



Research Paper

Analysis of the influence of Psychosocial Environment and Psychological wellbeing on Employee Performance in College of Agriculture WURNO

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Abstract

The paper examines the influence of Psychosocial Environment and Psychological wellbeing on the Performance of employees in the College of Agriculture Wurno, Sokoto State, Nigeria. Using simple random sampling, 377 employees were selected from some public organizations. The questionnaire was used to obtain data, and PLS-SEM v.2.0 was employed to analyze the data. Two hypotheses were formulated and tested statistically, showing a positive relationship between Psychosocial Environment and employee performance. Similarly, it reveals that psychological wellbeing is a good predictor of employee performance. This finding has implications for administrators and policymakers to ensure that the Psychosocial Environment is well provided for workers, as this will encourage workers to put in more effort. More so, organizations should ensure that psychological wellbeing is also provided. This will also make workers engage in positive related attitudes. This finding has also expanded the psychosocial environment and psychological wellbeing literature.

Keywords: *Psychosocial Environment; Psychological wellbeing; Employee Performance.*

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I. Introduction

Human resources play a critical role in the development of any organization, whether it is public or private (Arifin et al., 2020). Academic research in industrial and organizational psychology examines work success as a component of human resources management (employees) (Sonnentag et al., 2008; Motowidlo & Kell, 2012; Arifin et al., 2020). Contrarily, employees need help to balance their daily obligations to their families, careers, and personal lives. In addition, many employees report that their workload causes them to feel stressed, anxious, or depressed. It also has an impact on workers' wellbeing and output at work. An individual's Performance at work defines the quality of their work. An organization's Performance and advancement are greatly influenced by its efficiency. A positive work environment and psychological wellbeing reduce the likelihood of accidents, stress-related illnesses, absenteeism, and employee turnover, making them significant predictors of employee performance (Yassin et al., 2013). The results of earlier research on the subject, which showed a positive correlation between working conditions and employee performance, lend additional credence to this assessment.

The data above indicates that employee health and wellbeing are critical to organizational Performance and success (Bakker et al., 2019). Numerous research works have demonstrated the connection between employee wellbeing and a range of individual and organizational outcomes, including enhanced productivity and organizational Performance (Hewett et al., 2018), customer satisfaction (Sharma et al., 2016), employee engagement (Tisueta., 2020), and organizational citizenship behavior (OCB; Mousaetal., 2020). Employee performance affects an organization's productivity and Performance (Shin & Konrad, 2017). Numerous studies have demonstrated the importance of employee job performance (i.e., the expected actions, behaviors, and outcomes that employees engage in or bring about that are linked with and contribute to organizational goals;

Viswesvaran and Ones, 2017) for the success of organizations (Al et al., 2019; Shin & Konrad, 2017). Consequently, researchers have been compelled to investigate the factors influencing employee performance. Employee performance is critically influenced by personality traits (Tisu et al., 2020), job conditions, and organizational characteristics (Diamantidis & Chatzoglou, 2019). Mousa et al. (2020).

Psychological wellbeing's significance in job performance is one significant gap in current research (Hewett et al., 2018). A literature review revealed few studies on the relationship between psychological wellbeing and employee performance, even though prior research has found that happy workers are more productive than less happy or unhappy workers (DiMaria et al., 2020). (Salgado et al., 2019). Furthermore, a better understanding of the mechanisms relating psychological health to worker performance must be understood. Particularly when it comes to psychological wellbeing, only a tiny range of well-being-related antecedents of employee performance have been considered. The current study investigates the connection between psychological wellbeing and worker performance in the workplace, deepening our understanding of the effects and mechanisms of psychological wellbeing. This information will enable managers to maintain employee satisfaction and happiness in uncertain times and help them achieve higher organizational Performance (DiMaria et al., 2020).

The present study differs significantly from past studies in that past studies concentrated on stress, impacting workers' health, morale, job satisfaction and performance effectiveness at the workplace in isolation. This study will explore the relationship between psychosocial environment, psychological wellbeing, and Employee performance at the College of Agriculture Wurno Sokoto state, Nigeria. This was to ascertain the relationship between dependent and independent variables of psychosocial, social environment, psychological wellbeing and employee performance.

