to measure study variables. Psychological well-being was measured by Urdu version of Affectometer-2<sup>17</sup>. It is a five point Likert scale of 19 items. Negatively scored items are 2, 4, 6, 8, 10,

**Table-II: Bivariate pearson correlation between psychological well-being, quality of life and physical disability (n=150).**

S. No.	Variables	r	r	r
1	PWB	-	.765**	-.437**
2	QOL		-	-.568**
3	Physical disability			-

\*\*p-value< 01 Note. PWB = Psychological Well-being, QOL = Quality of Life, r = Correlation Coefficient.

**Table-III: Group differences on psychological well-being and quality of life between physically disabled and normal employees (n=150).**

Variables	Normal employees (n=75)		Disabled Employees (n=75)		t (148)	p	Cohen's d
	M	SD	M	SD			
PWB	68.79	9.15	58.00	12.89	5.90	<.001	.96
QOL	94.55	6.57	81.67	11.54	8.40	<.001	1.37

\*p<.05 Note: PWB = Psychological Well-being, QOL = Quality of life.

period of two months from April to May, 2015. The hypotheses of research are as under:

- Psychological well-being is positively related to quality of life.
- Normal employees score higher on psychological well-being and quality of life as compared to physically disabled employees.

Operationally psychological well-being with low scores indicate less perception of well-being whereas high scores show better psychological well-being on scale Affectometer-2<sup>17</sup>, and quality of life was measured with the help of WHO-BREF. Higher scores indicate better quality of life<sup>18</sup>.

Total sample size of present study was 150 male employees. Description of sample is given in table-I. As per inclusion criterion physically disabled employees are inducted in service against disability quota, whereas normal employees are declared physically fit by medical

12, 15, 17 and 19. Scores range from 19–95 with cut off score 57. It has been found to be a significantly reliable instrument (α coefficient .88)<sup>17</sup>. Low scores indicate less perception of well-being and high scores are indicative of better psychological well-being<sup>17</sup>. The other variable quality of life measured by Urdu version of WHOQOL–BREF<sup>19</sup>. It is a five point Likert type scale of 26 items. Reverse scoring items are 3, 4 and 26. The interpretation of overall scores indicate overall quality of life of a person reflecting that higher the scores better would be the quality of life<sup>18</sup>.

Formal request of Medical Directorate, GHQ was submitted to Human resource (HR) departments of military organizations /establishments for obtaining statistics of their normal and physically disabled employees. Thereafter, Deputy Chief Administrative Officer (CAO), GHQ personally visited aforementioned organizations and coordinated with

administrative officers for calling and briefing the employees for administration of both questionnaires along with demographic sheet and informed consent form. Assurance was given to employees that personal information given by them will be kept confidential and used for research purpose only.

The data was entered on SPSS-18 and analyzed. Cronbach alpha reliability coefficient was computed to estimate internal consistency of both instruments. In order to test the proposed hypothesis of present study Bivariate Pearson Correlation analysis was computed to see relationship between study variables and independent sample t-test was computed to see significant group differences and  $p$ -values  $<0.05$  was considered significant.

## RESULTS

To estimate internal consistency of scales Cronbach alpha reliability coefficient was computed Affectometer-2 ( $\alpha=.86$ ,  $M=63.39$ ,  $SD=12.38$ ) and WHOQOL-BREF ( $\alpha=.87$ ,  $M=88.11$ ,  $SD=11.372$ ) of present research study. The mean and standard deviation of age of sample is ( $M=40.51$ ,  $SD=5.76$ ) and other description of sample is given below.

## DISCUSSION

The present study reveals significantly positive correlation between psychological well-being and quality of life and the level of significance was .01 (table-II). It is supported by a study that there is positive and significant relationship between psychological well-being and working life quality. Besides a previous research findings having focus at life, identity development, and positive correspondences with others have direct positive impact on working life quality of employees<sup>20</sup>. Moreover, there is negative correlation of psychological well-being and quality of life of physical disability. There are significant group differences on psychological well-being and quality of life between physically disabled and normal employees. Our present study indicates that normal employees score high on psychological well-being and quality of life as

compared to disabled employees (table-III) so 2<sup>nd</sup> hypothesis is accepted which is supported by the study that disability had a vast impact on quality of life of disabled people having specific adverse effect on their marriage, educational fulfillment, employment and emotional state. Disability also jeopardized their own, family and social life. More than a large proportion of disabled people were looked at adversely by society<sup>21</sup>. Disabled individuals have below average psychological and environmental quality of life<sup>22</sup>. This study was conducted on male employees and no demographic variable was studied. The research was carried out on one military organization and two establishments at Rawalpindi, so findings of research are not generalizable.

## CONCLUSION

On the basis of results, it is concluded that disabled employees have low psychological well-being and quality of life.

In order to overcome the deprivation of disabled as compared to normal employees individuals due to their unemployment, Government of Pakistan has already reserved disability quota for their employment being rehabilitation.

It is recommended that intervention programs should be taken into consideration, exclusively for disabled employees to enhance and maintain their work ability and psychological well-being which will directly and indirectly effect their quality of life.

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