

## CONSTRUCTS OF WELL-BEING AMONG SOCIAL WORKERS: AN ALTERNATIVE SCALE DEVELOPMENT

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**ABSTRACT :** The goal of this research study was to explore the dimensions of the determinants of the well-being of social workers in the Philippines. The research employed a quantitative descriptive correlational design in which data was obtained through structured questionnaires administered to social workers from different organizations. This study aligns with the number three (3) United Nations' Sustainable Development Goal (SDG), the Good Health and Well-being, which strives to guarantee healthy lives and advance well-being for all people, regardless of age. Exploratory Factor Analysis (EFA) was performed to determine the underlying dimensions, which in this case were the well-being of social workers. The Principal Component Analysis was used as the extraction method, while Varimax with Kaiser Normalization was applied as the rotation method. The rotation converged in 21 iterations. The findings indicated that emotional intelligence and self-management, work-life balance and job satisfaction, personal well-being and social support, workplace communication and support, and professional development and training opportunities all correlated positively and significantly with the outcome measure. As such, it was established in this study that emotional and social capabilities play an important role in fostering satisfaction at the workplace and well-being in general.

**Keywords -** social work, exploratory factor analysis, varimax, kaiser normalization, emotional intelligence and self-management, work-life balance and job satisfaction, personal well-being and social support, workplace communication support, professional development and training opportunities, Philippines

**SDG Number 3 :** Good Health and Well-being

### I. INTRODUCTION

The problem of concern for the well-being of individuals in the helping professions, including social workers, nurses, and therapists, arises from the distinctive challenges and expectations inherent in their respective occupations. These individuals frequently commit themselves to providing assistance to others during periods of emergency, resulting in both gratifying encounters and tensions that affect their welfare [1]. Furthermore, the prioritization of the well-being of social workers is crucial due to the inherent demands of their occupation, which entails assisting individuals and communities in navigating intricate and frequently demanding social matters. Social workers are essential contributors to the enhancement of individuals' lives; nevertheless, the expectations and stressors inherent in their profession can have a substantial influence on their well-being [2]. With the challenges that come along with the profession, their well-being must be an utmost priority.

Social workers may confront extremely challenging circumstances, including instances of child abuse, interventions for substance misuse, and providing counseling to those through crises. Exposure to traumatic experiences and the subsequent suffering can potentially result in compassion fatigue, burnout, and heightened vulnerability to mental health concerns unless appropriate measures for self-care and support systems are effectively implemented. The imperative for continuous mental health resources and tactics to uphold their psychological well-being is accentuated by the emotional burden associated with their profession. Additionally, social workers often face an excessive workload and encounter significant administrative obstacles. Excessive workloads, administrative tasks, and institutional barriers might contribute to elevated levels of stress and dissatisfaction. These deconstruct, and issues may hinder their capacity to deliver high-quality care and assistance to their customers, hence emphasizing the significance of sufficient resources and structural support inside their organizations [3].

The Sustainable Development Goals (SDGs), a comprehensive framework for tackling global concerns and supporting sustainability, are deeply entwined with this research [4]. This study is especially in line with Sustainable Development Goal (SDG) number 3, Good Health and Well-being, which strives to guarantee

healthy lives and advance well-being for all people, regardless of age. A person's health and well-being are crucial from the very beginning of their life. Having more positive feelings and a sense of purpose in life has also been linked to better mental health, more happiness, and more progress [5].

The Sustainable Development Goals (SDGs) provide a road map for creating a more resilient, inclusive, and sustainable future. They aim to eradicate poverty and hunger and to advance health, education, gender equality, and environmental sustainability. These objectives highlight the significance of leaving no one behind in addition to the urgency of acting as a group. The Sustainable Development Goals serve as a light for nations, communities, enterprises, and individuals to strive together toward a society where shared prosperity and well-being are realized within the constraints of our planet's resources as we manage difficult global challenges.

Hence, the primary objective of this research is to identify factors of well-being among social workers, determine the factor loading or index of the factors identified, and develop a framework of well-being in the context of social workers. The study seeks to acquire a full comprehension of the diverse elements that influence their overall well-being. This study aims to investigate the interplay of positive emotions, engagement, connections, meaning, and accomplishment within the lives of social workers, utilizing the Exploratory Factor Analysis (EFA) and PERMA model.

The whole quality of an individual's existence is encapsulated in the expansive concept of well-being with its inclusion of physical, mental, emotional, and social health across various dimensions. Beyond the traditional lack of illness, well-being encompasses additional positive dimensions that cultivate happiness, life satisfaction, and purpose. Achieving well-being is an intricate process influenced by an excess of factors, including financial stability, constructive interpersonal relationships, environmental context, physical health, and mental resilience. The journey towards well-being calls for balance across several dimensions and demands an ongoing dynamic approach. In their pursuit of personal fulfillment, individuals must maintain equilibrium and find satisfaction and happiness amidst life's challenges. Well-being is a goal that matters to both individuals and groups because it refers to how someone feels [6].

A boost in one's well-being has proven to increase productivity and efficiency in both work and daily life. Not only do individuals in this state experience less absenteeism, but they report higher job satisfaction and creativity levels. When experiencing positive emotions related to one's well-being, motivation is enhanced, which, in turn, helps achieve personal or professional goals [7]. The promotion of well-being contributes to the cultivation of positive interpersonal relationships. Robust relationships are often linked to heightened well-being in individuals due to increased levels of empathy and social Engagement. Those who display these qualities typically maintain more satisfying connections with others. This, in turn, leads to the creation of strong support systems and the ongoing establishment and maintenance of these bonds. Robust social relationships, conversely, function as a protective barrier against stress and augment overall welfare [8].