The research sought to determine the influence of Psychosocial environment and psychological wellbeing on employee performance in the College of Agriculture Wurno, Sokoto State (Nigeria) college. The specific research objectives sought to investigate the extent to which the organization provides psychosocial factors, the effects of the psychosocial environment on the Performance of employees, and the influence of psychological wellbeing on the Performance of workers at Wurno College of Agriculture. The findings of this study will benefit administrators and policymakers by highlighting the relationship between the target variables and workers' productivity. It also offers administrators and stakeholders knowledge and insights to guide them in formulating policies and procedures to improve the psychosocial and psychological wellbeing conditions, as this will increase employee performance.

Statement of the Problem

The majority of workers find it difficult to function effectively at work due to their inadequate psychological health. Even though businesses are paying more attention than ever to the effects of the trauma their employees experience as a result of poor psychological wellbeing, there is still room for improvement. Continuously improving worker productivity, operations, and management techniques has become necessary.

Furthermore, psychosocial environmental factors include elements related to how well employees interact with one another and the potential effects of an office environment on employees' Performance. It has been discovered that unfavorable working conditions and a lack of or inadequate workspace harm employee performance and retention intentions. Therefore, this study examines how psychological wellbeing and psychosocial environmental factors affect worker performance.

II. Literature Review

Employee Performance

Employee performance, according to Campbell, is "an individual-level variable. That is, Performance is something a single person does." It is broadly defined as "an aggregate construct of effort, skill, and outcomes that are important to the employee and outcomes that are important to the firm (e.g., Behrman and Perreault 1984; Lusch & Serpkenci, 1990; Walker et al., 1977)" and is frequently associated with industrial and organizational psychology that deals with the workplace. A few studies define job performance as "work performance related to quantity and quality that is predictable from each employee," which is similar to Bagozzi's (1978) work but focuses on actual sales or other objective productivity measures. (Business Dictionary).

Psychosocial Environment

Psychosocial Context refers to how the working environment, organizational conditions, functions, nature of the work, effort, and personal traits of employees and their families interact with the surrounding environment (Simon & Waiganjo, 2015). Psychosocial factors include the general environment in which employees work and are employed (Stallworth & Kleiner, 1996). Oswald (2012) states that the psychosocial or behavioral environment comprises elements that deal with how well employees interact and the potential effects

an office setting may have on employees' Performance. Additionally, Haynes (2008) contended that interaction and distraction are the two primary categories that pertain to the behavioral or psychosocial setting. Because the physical work environment is a tool that can be used to develop organizational outcomes and worker welfare, institutions must ensure that it is favorable to institutional requirements to achieve the desired goal (Huang et al., 2004). Ensuring that workers have sufficient physical amenities is essential for increasing worker commitment and Performance. Conversely, it has been discovered that unfavorable working conditions and a lack of or inadequate workspace harm employees' Performance, commitment, and desire to stick with the company.

Psychological wellbeing

"Wellbeing" is the absence of anxiety, unease, depression, or other psychological issues in one's life (Ryff, 1995). Since Jahoda was the first to identify psychological wellbeing, these ideas can be understood as clinical viewpoints representing a state of mental health. He added dimensions and metrics to Jahoda's work on "psychological wellbeing," which was already there. He put forth the following six characteristics of psychological wellness: autonomy, self-acceptance, personal growth, ecological mastery, meaningful relationships, and ecological mastery. Psychological wellbeing is generally defined as an individual's capacity for psychological functioning at its highest level (Gechman & Wiener, 1975; Jamal & Mitchell, 1980; Martin, 1984; Sekaran, 1985; Wright & Cropanzano, 2000).

Psychosocial Environment and Employee Performance

The findings of Massoudi and Hamdi (2017) demonstrate that employee productivity and office environment are positively correlated. It also demonstrates that, compared to the physical elements of the office setting, the behavioral aspects significantly impact productivity. In a related vein, Mathews and Khann (2015) contended that the office environment can affect worker productivity and includes factors like lighting, noise level, air quality, and furniture. The Rorong (2016) study examines the connection between workers' Performance and the physical work environment. The results from 29 respondents chosen from PT Bank Negara Indonesia indicate a favorable correlation between employee performance and the physical work environment. To ensure the satisfaction and comfort of employees, the study suggests that organizations place a greater emphasis on providing a physical work environment.

