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FOREWORD

The Department of Psychology, University of Lagos has continued to expand the frontiers of knowledge through the engagement of cutting edge research by her seasoned faculty members, and the publications of rigorously processed articles in her new journal. This new journal has been welcomed in the academia as a veritable tool for the dissemination of research findings in Nigeria and beyond. The first issue has continued to attract the interest of scholars and researchers and has guided enlightened conversations in the specific areas wherein the studies were conducted; In this edition we are presenting even more fascinating topical issues being addressed by different authors. We hereby invite you to savour these well researched articles. The edition is, as usual, a combination of thought-provoking analyses and discussions on different quests to understanding human behavior and mental processes for a sustainable world; it also highlights promising paths and directions for future intervention. It is hoped that findings from this edition of the journal will furnish the understanding of scholars on how to improve human behaviour for a sustainable society through effective use of modern therapy and intervention models. Finally, this edition has advanced the combined ideas of scholars and academics from different academic disciplines. For this reason, I want to thank everyone who is interested in promoting the boundaries of knowledge, transformation process and ultimately adding to the body of research in behavioural science.

Editor

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Job type as a moderator of self-esteem's predictive power on psychological well-being in selected Lagos employees.

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Abstract

This study investigated self-esteem as predictor of psychological well-being and the moderating role of job type among employees of selected organisations in Lagos. The specific objectives of the study included: determining the relationship between self-esteem and psychological well-being; and investigating the influences of job type on the strength or direction of the relationship between self-esteem and psychological well-being among employees in some selected service and manufacturing organisations in Lagos.515 employees from selected organisations across telecommunications, manufacturing and banking industries participated in this study.The study employed a survey method for data collection and used the following instruments: Index of Self-esteem and Ryff Psychological Well-being Scale. The hypothesised relationships were tested with Linear regression analysis and moderated regression at 0.05 level of significance using SPSS version 20. The result of the data analyzed revealed that Self-esteem, is a significant predictor of psychological well-being among employees in selected organisation. Specifically, self-esteem contributed -24.4% of the observed variance in the selected employee's psychological well-being (Beta =.-24.4; t = -4.9 at p< 0.05). The result showed no statistically significant interaction of job type on the relationship between self-esteem and psychological well-being *(b* = -2.72, F =.454, $p > 0.05$). Self-esteem was found to be a predictor of psychological well-being among employees. Management should consistently strategize to acknowledge and reward employee performance, as this beneficially impacts employee self-esteem and psychological well-being. The resulting positive feedback of this strategy is essential for maximizing human capital, for demonstrable and sustained increases in organisational productivity.

Keywords: Psychological well-being, Self-esteem, Employees, Job type.

INTRODUCTION

Globally, the pursuit of organisational productivity and profit maximization has created a pervasive tension with the imperative of maintaining employee psychological well-being. This persistent disconnect is increasingly recognized across diverse international sectors (e.g., Bellet, De Neve, & Ward, 2024; Gallup, 2023), confirming that sustained profit is often inseparable from employee well-being. Within the context of rapid economic transformation and high workforce growth, this dynamic takes on critical significance across Africa, where

organisational policies must adapt to unique socioeconomic pressures. Specifically, in emerging markets like Nigeria, where businesses face immense pressure to optimize performance, understanding the individual and contextual factors—such as self-esteem and job type—that influence employee well-being becomes paramount for sustainable human resource management (Oruh, Adisa, Nwosu, & Egwuonwu, 2024).

Experiences such as prolonged, unpredictable work hours and ambiguous job roles, as described in earlier observations (Fapohunda, 2012), are increasingly linked to decreased employee happiness and undermined psychological well-being (World Health Organisation, 2022; Avgoustaki &Cañibano, 2022). This erosion of psychological well-being can manifest in persistent negative emotions, including worry, anxiety, tension, frustration, displaced anger, and dissatisfaction with various aspects of work and personal life, potentially escalating to severe states of depression (Kundi, Aboramadan, Elhamalawi, & Shahid, 2021).