The PERMA model developed by Martin Seligman (2011) is highly pertinent to the notion of well-being due to its capacity to offer a comprehensive and all-encompassing structure for comprehending the various facets that contribute to an individual's overall experience of contentment and satisfaction. The model acknowledges that well-being encompasses more than just positive emotions. Achieving personal targets, building strong connections with others, participating in activities that matter to them, having a sense of direction, and feeling happy are all crucial components of well-being. Positive Emotion, Relationships, Meaning, Accomplishment, and Engagement all play vital roles in maintaining a healthy state of mind. To achieve true well-being, we must understand that it is a complex and multifaceted concept that is influenced by many factors in our lives. The PERMA model provides practical direction for individuals, researchers, and policymakers who aim to improve well-being and foster a more fulfilling and purposeful life by considering these five factors [9].

Psychologist Martin Seligman introduced the five essential components of the PERMA model that contribute to one's overall well-being. The first element, represented by "P," is Positive Emotion, encompassing feelings of contentment, joy, and happiness. The letter "E" is used to represent the concept of Engagement, which denotes a condition of complete absorption and immersion in activities that hold significance. The letter "R" symbolizes Relationships, highlighting the significance of favorable ties and social support within an individual's life. The symbol "M" is used to denote the concept of Meaning, which pertains to the inherent sense of purpose and satisfaction that individuals gain from their actions and personal values. Ultimately, the letter "A" represents the concept of Accomplishment, which denotes a feeling of competence, attainment, and advancement in relation to one's objectives. Collectively, these aspects form a complete framework that facilitates the comprehension and improvement of well-being, both at the individual and societal levels [9].

Overall well-being starts with positive feelings. These emotions include happiness, appreciation, pleasure, and love. Good emotions increase happiness and have physical and psychological benefits. Participating in enjoyable activities, cultivating appreciation, and building strong relationships can promote this aspect of well-being. Engagement, or "flow," is entire immersion in an action. When doing anything, people often lose track of time. Engagement often brings deep significance and happiness. Participating in activities

that match our skills and interests can increase the frequency of happy experiences and improve our well-being. Positive and meaningful relationships boost well-being. Social ties foster inclusion, emotional well-being, and personal growth. This makes interpersonal ties crucial. The PERMA paradigm emphasizes strong social connections, whether familial, friendly, or professional. For overall happiness, one must have purpose and value in life. This requires aligning personal goals with community service, whether in one's career, hobbies, or neighborhood. This can lead to a deep sense of well-being. Setting and achieving important goals is an accomplishment. This includes competence, ability, and fulfillment. Taking on challenging tasks, setting achievable goals, and celebrating little wins can boost happiness and well-being [10].

Furthermore, the concept of eudaimonic well-being has been further developed in modern psychology by thinkers such as Carol Ryff. Rather than simply seeking enjoyment and pleasure, eudaimonic well-being emphasizes a purposeful and introspective approach to achieving overall well-being. This perspective prioritizes aligning one's life with one's true potential and identity, distinguishing it from the hedonic approach. This approach underscores the significance of self-actualization, personal development, and the striving for meaningful objectives and ideals. Eudaimonic well-being emphasizes the significance of individual development and self-fulfillment in attaining an elevated state of well-being. The proposition posits that persons who consistently endeavor to enhance their abilities, character, and potential are more likely to attain a heightened level of satisfaction and contentment. The cultivation of a eudaimonic lifestyle has the potential to enhance one's resilience. When individuals establish a strong connection with their values and purpose, they are more likely to navigate through challenging circumstances and failures effectively. This is because they derive resilience and determination from their profound sense of personal significance and intrinsic value [11].

The framework of subjective well-being (SWB) within psychology delves into the idea of well-being, with an emphasis on an individual's subjective experience. The evaluation of an individual's own life and experiences should be the driving force in determining their well-being instead of relying on objective measures. SWB theory consists of three key elements: pleasant feelings, absence of negative emotions, and life satisfaction [12]. An individual's state of well-being requires positive emotions, which are a key factor in the definition of subjective well-being (SWB). *Zustundheit* is affected positively by feelings of enjoyment, elation, and gratitude. These emotions not only assist in enhancing life's quality, but they are also beneficial to a person's mental and physical welfare.

In conclusion, good feelings play a major role in one's contentment and fulfillment. To uphold subjective well-being (SWB), negative feelings, such as anxiety, despair, and tension, must be reduced, while positive emotions must be present. SWB entails the absence of negativity and the presence of positivity in equal measure. Mitigating the frequency and magnitude of adverse affective states constitutes a fundamental component in attaining a desirable state of holistic welfare [12].

The idea of well-being in societal theory, as espoused by scholars such as economist Amartya Sen and philosopher Martha Nussbaum, extends beyond individual experiences to incorporate wider societal and structural elements. This theory highlights the need to assess well-being not only in terms of personal satisfaction or happiness but also in considering the capacities, freedoms, and opportunities that individuals have within a given society [13].

Societal theories pertaining to well-being center their attention on the advancement of individuals' skills and the extent of chances available to them to lead a life that is satisfying and meaningful beyond merely experiencing positive emotions; true well-being encompasses the ability to pursue a life that holds personal value. This means considering influential factors such as economic resources, healthcare, education, and basic freedoms, which all contribute to an individual's overall state of well-being. These theories hold relevance in the context of resolving matters pertaining to social justice and inequality [13].

The confluence of high job demands and low job resources creates a high-stress workplace that can ultimately result in long-term burnout. Organizations must, therefore, constantly assess and improve job attributes, such as by establishing reasonable objectives and challenges, maximizing job demands, and allocating enough job resources [14] [15] [16] [17].

To address the dearth of specialized measurement tools for social work and recognize the value of well-being, this study seeks to develop a unique scale tailored to assessing the well-being of social workers. The goal of this scale is to provide a thorough evaluation of the diverse aspects of well-being that are especially pertinent to accounting professionals. It considers the emotional requirements, the significance of meaningful interpersonal relationships, the pursuit of a sense of purpose, and the gratification obtained from professional achievements.

