

International Congress on MENTAL HEALTH

May 04-05, 2023 | Webinar

A Serial Mediation of Aggression and Depression between Rejection Sensitivity and Occupational Health: Moderating Role of Psychological Well-Being, Emotional Culture of Companionate Love and Psychosocial Safety Climate

Muhammad Salman Chughtai

International Islamic University, Islamabad, Pakistan

Problem Statement: The occupational health (physical and psychological) of individuals at work or home is imperative for positive outcomes. Human behaviors at the workplace also cause negative sensations that lead to negative consequences that negatively affect occupational health (physical and psychological). Employees' negative emotions and feelings affect not only their occupational health but also affect the social relations at the workplace and in society and create an imbalance between work and family. Moreover, human willpower, support of companions, and organizational factors reduce these negative emotions and feelings.

Methodology: Two hundred thirty-five respondents voluntarily participated in the survey, which were permanent manufacturing industry employees (pharmaceutical and automobile); the temporal separation method was used to minimize the common method bias of the responses. Different statistical tools (correlation, regression, PROCESS-macro) and software (SPSS and Smart-PLS) were used to test the proposed hypotheses of this study.

Findings: The present study's findings support this study's hypotheses, asserting that rejection sensitivity directly affects occupational health, and serial mediation of aggression and depression is also found between rejection sensitivity and occupational health. Moreover, findings also support the moderating roles of psychological well-being, the emotional culture of companionate love, and psychosocial safety climate to minimize negative emotions/feelings, i.e., aggression and depression, and increase occupational health.

Theoretical Contribution: The present study contributes to occupational health psychology by explaining that individuals lost their resources due to rejection sensitivity, due to which they suffer from aggression and depression, which affect their occupational health (physical and psychological). In contrast, psychological well-being as a personal attribute, the emotional culture of companionate love as an energetic source, and the psychosocial safety climate as an organizational situation provide psychological and physical resources which increase occupational health.

Empirical Contribution: The present study's findings provide guidance and assistance to the management of the organizations and policymakers that the perception of being rejected by the managers/supervisors, peers, and subordinates generates negative emotions/feelings in the form of aggression, leading to depression. Therefore, the management of the organization provides training sessions to the managers to overcome this negative trait and training and mentoring sessions to the employees who suffer from these types of situations. Moreover, when hiring candidates, organizations must evaluate their sensitivity level through psychological tests. Likewise, the environment of harmony and love by companions may also help individuals reduce negative emotions/feelings, leading to better health.

Keywords: Rejection Sensitivity, Aggression, Depression, Occupational Health, Psychological Well-Being, Emotional Culture of Companionate Love, Psychosocial Safety Climate

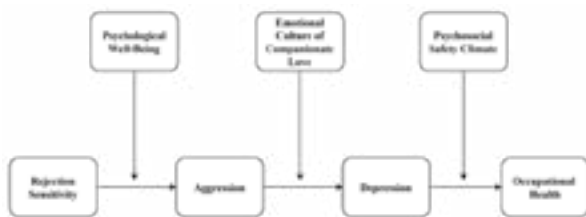


Figure 1. Conceptual Model

Biography

Muhammad Salman Chughtai is a doctoral candidate at the Faculty of Management Sciences, International Islamic University, Islamabad. He is currently affiliated with a public sector organization. His research has been published in Business Ethics and Leadership, Journal of Innovation and Management, Sustainability Management Decision, Journal of Management Info, Management Issues in Healthcare System, Management and Economics Research Journal.