Psychological well-being, as highlighted through contemporary perspectives and building upon foundational work (Ryff, 1982), continues to be understood as a multi-faceted state extending beyond mere happiness. This encompasses key dimensions such as self-acceptance, personal growth, purpose in life, positive relations, autonomy, and environmental mastery (Keyes, 2002). While early conceptualizations (Bradburn, 1969; Campbell, 1976) highlighted the balance between positive and negative affect in daily life as central to subjective well-being, more recent research underscores the importance of these broader dimensions for optimal psychological functioning (e.g., Ryff & Keyes, 1995).

Indeed, contemporary literature often uses terms like happiness, life satisfaction, and positive mental health in relation to psychological well-being, recognizing their interconnectedness (Diener, Tay, & Wirtz, 2018). However, current research distinguishes psychological well-being as a more holistic and enduring state, encompassing not just fleeting emotions but also

a sense of meaning, purpose, and positive engagement with oneself and the world (e.g., Seligman, 2011; Deci& Ryan, 2000). The pursuit of psychological well-being remains a significant goal for individuals and societies, with ongoing research exploring its antecedents, consequences, and interventions to promote it across diverse populations (e.g., World Health Organization, 2022).

Self-esteem is a term that is frequently used in both psychology and everyday speech to describe a person's perception of their value or worth, or more specifically, the degree to which they respect, approve of, enjoy, treasure, or like themselves (Ackerman, 2020). It is anticipated that the employees' psychological well-being and their self-esteem will be connected. However, the predictive relationship between self-esteem and psychological well-being among permanent and temporary employees has not received much scholarly attention.

Job type is the categorisation of jobs into permanent and casual positions in an organisation. Labour casualization is a prevalent practice among modern organisations in Nigeria. Organisations have cited the effects of technological development, globalisation, increased competition, privatisation, economic downturn, etc. as justification for the policy (Kalejaiye, 2014). These variables are likely to have an impact on the rapid change in work design since labour is perceived as expendable and the lamb sacrificed in an effort to reduce operational costs, with other resources at work considered inevitable for adjustment. However, achieving organisational objectives depends on the importance of workers and how they are treated (Okereke& Daniel, 2010).

Existing literature highlights the severe consequences of poor employee psychological well-being for both organisational performance and the national economy**.** Specifically, the significant financial burden associated with treating and rehabilitating employees

experiencing mental illness impacts individuals, their families, communities, and the economy as a whole (Rössler, 2016). This study aims to address the resultant need for proactive human resource strategies by exploring the antecedent factors of well-being within the Nigerian context.

The specific objectives of this study were to investigate the predictive ability of self-esteem on the psychological well-being of employees and how the predictive relationship is moderated by job type.

The following research questions were put forward:

1. What is the nature of the relationship between self-esteem, and psychological well-being among employees in selected service and manufacturing organisations in Lagos State?
2. To what extent does job type moderate the relationship between self-esteem and the psychological well-being of employees in selected service and manufacturing organisations in Lagos State?

RESEARCH HYPOTHESES

1. Self-esteem will significantly predict psychological well-being among employees in the selected organisations in Lagos.
2. Job type will significantly moderate the relationship between self-esteem and the psychological well-being of employees in selected service and manufacturing organisations in Lagos State.

METHOD

This study utilised an ex-post facto research design. The research was carried out at selected organisations of the research participants who are employees drawn from branches of

organisations which include First bank, Access bank, Sterling bank, 7up bottling company, Chi Limited, Nigerian bottling company, 9mobile, Airtel, and MTN under Ikeja Local government area of Lagos state.The choice of Lagos was made because it has the highest aggregation of commercial banks, telecommunication and manufacturing organisations with casual and permanent employees for ease of data collection. Ikeja local government offers accessibility to organisations across the three industries of interest within same geographical location.