According to Riyanto, Sitrisno, and Ali's (2017) findings, an employee's Performance can be accurately predicted by their working environment. The study says that employees should have a pleasant work environment to guarantee that organizational objectives are met. The study conducted by Jayaweera (2015) concludes that (a) Environmental factors significantly impacted work performance. This result is consistent with earlier research (Karthik et al., 2011) that found a relationship between working conditions and job performance. This suggests that to maximize the work efficacy of their employees, managers, leaders, and supervisors should think about enhancing working conditions while considering both physical and psychosocial factors. (b) Job performance and motivation are directly correlated, which supports earlier studies' findings (Lyons et al., 2006). It demonstrates that when employees are highly motivated, they work better. It meant that by increasing salaries and benefits, recognizing hard work, and fostering creativity, management needed to take steps to support both intrinsic and extrinsic motivations. (c) The relationship between Performance and physical conditions is mediated by motivation. This suggests that employees who perceive their working conditions to be unfavorable will be less motivated, limiting their Performance.

HI There is a positive relationship between psychosocial environment and employee performance.

Psychological Wellbeing and Employee Performance

There is evidence that some aspects of psychological wellbeing are related to subsequent job performance, even though the evidence for a causal relationship between work stressors and Performance at work is much weaker. There is proof that some workplace stressors and wellbeing are connected to organizational citizenship behaviors. In 2000, Daniels et al. Affective commitment mediates the relationship between employee job performance and hedonic and eudemonic psychological wellbeing. Furthermore, perceived job insecurity attenuates the relationship between affective commitment and psychological wellbeing (hedonic and eudemonic). Enhancing the mental wellbeing of staff members could have advantages for the company. On the other hand, negative attitudes and actions toward their jobs may result from employees if steps are not taken to guarantee job security. (Kundi and others, 2020) The psychological wellbeing, work engagement, and job performance of textile workers were below average. The relationship between psychological wellbeing and job performance was moderated by work engagement. (ÇANKIR and others, 2018)

Workplaces impact employee psychological wellbeing in both positive and negative ways. The first section describes the aspects of the psychological work environment most crucial to wellbeing. Second, several models and theories are considered (Bryner, 2020). Numerous other correlations between job performance and variables other than psychological wellbeing have been discovered in earlier research. A substantial body of research must show a direct correlation between psychological wellbeing and employee performance.

Furthermore, these studies have mainly concentrated on workers in other nations, whereas my research focuses on workers in Indian businesses and environments. Many researchers have also looked into the relationship between Performance and work engagement. Bakker's (2011) study shows a noteworthy and affirmative association between work engagement and Performance. In a Turkish study, work engagement and Performance correlated significantly and favorably (Caymaz et al., 2013). In another study, the correlation between worker performance financial performance and work engagement was investigated, and a positive and significant correlation was found between both variables (Çankır & Semiz, 2018). Accordingly, the second hypothesis of the study is as follows;

HII There is a positive relationship between psychological wellbeing and Employee Performance

Research Framework

The research framework was framed to analyze the impacts of the Psychosocial Environment, psychological wellbeing, and Employee Performance at the College of Agriculture Wurno, Sokoto State, Nigeria.

