

ASSESSING THE MEDIATING ROLE OF PSYCHOLOGICAL WELL-BEING BETWEEN HEALTH AND TASK PERFORMANCE OF PEOPLE WORKING AT CONSTRUCTION SITES

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خلاصہ

دماغی صحت کی پالیسی اور پریکٹس سائٹ پر کام کی کارکردگی کے خراب ہونے کے مسئلے سے دوچار ہے۔ صحت کی تین جہتیں ہیں (سماجی، ذہنی اور جسمانی) جن میں سے ہر ایک کا کام کی کارکردگی اور تناؤ کے ساتھ ایک منفرد تعلق ہے۔ یہ مطالعہ ذہنی اور جسمانی صحت کے درمیان نفسیاتی بہبود کے ثالثی کردار اور کراچی کے علاقے میں تعمیراتی مقامات پر کام کرنے والے لوگوں کے تناظر میں کام کی کارکردگی کا جائزہ لینے پر توجہ مرکوز کرتا ہے۔ سروے کا طریقہ اپنایا گیا جس میں 357 جواب دہندگان سے ان کی ذہنی اور جسمانی صحت، نفسیاتی تندرستی اور کام کی کارکردگی کے حوالے سے بنیادی ڈیٹا اکٹھا کیا گیا۔ اسمارٹ پارشل لیسٹ اسکوائرز (PLS) کا استعمال کر کے ڈیٹا کا تجزیہ کیا گیا۔ نتائج نے اشارہ کیا کہ نفسیاتی بہبود صحت کے طول و عرض اور کام کی کارکردگی دونوں کے درمیان تعلقات میں نمایاں طور پر ثالثی کر رہی ہے۔

Abstract

The mental health policy and practice has come across the issue of deterioration of work performance at site. There are three dimensions of health (social, mental and physical) each of which has a unique link with the job performance and the stress as well. This study focuses on assessing the mediating role of psychological well-being between mental and physical health and the task performance in the context of people working at construction sites in Karachi region. The survey method was adopted which comprised of collecting the primary data from 357 respondents regarding their mental and physical health, psychological well-being and task performance. The data was analyzed by using Smart Partial Least Squares (PLS). Results indicated that psychological well-being was significantly mediating the relationship between both health dimensions and the task performance.

Keywords: Physical Health, Mental Health, Psychological Well-Being, Task Performance, Smart PLS

Introduction

Nowadays, the mental health policy and practice has come across the issue of deterioration of mental health which becomes the reason for the damage of physical health as well (Nash 2010). This deterioration in the overall health of the employee causes the decrease in the performance of the employee by the passage of time. In other words, it can be said that both physical and mental health form the important aspect of an individual's life (WFMH, 2004). According to Prince et al (2007), the physical health and the mental health both are important dimensions of the human health. According to the World Health Organization (2018), the concept of health refers to the completeness of social, mental and physical well-being. This statement encompasses three dimensions of health each of which has a unique link with the job performance and the stress as well. Moreover, the research conducted by Mazzola, Moore & Alexander (2017), points out that the physical health in the workplace comprises of various dimensions for instance cardiovascular issues, obesity and workplace safety. Furthermore, the study conducted by Jackson & Frame (2018), reveals that organizations need to pay attention to these issues because these issues primarily influence the well-being and the job performance of the employees. Moreover, the study conducted by Sharifzadeh (2013), states that 63.6 percent of adults working in organization responded that the physical health issues significantly influence their task performance. For studying the work performance of an employee, the topic of employee health and psychological well-being has remained the area of interest for many researchers whereas this project is the first attempt to study the physical and mental health, psychological well-being and task performance of the employee together in the context of people employed at various construction sites located in the region of Karachi.

One of the most pertinent topic for human interest is concerned with the well-being (B. Russell, 1930). According to the research conducted by Lucas & Smith (1999), the employee well-being is generally concerned with the term psychological well-being. Furthermore, the study carried out by Parducci (1995) indicates that the concept of psychological well-being usually comprises of three characteristics for example the first characteristic of well-being is concerned with being a phenomenological event. Second characteristic comprises of the emotional condition of an individual whereas the third characteristic of well refers to the individual’s life. Psychological well-being is concerned with the satisfaction and the greater level of having positive emotion. However, the concept of psychological well-being is regarded as the concept having multiple dimensions. The study conducted by Brodsky (1998) encompasses the four characteristics of psychological well-being. The research of Brodsky (1998) also reveals the antecedents of psychological well-being which include physical health, work environment, stress having lower level and career path of an employee. Well-being is becoming the growing area of interest for researchers. Generally, the concept of well-being is concerned with being actively involved in job related tasks which makes the employees to develop the positive feelings (Schaufeli and Bakker, 2004).