PARTICIPANTS:

The population of this research were casual employees and a comparative group of permanent employees of selected organisations across the telecommunications, manufacturing and banking industries in Lagos state.

The study adopted a sample of 515 research participants who were conveniently selected from available organisations namely: First bank, Access bank, Sterling bank, 7up bottling company, Chi Limited, Nigerian bottling company, 9mobile, Airtel, and MTN, under Ikeja Local government area of Lagos state.Two hundred and forty eight (48.2%) of the employees were males, two hundred and sixty seven (51.8%) were females. One hundred and sixty nine (32%) employees participated from telecommunications, one hundred and seventy three (33.6%) were from manufacturing and another one hundred and seventy three (33.6%) were from banking Industry. One hundred and thirty five (26.2%) permanent and three hundred and eighty (73.8%) casual employees participated in this study.

Multistage sampling technique was employed as sampling was done at successive stages.

INSTRUMENTS

Demographic questionnaire

This was used to collect the bio data of participants. This includes gender, age, highest academic qualification, present job position, industry and years of job experience.

Further data was collected using the following instruments:

Index of Self-esteem (ISE)

It is a twenty five item inventory designed by Hudson (1982) to measure the self perceived and the other-perceived views of the self held by a person. The inventory is designed for individuals above twelve years of age. Hudson (1982) on the reliability of the inventory, reported coefficient alpha of 0.93and a two hours test retest co-efficient of .92. The researcher in this study reported a Cronbach's alpha coefficient of 0.91 for the Index of Self-Esteem (ISE). Onighaiye (1996) obtained concurrent validity coefficient of 0.46 by correlating ISE with scale C (interpersonal sensitivity sub scale) of the Symptoms Check List (SCL-90) by Derogatis, Lipman and Covi (1973). The lower a score is below the norm, the higher the client's self-esteem. ISE measures how poor a client's self-esteem is.

Psychological Well-being Scale

The psychological well-being of the research participants was assessed with Ryff Psychological Well-being Scale having 18 items. Ryff (1995) reported reliability estimates for the psychological well-being scale ranging from 0.87 to 0.93 for coefficient alpha. He also reported Cronbach's alpha reliability of 0.94. Van-Dierendock (2005) reported internal consistency with reliability coefficients of the subscales ranging from 0.72 to 0.81 each.

PROCEDURE

The participants were contacted by the researcher at their different organisations and informed on the purpose of the study in order to gain access to distribute the questionnaires. Consent was sought through their managers and other significant authorities. The researcher liaised and further explanations were made on the research objectives to each participant and his or her voluntary participation in the study was sought for before the questionnaires were administered individually. At the end, all participants were thanked for filling the questionnaires. The study recovered five hundred and fifteen questionnaires that were properly filled. The test instruments were collated and scored in line with the relevant manual and later subjected to the appropriate statistical analyses.

DATA ANALYSIS

For this research, demographic variables were analysed with descriptive statistics such as mean, standard deviation, percentage and frequency table. Hypotheses were tested using Pearson correlation analysis and multiple regression analysis, at 0.05 level of significance. Statistical Package for Social Sciences (SPSS) version 20 was employed to analyse the data.

The study adhered strictly to ethical guidelines for human participants' research. Primary ethical measures included obtaining informed consent to guarantee voluntary participation. Furthermore, the principle of anonymity was upheld by ensuring that no personally identifying data (such as names or specific employee identities) was collected. All sensitive information regarding psychological well-being, self-esteem, and demographic variables was treated with strict confidentiality and utilized only for aggregate statistical analysis.

Hypotheses Testing

This aspect of the result presents the outcome of analysed data using relevant statistics.

H^1: Self-esteem will significantly predict psychological well-being among employees in the selected organisations in Lagos.