This study is of great significance as it addresses a pressing need within the field of social work. Social workers assume a critical function in assisting individuals and communities who are vulnerable, frequently encountering challenging and emotionally burdensome circumstances. Through the development of a specialized well-being scale tailored specifically for social workers, this study has the potential to offer significant contributions by shedding light on the distinct problems and determinants that impact the overall well-being of individuals in this field. The results obtained from this research possess the capacity to provide

valuable insights for interventions, policies, and support systems aimed at augmenting the overall quality of life, job satisfaction, and resilience of social workers. Consequently, these improvements are expected to contribute to enhanced service delivery and more favorable outcomes for the populations being served. Furthermore, this study makes a valuable contribution to the broader comprehension of well-being assessment by providing a specialized instrument that may be customized for application in other demanding occupations, thereby expanding its influence beyond the realm of social work.

To keep the research focused and realistic, the study has a clear scope and delimitations. The well-being of social workers is the topic of this study. This investigation examines social workers' overall well-being. Coping methods, job satisfaction, emotional endurance, self-care, and work stress contribute to this. This research aims to develop a unique wellness rating system for social workers. The scale will be essential for data collection and analysis.

Fig. 1 serves as a visual representation of the conceptual framework of the study, illustrating the essential dimensions observed within the latent variable denoted as "construct of well-being of social worker," which explains the interconnected elements that define the construct and deconstruct of the well-being of social workers. By defining these dimensions, the figure offers a comprehensive overview of the various facets contributing to the construct of well-being.

## II. HEADINGS

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## III. METHOD

### 3.1 Research Respondents

Social workers are the target respondents of the study. This study examined the constructs and deconstructs of well-being among social workers; the inclusion criteria are carefully defined to ensure a comprehensive and representative sample. Respondents eligible for inclusion are qualified and certified social workers holding recognized degrees in social work. A minimum of 2 years of professional experience in the field is required, ensuring respondents possess substantial practical knowledge. The researcher aims for diversity within the social work profession; therefore, individuals currently employed in various settings such as hospitals, schools, non-profit organizations, government agencies, or private practices are considered. Respondents from different specializations within social work, including clinical social work, school social work, healthcare social work, and community social work, are welcomed. Age and sex are not restrictive factors, ensuring an inclusive representation across various demographic groups. Crucially, respondents must voluntarily provide informed consent, indicating their willingness to engage in the study. Competence in the language of the study is essential for effective communication, and adherence to ethical guidelines, including maintaining confidentiality, is of utmost. Moreover, respondents should be willing to openly share their experiences, challenges, and perspectives related to their well-being as social workers. Availability for participation in interviews, surveys, or focus group discussions, as necessitated by the study design, is also a prerequisite.

Purposive sampling was utilized in the study. Three hundred (300) Social workers were selected from a variety of institutions, organizations, or geographical areas in the province of Sultan Kudarat. There are a variety of operational environments for social workers at the study location. These could include community organizations, social work agencies, healthcare facilities, or educational institutions. A cross-sectional representation of respondents' experiences ought to be a richer source of data [18].

To guarantee the validity and applicability of the research findings, the recruiting process must give top priority to the suitability of the parties that have been identified as candidates. First and foremost, the researcher must specify what criteria will be used to choose recruitment parties, such as social work organizations, agencies, or professional networks, based on how well they align with the goals of the study and the demographic of interest.

The researcher needs to set up clear lines of communication to interact efficiently with the recruiting parties. This could entail contacting them by phone, email, or in-person meetings and outlining the study's goals, the recruiting parties' roles, and the extent of their expected participation.



Maintaining open and honest communication with the recruiting parties is crucial to the success of the recruitment process. This includes giving regular updates on the status of the recruitment, resolving any issues or difficulties that may emerge, and asking for input to improve recruitment techniques. Once the potential respondents are secured and well identified, before beginning the process of gathering data, the researcher should make sure that any prospective respondents fulfill the requirements for study participation and have given their informed consent.

The exclusion criteria are those without recognized social work degrees, respondents with less than two years of required professional experience in the sector, who do not give their informed consent voluntarily. Furthermore, respondents who violate ethical standards, especially those pertaining to confidentiality, are not seen as deserving of consideration. They are reluctant to freely discuss their experiences, difficulties, and viewpoints regarding their well-being as social workers, and these are also not included in the study.

In withdrawal criteria, if at any point a participant feels uncomfortable or decides they do not want to continue, they are free and allowed to leave the activity. It is flexible enough that participants are free to go at any time without giving a reason. Crucially, there are no repercussions for choosing to withdraw, and all data gathered up until that time will be handled in complete confidence. Ensuring that participants' privacy and autonomy are maintained throughout the research process, such data will not be included in the final analysis.

Confidentiality of participants' information should be assured. Anonymizing data and safely storing information are the steps the researchers must take to preserve participants' privacy. To protect the rights and welfare of the participants, privacy and confidentiality are crucial in research. Ensuring confidentiality and ethical integrity during the study process is contingent upon safeguarding sensitive data. The researcher is responsible for making sure that subject data is saved safely, that only authorized individuals have access to it, and that it is disposed of properly when it is no longer required. Respect for participants' private rights is ensured by adherence to ethical norms and data privacy legislation. This creates a safe atmosphere for participation and enhances the credibility of research findings overall.

### 3.2 Materials and Instruments

The study developed a specialized well-being scale tailored to social workers. The instrument was designed based on the deconstructs and constructs of well-being identified in the research. Additionally, standardized instruments related to the Exploratory Factor Analysis (EFA) and PERMA model were used to assess the alignment of social workers' well-being.

The data analysis study took multiple steps. The study underwent reliability and validity analysis. The evaluation of reliability and validity is of utmost importance in the assessment of research instruments, including surveys, questionnaires, tests, or evaluations, as it determines their quality and credibility. Those processes play a crucial role in guaranteeing the accuracy of the acquired data, ensuring that it effectively measures its intended variables and can be continuously trusted for informed decision-making and correct conclusions [19].