Job performance refers to the behavior of an individual in which he/ she becomes engaged in his/her job (Aguinis., 2005). According to Jackson & Frame (2018), the job performance does not act as a unitary construct but different entities such as organizations and employees may possess multiple goals. Employees and organizations may display different behaviors that serve as a main reason for attaining the desired objectives. Sometimes, a single behavior of an individual becomes responsible for achieving multiple goals and sometimes to achieve a single objective, an individual displays multiple behaviors. So, the most researchers believe that an employee’s job performance comprises of many dimensions. An employee may engage in a single behavior that advances multiple goals, but in order to accomplish any one goal, an employee will likely need to engage in a myriad of behaviors. For this reason, it is generally accepted that job performance is multidimensional whereas task performance is regarded as one the dimension of job performance (Campbell., 1999). According to Jackson & Frame (2018) & Johnson (2001), task performance refers to the activity of transforming the raw material into the finished output backed by the organizational support. In the other words, it can be said that the task performance basically refers to all activities required to run an organizational affair. For example, these activities may include staffing, recruiting, engaging in a production process, distributing, or selling the company’s products and services, supervising the subordinates and coordinating with different entities inside or outside the organization.

Previously, no study has been conducted to study the human health dimensions with the task performance in the presence of mediating role psychological well-being whereas this study is the first attempt to explore the mediating role of psychological well-being between the two dimensions of employee health and the employee task performance working at construction sites.

Materials and Methods

Hypothesis Development

For conducting this study, we have developed the following hypotheses as shown in figure 1.

H1: Psychological Well-Being significantly mediates the relationship between Physical Health and Task Performance.

H2: Psychological Well-Being significantly mediates the relationship between Mental Health and Task Performance.

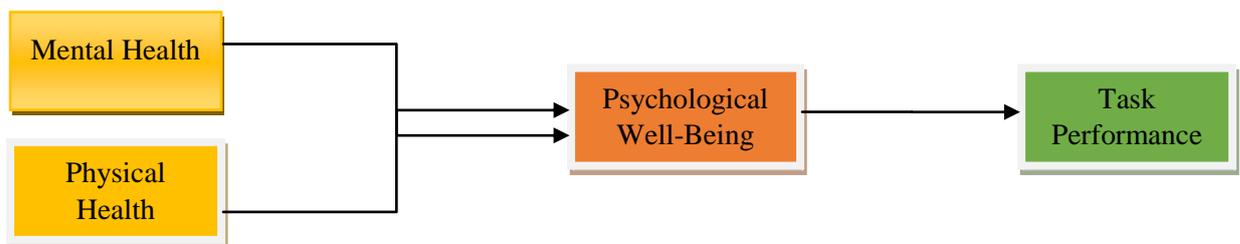


Fig.1. Research Model Showing the Mediating Role of Psychological Well-Being.

This is a quantitative study as it comprises of surveys conducted from the employees working in the construction sectors. While conducting the survey, out of 400 questionnaires, 357 were filled by the construction site employees whereas 13 people returned an incomplete questionnaire 30people refused to participate in the study. During the data collection, respondents were assured of keeping their responses confidential so that the participants may answer without any fear or bias. The use of non-probability purposive sampling techniques was

employed for the data collection. The data was collected by using questionnaire which comprised of closed ended questions measuring the given constructs in the study. The variables used in this study were measured by the scales adopted from different studies. Physical health and mental health of an employee measured by the scale adopted from the study of Frone (2007). In the field of public health and epidemiological research, the overall health of an individual is commonly assessed by bringing a single itemed scale in use. Generally, most items are structured in such a way that they measure health by reflecting the absolute ratings or they reflect the relative ratings of other person’s age or gender. On the basis of previous studies, the study of Frone (2007) has proposed four items for measuring the overall health of an individual whereas two items measure the first dimension which is physical health, and two items measure the second dimension which is mental health of an individual.

This study considers two dimensions separately and assesses their impact on task performance in the presence of psychological well-being as a mediator. The items for physical and mental health were measured on 5-point responses ranging from poor (coded as 1) to excellent (coded as 5). Psychological well-being was measured with ten itemed scale adopted from the study conducted by Pradhan & Hati (2019) whereas task performance was measured by using the eighteen itemed scale taken from the study of Williams (2001). The constructs namely psychological well-being and task performance and were measured on 5-point likert scale ranging from strongly disagree (coded as 1) to strongly agree (coded as 5). For analyzing the data and testing our proposed hypothesis from it, we used Smart PLS (Partial Least Squares) 4.0.

Results and Discussion

Measurement Model

For data analysis and testing the hypotheses, we have used Smart PLS 4.0. Smart PLS normally produces the measurement model results along with the structural model. The measurement model comprises of reliability and validity tests, heterotrait monotrait ratio (HTMT) & Fornell and Larcker criteria. Reliability measures the internal consistency of the scale and AVE is concerned with the validity of the scale. Besides that, the discriminant validity is also assessed by the new criteria namely heterotrait and monotrait (HTMT) and Fornell Larcker criteria. Table 1 shows the reliability and validity of the construct with Cronbach’s Alpha and composite reliability along with the average variance extracted. The research conducted by Sekaran and Bougie (2016) suggests that the scale should have more than 0.7 Cronbach Alpha value and average variance extracted (AVE) value should be greater than 0.5 whereas the constructs used in this study have got these values more than or near threshold value. For instance, mental health is having Cronbach’s alpha 0.696 with composite reliability and average variance extracted of 0.866 and 0.764 respectively. Physical health is having Cronbach’s alpha of 0.693, composite reliability and AVE of 0.867 and 0.765 respectively. The Cronbach’s alpha, composite reliability and AVE for psychological well-being are 0.923, 0.935 and 0.590 respectively. Task performance is having Cronbach alpha of 0.928 composite reliability and AVE of 0.937 and 0.452 respectively.