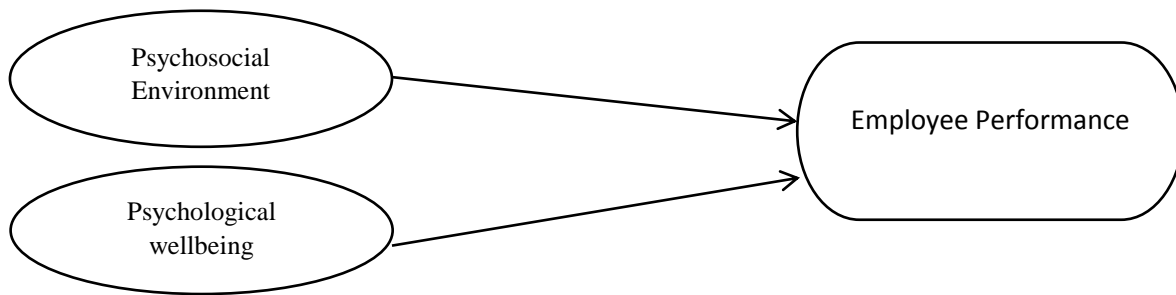


Figure 1 Research Framework

III. Methodology

This study used self-administered questionnaires to administer data using a cross-sectional research design. Staff members from the College of Agriculture Wurno in Sokoto State, Nigeria, both junior and senior, were chosen. Based on Salkind's sample size calculation table and Sekeran and Bougie's (2013) findings, 228 out of 377 total population samples were used. Utilizing Smart PLS SEM 3.2.8, the data analysis was conducted. This second-generation analysis method was developed to address the limitations of the first-generation statistical methods, which included analysis of variance, factor analysis, and Manova. Testing measured, latent, and complex models are also considered significant (Hair, Sarstedt, Hopkins, & Kuppelwieser, 2014). A content validity analysis will also be carried out to ascertain the study tool's consistency. As supported by the literature, every instrument used in the questionnaire was modified from various sources and had appropriate internal consistency, reliability, and validity. Table 1 displays specifics regarding the respondents' demographic characteristics.

A pilot test was carried out with a small sample of participants with characteristics similar to those of the main study before its commencement. This was done to see what results the primary study might produce. Another goal was to establish the validity and reliability of the measurement scale that will be used. Similarly, the pre-test helped the researcher prepare for potential issues and take appropriate action before the study.

Table 1
Demographic Profile of Respondents

S/N	Characteristics	Frequency	Percentage	Valid percentage
1	Gender	Male	179	75.0
		Female	49	25.0
2	Age	20-39 years old.	141	61.8
		40-59 years old.	62	27.2
		60 years and above	25	10.9
3	Marital Status	Married	198	86.8
		Single	30	13.1
4	Work Experience	1-10 years	98	42.9
		11-20 years	105	46
		20 years and above	25	10.9
5	Qualification	SSCE certificate	62	27.1
		Diploma	111	48.6
		Degree	43	18.8

Table 1 reveals that 179 participants, or 75% of the total, are men, and the remaining 49 participants, or 25%, are women. Furthermore, roughly 61.8% of the research population is in the 20–39 age range, and 27.2% is in the 40–59 age range. Conversely, 10.9% of those surveyed were 60 or older. Additionally, the Table shows that whereas 13.1% of respondents are still unmarried, 86.8% are married. The Table additionally revealed that 42.9 percent of the participants had worked for one to ten years, 46% for eleven to twenty years, and 10.9 percent for twenty years and more. Regarding the respondents' educational background, the Table indicates that 27.1% held an SSCE, 48.6% held a diploma, and 18.8% held a first degree.

Instruments

Employee performance was the dependent variable in the study, and variables like the psychosocial environment and psychological wellbeing were the independent variables. The variables were measured using a five-point item scale, where one represents strongly disagree, two agree, three neutral, four disagree, and five strongly agree. The study items were modified from earlier research. Using Smart-PLS version 2, the researcher performs multivariate analysis to evaluate the model and assess the study hypothesis. Using the PLS-SEM modeling method, the researcher can evaluate the measurement model as a whole and look at how each measurement relates to the other (Hair, Black, Babin & Anderson, 2010). Hence, this paper used PLS-SEM algorithms to evaluate the measurement and structural models.

Validity and Reliability of Measures

As previously stated, the study evaluated the measurement model to measure the construct's validity and reliability using PLS-SEM algorithms. The standards used in PLS-SEM analysis to evaluate the goodness of fit models are construct validity and reliability (Hair, Hult, Ringle, & Sarstedt, 2013). The researcher, therefore, conducted a reliability analysis to determine the measure's internal consistency. Table 2 displays the specific validity and reliability analysis findings based on the Average Variance Extracted and Composite Reliability. The Table shows that the composite reliability of the model's constructs is higher than the benchmark of 0.70, with values ranging from 0.853 to 0.913, respectively. (Hair et al., 2014).