Reliability analysis entails evaluating the measurement instrument's consistency and stability across various settings, respondents, and time. Multiple approaches exist for assessing reliability, such as test-retest reliability, internal consistency reliability (measured by Alpha Cronbach), and inter-rater reliability. Internal consistency reliability, in contrast, evaluates the extent to which various items or questions within a given instrument exhibit agreement, hence providing a consistent measurement of the underlying construct [19].

The investigation of validity, however, centers on the degree to which the instrument accurately assesses the target construct or feature. Various forms of validity can be evaluated, such as content validity, criterion-related validity, and construct validity. Content validity is a critical aspect of ensuring that the instrument accurately and comprehensively reflects the underlying construct that it intends to measure. Criterion-related validity refers to the extent to which the scores obtained from an instrument demonstrate a correlation with external criteria or established standards. This involves evaluating the relationship between test scores and real-world performance, among other factors. The concept of construct validity entails the process of verifying that the instrument utilized is accurately assessing the intended theoretical construct for which it was specifically constructed. Frequently, the accomplishment of this task necessitates the implementation of statistical procedures, such as factor analysis or tests of convergent and discriminant validity [19].

Content validity guarantees that the scale's items accurately reflect the deconstruct and the construct of the Exploratory Factor Analysis (EFA) and PERMA model. The researcher used Exploratory Factor Analysis on the gathered data to prove deconstruct and construct validity. Exploratory Factor Analysis was a useful tool for determining the dimensions or underlying elements that influence the well-being of social workers and how well they fit into the PERMA model. Through that procedure, the scale's ability to measure what it is supposed to be verified.

By looking at the scale's correlations with other validated measures of well-being that are related to the Exploratory Factor Analysis and PERMA model, the researcher can evaluate the scale's convergent validity. On the other hand, discriminant validity guarantees that the scale is separate from measurements of irrelevant

factors. The results of the scale can be compared with external criteria pertaining to social worker performance, job satisfaction, or other pertinent outcomes to demonstrate criterion-related validity.

Reliability analysis evaluated the well-being scale's stability and consistency over time and in many circumstances. An internal consistency assessment is sometimes conducted using the Cronbach Alpha Coefficient. The metric quantifies the degree to which every item on the scale assesses the same underlying concept. A high alpha coefficient showed the consistency and dependability of the scale items.

### 3.3 Design and Procedure

This study employs a qualitative and quantitative research framework to explore the dimensions of the determinants of the well-being of social workers towards research. The reason this design was used was because mixed-method research is essential. After all, it combines the strengths of both qualitative and quantitative approaches, providing a more comprehensive understanding of complex research problems. It makes detailed and structured numerical data collecting possible, which was crucial for scale development and statistical analysis. It is helpful in answering complicated queries that ask for both contextual knowledge and statistical support.

In the qualitative method, the researcher gathered and interviewed selected seven (7) social workers using guide questions to explore and understand social workers' experiences, behaviors, and social phenomena. Three hundred (300) Social workers were selected from a variety of institutions, organizations, or geographical areas in the province of Sultan Kudarat.

The study has a strong commitment to integrity and transparency, abstaining from any dishonesty in the facts it presents. To make sure that the content is reliable and believable, integrity and truthfulness are crucial. By abiding by these guidelines, readers may trust the paper and have confidence in the information it provides. This commitment to honesty and transparency shows the researcher's ethical responsibility to truthfully communicate findings and interpretations, as well as strengthening the research's credibility and dependability.

A request letter was initially given to the concerned authorities. Informed consent from the respondents was highly ensured. The researcher highly considered ethical standards during the research. To ensure that the study has a high observation on ethical considerations, the researcher (a) obtain informed consent and assent from the respondents by presenting them their role in participating and letting them sign the informed consent and assent form in their own will; (b) minimize the risk of harm to respondents by not violating the safety protocols against transmission of Covid-19 and other viruses; (c) protect their confidentiality and anonymity by not allowing anyone access their personal information and the responses collected; (d) is true and honest with the intention of research and mean no deception to any respondent; and (e) respondents was given the right and freedom to withdraw from participating in the study if they feel uncomfortable or unwilling to.

The well-being scale and other pertinent instruments were given to the chosen respondents as part of the data-gathering process. Surveys and structured interviews were used to collect data. Conceptualization is an essential step in the study design process, as it involves developing a comprehensive grasp of the deconstruct and construct that was intended to be measured. It is imperative to establish a specific definition for the deconstruct and construct, accurately identify its underlying dimensions or elements, and design a theoretical framework or model that guides the development of a scale (Kim et al.,2019).

The reliability of the scale was evaluated through the computation of several metrics, such as Cronbach Alpha or test-retest reliability. Reliability analysis was utilized to assess the extent to which a scale consistently captures the desired construct for measurement purposes. The scale's validity was evaluated through the examination of its content validity, criterion-related validity, and deconstruct and construct validity. Content validity is a measure of the extent to which a scale effectively encompasses the content of the concept being measured. On the other hand, criterion-related, deconstruct, and construct validity evaluate the degree to which the scale demonstrates the anticipated correlations with other variables or theories [20].

The process of refining the scale involves making adjustments to the items based on the analysis of the data and the evaluation of their validity. This may include eliminating or altering some elements as deemed necessary. The objective was to develop measurement equipment that is trustworthy and valid. Following the process of refining and validation, a definitive version of the scale was obtained, which can be effectively utilized in research endeavors or for practical assessments [20].

## IV. RESULTS AND DISCUSSIONS

Exploratory Factor Analysis (EFA) was used to analyze the data obtained from the survey questionnaire. The results have the following structure: measures of sampling adequacy and sphericity, rotated component matrix, extracted factors characterizing the well-being of the social workers, latent roots criterion for the extracted factors, and the developed thematic framework from the findings of the study.

