

INFLUENCE OF PSYCHOLOGICAL FLEXIBILITY AND PERCEIVED ORGANIZATIONAL SUPPORT ON PSYCHOLOGICAL WELLBEING OF EMPLOYEES DURING POST COVID-19 PANDEMIC

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Abstract

The public health, social, and economic impacts of COVID-19 are not only being calculated, but appear enormous, there are concern that this pandemic could lead to significant impacts on the psychological wellbeing of employee in an organization if necessary organizational support is not in place. The study therefore investigated the influence of psychological flexibility and perceived organizational support on psychological wellbeing of employees in Federal Neuro-Psychiatric Hospital, Yaba.

The study adopted ex-post facto research design which utilized cross-sectional survey method to gather data. A total of three hundred and twenty-eight (328) employees in Federal Neuro-Psychiatric Hospital, Yaba were selected using multistage sampling technique. The study sample were made up of 44.5% males and 55.8% females with the mean age of 38.09 and S.D 9.78 years.

The result also revealed that employees with high perceived organizational support significantly reported better psychological wellbeing ($t(326) = -4.59, p < .01$) compare to those with low perceived organizational support. Also, employees with high psychological flexibility significantly reported better psychological wellbeing ($t(326) = -2.10, p < .01$) compare to those with low psychological flexibility. There was main effect of perceived organization support ($F(1,324) = 77.93, p < .01$) on psychological wellbeing. There was also significant main effect of psychological flexibility on psychological wellbeing ($F(1,324) = 10.93, p < .05$). Furthermore, the result revealed that there was significant interaction effect between perceived organizational support and psychological flexibility on psychological wellbeing ($F(1,324) = 58.91, p < .01$).

This study provided an insight into the underlying mechanism of why perceived organisational support and psychological flexibility are important factors for employees' better psychological well-being. This finding is valuable for organisations because it highlights the importance of a resourceful organisational environment that facilitates the good support and high psychological flexibility of employees and their well-being.

Keywords: Psychological wellbeing, perceived organizational support, psychological flexibility

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