Moreover, Hair et al. (2013) report that the Average Variance Extracted (AVE) is between 0.541 and 0.538, indicating that the minimum standard 0.50 is met. The Table also discussed the significance of path coefficients (R2). It demonstrates that the variables for direct relationship explained 89.1% of the variance. As a result, it was thought that each construct had sufficient reliability.

Table 2

Showing the AVE, CR and R²

Constructs	CR	AVE	R2
Psychosocial Environment (PE)	0.862	0.537	0.782
Psychological wellbeing (PW)	0.931	0.646	
Employee Performance (EP)	0.823	0.552	

Table 3

Latent Variable Correlations and Square Roots of AVE

Constructs	1	2	3
PE	0.946		
PW	0.746	0.769	
EP	0.773	0.721	0.932

The Fornell and Larcker criteria, one of the most widely used techniques for proving discriminant validity, was applied in the current study. This method is accomplished by contrasting the squared correlations between the constructs and the AVE for each construct (Fornell & Larcker, 1981). The results of the discriminant validity test using the Fornell and Larcker criteria carried out for this paper are shown in Table 3. It is evident from the result that all of the study's variables had squared correlations that were lower than the average deviation of the variables' indicators (AVE). This shows that the convergent and discriminant validity are both up to par.

Hypothesis Testing

The current study measured the significance of the path coefficients using the PLS-SEM bootstrapping mechanism to test the hypothesis. As can be seen in Table 4, the statistical results from PLS-SEM bootstrapping confirmed that a positive relationship exists between Psychosocial Environment and Employee Performance PE and EP ($\beta = -0.06$, $t = 1.95$, $p < 0.000$). It also established a positive relationship between psychological wellbeing and Performance PW and EP ($\beta = 1.03$, $t = 35.05$, $p < 0.000$). These findings support the paper's two hypotheses. A positive relationship exists between Psychosocial Environment and Employee Performance H1.

Table 4
Table 4.4 Summary of Findings and Hypothesis Testing

Hypotheses	Constr ut	Beta	Standard Error	T Statistics	P-value	Decision
H1	PE -> EP	-0.06	0.03	1.95	0.00	Supported
H2	PW-> EP	1.03	0.02	35.05	0.00	Supported

IV. Discussion

The paper examined the relationship between Psychosocial Environment, Psychological wellbeing and Employee Performance in the College of Agriculture Wurno, Sokoto State, Nigeria. The respondents' demographic data was calculated using the SPSS software version 23. The PLS-SEM analysis revealed statistical proof of a positive correlation among the latent variables (PE and EP), (PW and JP). The findings of the study were similar to the results of previous studies on the relationship between the target variables (Baba & Ghazali, 2017; Bakhshi & Rani, 2009; Cagliyan et al., 2017; Durrani et al., 2017; Rezaeizadeh et al., 2015; Yazicioglu & Topaloglu, 2009). This indicates that the psychosocial environment and psychological wellbeing positively affect workers' Performance. Workers who suffer occupational stress and psychological wellbeing will find it difficult to concentrate on their jobs. This is in line with Manouchehri, Branch and Katoul (2014), argument, who noted that Whenever workers perceived equity in their treatment, they tended to exhibit positive behaviors that led to high commitment to work and prevented turnover intentions, which in turn led to a performance in organizations (Manouchehri et al., 2014).

V. Conclusion

The study explored the influence of the psychosocial environment, psychological wellbeing, and employee performance of workers at the College of Agriculture Wurno, Sokoto State, Nigeria. Out of the 377 questionnaires distributed, only 228 valid responses were retrieved from the respondents. The data obtained was analyzed through Smart PLS-SEM version 2, and empirical evidence supports the two hypotheses. As an extension of past studies, the current study revealed that all the Hypotheses were confirmed, and this finding has implications, particularly for administrators, managers and policymakers in organizations, that justice and fairness should be strictly adhered to in virtually all organizational processes, such as recruitment, promotion, transfer, remuneration, discipline etc. In addition to that, the finding has also disclosed that workers are always ready to remain and pursue the goals and objectives of the organization if there is justice in the organization. Based on the above findings, the paper recommends including an intervening variable, such as a moderator or mediator, in the model. A similar study should be conducted in other country zones to generate the findings. Further research can also consider the private sector organizations.

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