The outcomes of the tests for sampling adequacy and multidimensionality with respect to the dataset presented in Table 1 form the basis of the exploratory factor analysis (EFA) results. The Kaiser-Meyer-Olkin (KMO) measure of sampling adequacy is 0.876. This is above the acceptable limit of 0.5. Kaiser (1974) explains that a KMO value exceeding 0.8 indicates that the factor analysis will work well on the dataset without any difficulties, which means the variables are expectably intercorrelated. Many distinct factors are available for extraction.

Furthermore, Bartlett's Test of Sphericity was also conducted to test the assumption that the correlation matrix is significantly different from the identity matrix. The calculated chi-square value was found to be approximately equal to 20,359.22 with 4950 degrees of freedom, and the test was significant ( $p < 0.01$ ). This shows that the variables have meaningful correlations, which proves that the data is appropriate for factor analysis. The positive result of Bartlett's test also suggests that the dataset has the potential for the discovery of underlying factor models.

For factor extraction, Principal Component Analysis (PCA) was used, and Varimax rotation converged in 21 iterations was applied after the extraction to facilitate interpretation by maximizing the variance of the factor loadings (Hair et al., 2010). This technique is quite advantageous when factors are expected to be orthogonal or uncorrelated, allowing each component to be interpreted in isolation and its relevance to be appreciated (Tabachnick & Fidell, 2013). After rotation, the emergence of 24 components was observed, where items with factor loadings of over 0.5 were considered relevant, in line with the recommendations of Balasundaram (2009) and supported by commonly accepted statistical practice (Field, 2013).

The constructs that have been found to have a significant impact on social workers' well-being are Emotional Intelligence and Self-Management, Work-Life Balance and Job Satisfaction, Personal Well-Being and Social Support, Workplace Communication and Support, and Professional Development and Training Opportunities [21]. For these constructs, factor loadings show how closely each observed variable is related to its corresponding factor. For example, self-management and emotional intelligence frequently exhibit high factor loadings, indicating their significant impact on social work decision-making and stress management [22].

According to research, social workers who have a better work-life balance report higher levels of job satisfaction and lower levels of burnout; therefore, work-life balance and job satisfaction also frequently have a significant impact on well-being [23]. Significant factor loadings are also seen for social support and personal well-being, highlighting the importance of social networks and self-care in preserving social workers' resilience [24]. The significance of a supportive work environment and ongoing learning in improving well-being is further supported by the meaningful loadings shown by workplace communication and support, professional development, and training opportunities [25]. The multifaceted nature of social workers' well-being is empirically supported by these factor loadings, which also highlight the need for more study to create solutions that improve their personal and professional lives.

Fig. 2 shows the results of the second Exploratory Factor Analysis (EFA) conducted in this study in the form of a scree plot. As delineated by Cattell (1966), the scree plot employs eigenvalues extracted from either the input or condensed correlation matrix. The plot itself manifests as a visual representation where eigenvalues are charted on the vertical axis while factors are delineated along the horizontal axis. Looking at the graph provides information to the analyst for determining the vertex of the graph where the eigenvalue falls significantly, which is often referred to as the 'elbow' of the graph. The scree plot assists in determining how many factors are meaningfully reasonable and related to data and measuring how much of the variance is accounted for by each factor. Analysts, in this case, want to identify the position on the graph where there is a sudden change in the slope of the line connecting the points representing eigenvalues, which corresponds to a steep drop in the value of eigenvalues.

This juncture indicates the number of factors deemed meaningful for further analysis. In the context of the presented scree plot, it is evident that the instrument under scrutiny exhibits a multidimensional framework. This observation is substantiated by the conspicuous decline in the plotted line after the third factor. This is in line with Table 3, where the first three factors, taken together, explain a considerably high percentage of the variance. Their decline in eigenvalues after a few components indicates that the main factors, which in this case are those first ones, are adequate to represent the key facets of the data. As emphasized by Gorsuch (1997), the efficacy of the screen test is contingent on specific conditions, particularly the presence of a sizable sample size and well-defined underlying factors within the data.

The "elbow" point indicated on the plot corresponds to the cumulative variance presented in Table 3, which shows that the initial few factors account for 71.679% of the total variance in the data regarding the well-being of social workers. The scree plot, in general, supports the data in Table 3, which suggests that the number of factors explaining the multi-factorial components of well-being is rather limited, thereby offering strong support for the constructs measured in this research.

The latent roots criterion of the extracted factors is illustrated in Table 3, specifying the percentage of variance attributed to each of the factors. This is the popular technique in factor analysis and principal component analysis (PCA) for figuring out how many factors or components to keep. The latent roots criterion

is also called the Eigenvalue Criterion. This criterion is predicated on the correlation or covariance matrix's eigenvalues, or latent roots, where each eigenvalue denotes the proportion of variance attributable to a particular factor.

Kaiser (1960) asserted that since factors with eigenvalues greater than one can account for more variance than a single observed variable, they ought to be kept. By excluding components that contribute less to data variability, this threshold ensures a factor structure that is easier to interpret. Although the Latent Roots Criterion is straightforward and often used, scholars have pointed out several of its drawbacks, including the propensity to overestimate or underestimate the number of components in particular datasets [26]. For more reliable factor retention decisions, it is therefore frequently advised to combine this criterion with other techniques, like the Scree Test or Parallel Analysis.

With 24 factors reaching a cumulative variance of 71.679%, the multidimensional constructs related to the well-being of social workers have been well captured. Moreover, this is in consonance with the study's objective of creating specific tools to measure the different aspects of well-being, as demonstrated in the conceptual framework.