Table 1. Reliability & Validity of Constructs Under Study.

Construct	Cronbach’s Alpha	Composite Reliability	Average Variance Extracted (AVE)
Mental Health (MH)	0.696	0.866	0.764
Physical Health(PH)	0.693	0.867	0.765
Psychological Well-Being (PWB)	0.923	0.935	0.590
Task Performance (TP)	0.928	0.937	0.452

Table 2. Fornell and Larcker Criteria (Discriminant Validity).

Construct	Mental Health	Physical Health	Psychological Well-Being	Task Performance
Mental Health (MH)	0.874			
Physical Health (PH)	0.322	0.875		
Psychological Well-Being (PWB)	0.354	0.426	0.768	
Task Performance (TP)	0.387	0.532	0.542	0.672

Moreover, the measurement model comprises of another important part which is known as Fornell and Larcker (1981) criteria employed for the purpose of validating the discriminant validity of scales. According to this criterion, we compare the values of correlation matrix with the AVE’s square diagonally. Table 2 displays the results of discriminant validity which show that diagonally, the square root values of AVEs are greater than the inter-correlation with other variables. Hence, this confirms the discriminant validity of scales.

Table 3. Heterotrait Monotrait Ratio (HTMT) of Constructs Under Study.

Construct	Mental Health	Physical Health	Psychological Well-Being	Task Performance
Mental Health				
Physical Health	0.471			
Psychological Well-Being	0.434	0.531		
Task Performance	0.490	0.662	0.581	

The research of Hair et al (2016) suggests that HTMT value should be lower than 0.90 whereas Table 3 shows that each variable is having values far less than 0.90 hence indicating that there is good discriminant validity among all constructs.

Structural Model

In this paper, the presentation of measurement model is followed by the structural model which involves testing the mediation results. For conducting the hypotheses tests, the option of bootstrapping was used for assessing the statistical significance of the data. The hypothesis test was performed at 5% significance level. Table 4 displays the mediation results. The figures in table 4 show that the psychological well-being significantly mediates the relationship between physical health and task performance and also mediates between mental health and task performance. H1 is accepted because the P-value is 0.000 which is less than 0.05 with T-value of 5.006, standard deviation and coefficient of 0.038 and 0.189 respectively. Similarly, the decision for H2 also comes out to be accepted because once again p-values are less than 0.05 along with standard deviation of 0.029 and beta coefficient value of 0.131. Hence implying that both hypotheses stand accepted, and we can clearly say that psychological well-being significantly mediates the relationship between overall employee perception of health and the task performance.

Table.4. Mediation Results of Psychological Well-Being.

Hypothesis	Coefficient	Standard Deviation	TStatistics	P values	Decision
H1: PH→PWB→ TP	0.189	0.038	5.006	0.000	Accepted
H2: MH→PWB→ TP	0.131	0.029	4.442	0.000	Accepted

Findings

This study is assessing the mediating role of psychological well-being among physical health, mental health and task performance of employees working at Karachi based construction sites. First of all, this study is assessing the mediating role of psychological well-being between mental health and task performance and the mediating role of psychological well-being and physical health and task performance of given respondents. The results of this study point out that the psychological well-being significantly mediates the relationship between all independent and dependent variables for instance, psychological well-being is significantly mediating the relationship between mental health and task performance and secondly, the psychological well-being significantly mediates between physical health and task performance. This study is the first attempt to study the mediating effect of psychological well-being between physical health and task performance of the employee and the mediating role of psychological well-being between mental health and task performance of construction sector employees in the local settings in of Karachi district.

Conclusion

On the basis of current findings of this research, it being suggested to the management of construction sites should focus on the improvement and maintaining the mental and physical health conditions of the employees which will positively affect the psychological well-being of the employees of the organization which will finally enhance the capability of employees for performing the task effectively. This will not only prove to be fruitful for the employee but an organization as well. Besides that, it is also being suggested to the supervisors that they should assess the important factors that determine the physical and mental health of any employee working in an organization so that both dimensions of employee health may be enhanced in order to achieve the good level of performance from their employees.

Future Research

Like other research, this research is also constrained by some limitations which leave the room for the future research that can be conducted to extend or test the current model under study. First of all, this study is limited in terms of a limited resources such as time frame as this is a cross sectional study which has involved one time data collection along with limited sample size. Secondly, this study is conducted in a limited context such as Karachi region only. In future, this study can be extended to other regions in order to further validate the current model. Additionally, which has involved one time data collection along with limited sample size. In future, this study can be extended to other regions in order to further validate the current model. Besides that, the future research can further include the different dimensions of physical and mental health that affect the psychological well-being and task performance as this research is currently studying these variables generally. The future research can also include other variables in form of dependent, independent mediating and moderating variables to extend the current model under study.

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