**Factor 1:** Emotional Intelligence and Self-Management (which accounts for the largest proportion of variations) contains five items, of which the ability to control emotion, cope with change, and remain positive is essential. Emotional Intelligence and Self-Management are essential competencies that influence both personal well-being and professional effectiveness, particularly in high-stress fields such as social work. Emotionally intelligent people are more able to comprehend the feelings of others, which strengthens professional bonds and enhances client results [27].

The constructs of emotional intelligence suggest that people who are able to manage their emotions effectively and cope with changes are less likely to experience stress and challenges in their day-to-day activities and work environments (Goleman, 1995). This dimension pertains to the issues of self-management and self-regulation, which are critical in the domains of well-being. Social workers with high emotional intelligence are better at handling emotional discomfort, which increases resilience and lowers burnout [28].

**Factor 2:** Work-life balance and Job Satisfaction (accounting for a significant part of the variance) focuses on the extent to which an employee can effectively combine work and personal life without losing satisfaction in both. This factor supports the existing literature that encourages striving for an appropriate work-life balance to increase job satisfaction and general well-being [7].

Work-life Balance and Job Satisfaction are closely related ideas that have a big influence on worker happiness and organizational effectiveness. Employees who effectively manage their time and separate work from personal life experience lower levels of burnout and greater job fulfillment [29]. Moreover, it highlights the importance of flexible work arrangements, such as remote work, compressed schedules, and supportive leadership, in fostering work-life balance and increasing employee morale [30].

**Factor 3:** Personal Well-being and Social Support (explaining a considerable amount of variance) represent the sense of well-being and harmony between personal and career life. This factor corresponds to the existing literature on subjective well-being, which postulates that both self-actualization and social embeddedness are integral to one's satisfaction with life overall [12].

One prominent theme is Emotional Resilience and Coping Strategies, which underscores how individuals with strong personal well-being develop adaptive coping mechanisms to manage stress and emotional challenges [21]. Social support, whether from colleagues, family, or friends, acts as a protective factor that enhances resilience and prevents emotional exhaustion [24]. Moreover, it emphasizes the role of social support in balancing work and personal life, ensuring that individuals can maintain both professional commitments and personal fulfillment [30].

**Factor 4:** Workplace Communication and Support also explain a large amount of variance, underpinned by how communication and relationship support are still important in the workplace. This is congruent with organized behavior literature, which assumes that communications and managerial support are considered the primary facilitators of job satisfaction and employee welfare in general [3].

One prominent theme is Effective Communication and Organizational Transparency, which emphasizes the importance of clear, open, and honest communication in fostering trust and Engagement within the workplace [31]. Employees who receive timely and transparent information from management report higher levels of job satisfaction and commitment to their organization [32].

**Factor 5:** Professional Development and Training Opportunities (accounting for a significant portion of variance) also emphasize the importance of the organization's support in the development of its employees. This factor supports the idea that proper training and development opportunities influence job satisfaction and the general well-being of employees [3].



One major theme is Skill Enhancement and Career Growth, which emphasizes the importance of continuous learning in improving employees' competencies and preparing them for career advancement [33]. Employees who engage in professional development programs report increased confidence, motivation, and adaptability in their roles [34]. Another emerging theme is Workplace Performance and Productivity, as organizations that invest in training programs see improved employee efficiency, innovation, and overall job performance [35]. Well-trained employees are more equipped to handle job demands, reducing errors and enhancing organizational success.

Moreover, Leadership Development and Succession Planning emerge as central themes, illustrating how targeted training programs help organizations cultivate future leaders and ensure continuity in leadership roles [36]. Lastly, Lifelong Learning and Adaptability underscore the necessity of continuous professional development in today's rapidly evolving work environment. Employees who engage in lifelong learning initiatives remain competitive and adaptable to industry changes [37].

## V.FIGURES AND TABLES

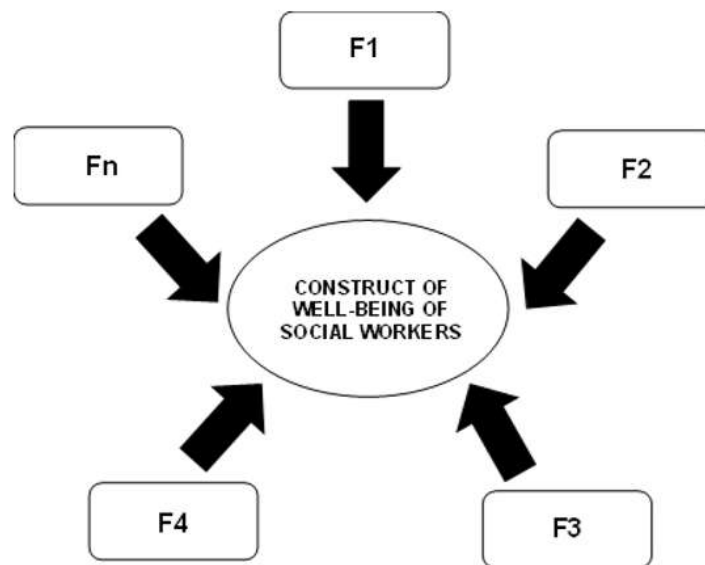


Figure 1. conceptual framework of the study

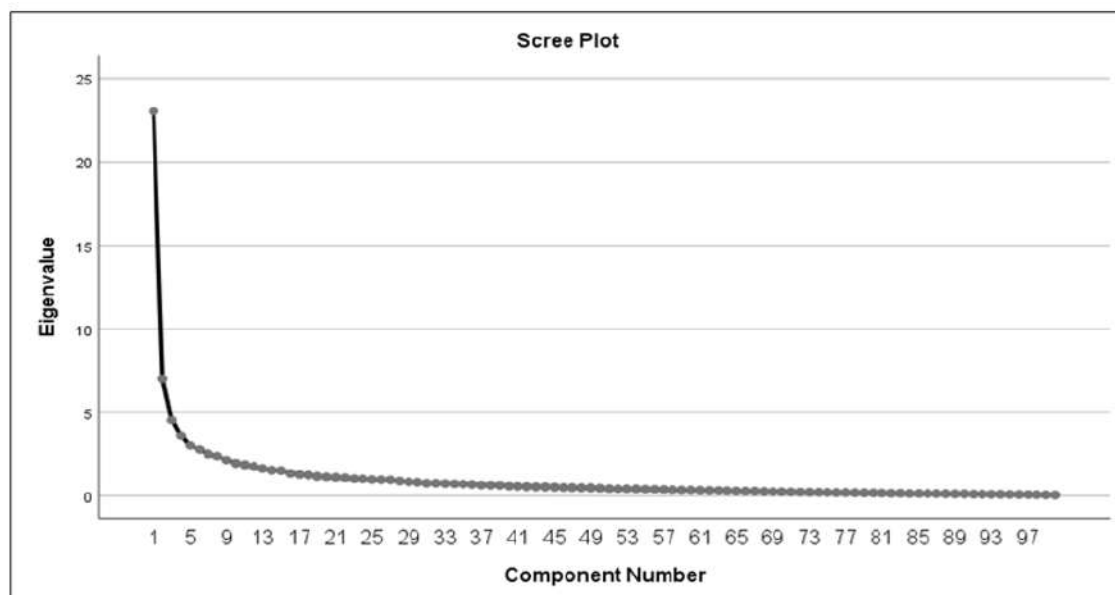


Figure 2: scree plot of constructs of well-being among social workers towards research

Table 1. Sampling Adequacy and Multidimensionality Test for Construct of Well-being among Social Workers

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.876
Bartlett's Test of Sphericity	Approx. Chi-Square	20359.22
	df	4950
Sig.		0.0000

Table 2. Factor Loading of the Constructs of Well-being among Social Workers Towards Research

Item Statement	Factor 1	Factor 2	Factor 3	Factor 4	Factor 5
Q42	0.795				
Q43	0.753				
Q41	0.746				
Q40	0.726				
Q44	0.658				
Q63		0.815			
Q66		0.812			
Q64		0.781			
Q62		0.717			
Q67		0.649			
Q10			0.71		
Q11			0.689		
Q12			0.672		
Q9			0.65		
Q8			0.642		
Q90				0.751	
Q89				0.737	
Q91				0.736	
Q88				0.675	
Q92				0.651	
Q96					0.81
Q97					0.721
Q95					0.665
Q94					0.569

Table 3. Latent Roots Criterion of the Extracted Factors

Factors	Total	% of Variance	Cumulative %
1	23.064	23.064	23.064
2	7.021	7.021	30.085
3	4.534	4.534	34.619
4	3.613	3.613	38.232
5	3.015	3.015	41.246
6	2.791	2.791	44.037
7	2.503	2.503	46.541
8	2.367	2.367	48.908
9	2.149	2.149	51.056
10	1.944	1.944	53.001
11	1.844	1.844	54.844
12	1.75	1.75	56.595
13	1.634	1.634	58.228

Table 4. Factor 1: Emotional Intelligence and Self-Management

Item Number	Item Statements	Coefficients
<b>Factor 1: Emotional Intelligence and Self-Management</b>		
Q42	I am open to trying new approaches and solutions to solve problems.	0.795
Q43	I can quickly adjust to unexpected changes in my personal life.	0.753
Q41	I am comfortable and capable of adapting to changes in my work environment.	0.746
Q40	I am open to seeking help or support when I need it.	0.726
Q44	I can adjust my mood at work when I need to.	0.658

Table 5. Factor 2: Work-Life Balance and Job Satisfaction

Item Number	Item Statements	Coefficients
<b>Factor 2: Work-Life Balance and Job Satisfaction</b>		
Q63	I worry about work when I am not actually at work.	0.815
Q66	I have sacrificed my happiness to work.	0.812
Q64	I face difficulty in arranging leave.	0.781
Q62	This work provides opportunities to display talents and skills.	0.717
Q67	Negative people at work tend to pull me down.	0.649

Table 6. Factor 3: Personal Well-Being and Social Support

Item Number	Item Statements	Coefficients
<b>Factor 3: Personal Well-Being and Social Support</b>		
Q10	I feel a sense of purpose and fulfillment in my daily life.	0.710
Q11	I stay calm when things go wrong.	0.689
Q12	I am able to strike a balance between my social life and work responsibilities.	0.672
Q9	I have a support system (friends, family, colleagues) that I can rely on when needed.	0.650
Q8	I generally feel content and happy in my personal life.	0.642

Table 7. Factor 4: Workplace Communication and Support

Item Number	Item Statements	Coefficients
<b>Factor 4: Workplace Communication and Support</b>		
Q90	I receive feedback and recognition from my supervisor/manager regularly.	0.751
Q89	I feel connected and valued by my supervisor at work.	0.737
Q91	I assess whether my supervisor actively advocates for my professional growth and development.	0.736
Q88	I appreciate the approachability of my supervisor and the openness to discuss work-related issues.	0.675
Q92	Management actively encourages and welcomes feedback and suggestions.	0.651

Table 8. Factor 5: Professional Development and Training Opportunities

Item Number	Item Statements	Coefficients
<b>Factor 6: Professional Development and Training Opportunities</b>		
Q96	I am aware of the training and development opportunities available within the office.	0.81
Q97	I benefit from the organization's commitment to providing relevant and valuable training programs.	0.721
Q95	Communication channels effectively facilitate communication within the office.	0.665
Q94	I appreciate being well-informed about office updates and changes.	0.569

## VI. CONCLUSION

The study on the well-being of social workers employed Exploratory Factor Analysis (EFA) to identify key factors influencing their well-being. The analysis revealed five significant constructs: Emotional Intelligence and Self-Management, Work-Life Balance and Job Satisfaction, Personal Well-being and Social Support, Workplace Communication and Support, and Professional Development and Training Opportunities. These factors collectively explain a substantial portion of the variance in social workers' well-being, highlighting the multifaceted nature of their well-being.

The results showed that among all the factors, emotional intelligence and self-management appeared on top, which underpins the need to cope with stress and be able to adjust to flexibility for the purposes of enhancing one's well-being. The high ratings on the emotional regulation items indicate that there is a likelihood that social workers who provide good self-control to their emotions cope well with the occupational demands of that nature. This factor emphasizes the importance of emotional intelligence in managing stress and enhancing professional effectiveness. Social workers with high emotional intelligence are more resilient and better at handling emotional challenges. Considering this, organizations should conduct training programs oriented toward developing emotional intelligence and, more importantly, self-control among their employees. Such training can enhance their coping abilities in stressful situations where challenges are experienced in the workplace.

Furthermore, the issues pertaining to work-life balance and job satisfaction also stress the adverse effects of occupational stress on one's happiness and contentment in life. From the findings, many participants expressed apprehension regarding work intruding into their leisure time and, therefore, these calls for organizations to achieve balance. Judith and Campbell identify personal well-being and social support, which are related to interconnected aspects, and together, the two were found to enhance life satisfaction significantly. Talk of support systems also struck a chord, illustrating the role played by relational networks in coping with the challenges of social work. Achieving a balance between work and personal life is crucial for reducing burnout and increasing job satisfaction. Flexible work arrangements and supportive leadership play a significant role in fostering this balance. Employers need to practice a proper work-life balance regime by allowing employees to choose their working hours, work from home, and implement measures encouraging employees to go on leave when necessary. It will also help initiatives aimed at preventing excessive working hours and encouraging people not to remain connected with work even after official hours.

The well-being of social workers is strongly influenced by their access to social support systems, both within and outside the workplace. The study found that social workers who have strong personal support networks—such as colleagues, friends, and family—tend to experience lower levels of stress and greater job satisfaction. Social support from colleagues, family, and friends acts as a protective factor against emotional exhaustion. It enhances resilience and helps maintain a balance between professional and personal life. Additionally, a sense of personal well-being, including a feeling of purpose and fulfillment, plays a crucial role in maintaining motivation and resilience. Encouraging team bonding activities, mentorship programs, and employee wellness initiatives can strengthen social support and contribute to the overall well-being of social workers. Organizations can establish monthly peer support meetings where social workers can discuss challenges and coping strategies.

Effective workplace communication and managerial support are fundamental to fostering a positive work environment. The findings indicate that social workers who receive regular feedback, feel valued by their supervisors, and have open communication channels with management report higher job satisfaction and Engagement. Clear communication ensures that employees understand their roles, expectations, and available resources, reducing uncertainty and workplace stress. Supervisor support, in particular, plays a vital role in providing motivation, guidance, and emotional support to employees. In addition, the aspects of communication and supportive practices in the workplace were equally necessary. It was shown that the presence of good supervisors and willingness to speak freely increases the level of employees' Engagement and contentment. It was revealed that recognition and supportive supervision increase morale. Organizations that prioritize transparent communication, regular performance feedback, and an inclusive workplace culture can create a more supportive and engaging work environment for social workers. Companies and organizations can introduce a structured bi-weekly feedback session between social workers and supervisors. Training for supervisors in active listening and supportive leadership techniques can also help achieve a healthy workplace environment.

On the other hand, opportunities for professional growth and skill enhancement are crucial for the career satisfaction and long-term retention of social workers. The study found that employees who have access to professional training programs, mentorship opportunities, and career development initiatives feel more engaged and motivated in their work. Professional development, both in terms of training and growth, was regarded as a way a company can prove its commitment to its people's growth. This thorough comprehension of social workers' well-being lays an essential base for approaches that are meant to enhance their job contentment and quality of life in a more concentrated way. Continuous learning not only helps social workers improve their competencies but also prepares them for career advancement. Moreover, training programs focused on stress



management, coping strategies, and emotional resilience can further enhance their ability to handle workplace challenges. Organizations should invest in regular training and professional development initiatives to ensure that social workers remain equipped with the necessary skills to perform their roles effectively.

This research has determined that the state of social workers' well-being is a complex construct based on several variables that interrelate. In other words, effective self-management in the workplace is necessary to cope with the stress related to the difficulties experienced in the course of work. The ability to cope with work and personal responsibilities effectively, however, is very important in the practice because it translates to job satisfaction and enhanced well-being through the presence of good social support. This clear finding affirms that such establishments must encourage the development of friendships between employees to ensure a conducive working environment.

In addition, the findings drawn from this research could also benefit policymakers and leaders of relevant organizations by highlighting social workers' issues. The provision of such supportive policies enhances the mental and general well-being of the employees. It encourages their career advancement, which benefits not only the employees but also the clients. By promoting a healthy workplace, organizations can maintain social workers' motivation and interest in work, which then improves the services rendered and the efficiency of delivery.

This demonstrates the feasibility of the proposed research objective from the perspective of management. The analysis of its components identifies the ones that contribute to the theoretical underpinnings of the research. Considering the research findings, a number of suggestions aimed at enhancing the quality of social work practice are put forward. Additional studies are also suggested to be conducted to assess the effect of external factors such as socio-economic status and organizational structure on social workers as occupational groups. Longitudinal studies could help to answer the question about the evolution of well-being in response to changes in the workplace over a period. Moreover, it would be beneficial to look into the effectiveness of certain measures proposed in the context of increasing emotional intelligence and balancing work and personal needs for the welfare of social workers. Studying different aspects of social work and different groups of people in the field will also help to enrich the picture of well-being in this important profession.

In conclusion, the study underscores the need for a holistic approach to improving social workers' well-being by addressing these multifaceted factors. Organizations should prioritize emotional intelligence development, work-life balance initiatives, social support systems, effective communication, and professional development opportunities to enhance social workers' well-being and effectiveness.

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