This hypothesis was tested using regression analysis. Result is presented in Table 1

Table 1: Summary of Linear Regression Analysis showing the independent contribution of self-esteem in predicting employees' psychological well-being

Predictor	R^2	F	B	T	Sig.
Self-esteem	.486	96.444	-.244	-4.981	.000

DV: Psychological Well-being Scale

Table 1 shows linear regression was conducted to examine the relationship between self-esteem and psychological well-being. The results indicated that self-esteem was a significant predictor of psychological well-being, F (1,513) = 96.444, $p < .05$. The model explained approximately 48.6% of the variance in psychological well-being (R2=.486). The standardized beta coefficient (beta=−.244) indicates that for every one standard deviation increase in self-esteem, psychological well-being is predicted to decrease by approximately 0.244 standard deviations. This inverse relationship was statistically significant, t=−4.981, $p < .05$.

H^2: Job type will significantly moderate the relationship between self-esteem and the psychological well-being of employees in selected service and manufacturing organisations in Lagos State.

This hypothesis was tested via a moderated regression model. Results are presented in Table 2

Table 2: Model showing the moderating influence of job type on the relationship between self-esteem and psychological well-being

	R	R^2	F	P	B	T	Sig
Self- esteem (A)					25.7887	3.5173	.0005
Job type (B)	.5737	.3292	83.5837	.00	-5.0998	-.7365	.4617
Interaction term(AxB)					-2.7187	-.6740	.5006

ΔR^2(due to interaction) =.0006 F= .4543 P>.05
DV: Psychological Wellbeing

Table 2 shows the results of the moderated regression model conducted, with self-esteem as the predictor, psychological well-being as the dependant, and job type as a moderator. The result showed that the difference in self-esteem on psychological well-being among selected employees was positive and significant (Beta = 25.78; t = 3.517 at p< 0.05). This implies that self-esteem accounted for the observed variance in the psychological well-being of the selected employees. However, the result showed no statistically significant interaction of job type on the relationship between self-esteem and psychological well-being *(b* = -2.72, F =.454, *p > 0.05)*. Thus, the predictive relationship between self-esteem and psychological well-being is not a function of a third variable (job type).

Discussion

The study assessed the responses of five hundred and fifteen employees across First bank, Access bank, Sterling bank, 7up bottling company, Chi Limited, Nigerian bottling company, 9mobile, Airtel, and MTN under Ikeja Local government area of Lagos state.

The first hypothesis, which states that, Self-esteem will significantly predict psychological well-being among employees in the selected organisations in Lagos, was accepted. This study found self-esteem to be significantly and negatively related to selected employee's psychological well-being. In this study, the finding of the relationship between self-esteem

and psychological well-being is interpreted within the conceptual framework and with the relevant scale manual, measuring how poor a clients self esteem (the index of self-esteem- the lower a score is below the norm, the higher the client's self-esteem). This perspective suggests that as self-esteem increases favourably with workplace policies and practices, psychological well-being also increases. The possible reason for this finding is that employees with an increased sense of personal value are less likely to allow challenging situations and unpleasant experiences on their job to negatively impact their self-worth, leading to higher reports of psychological well-being. This finding of the present study is in agreement with a 2021 study by Cicek, which investigated the mediating role of self-esteem in the association between loneliness and psychological and subjective well-being in university students. Cicek (2021) reported that self-esteem significantly and positively predicted psychological well-being and subjective well-being among university students. Similarly, this finding corroborates Enwere and Mbakwe's (2021) study on self-esteem and locus of control as predictors of the psychological well-being of senior secondary school adolescents in Anambra State. The study revealed that self-esteem is a significant predictor of the psychological well-being of senior secondary school adolescents in Anambra State.

Hypothesis two, which states that Job type will significantly moderate the relationship between self-esteem and the psychological well-being of employees in selected service and manufacturing organisations in Lagos, was not confirmed. This study found that, the predictive relationship between self-esteem and psychological well-being is not a function of a third variable (job type). Increasing sense of worth by employees leading to increasing level of their healthy psychological well-being is not significantly strengthened or weakened by their type of job.

The finding of this study is, however, consistent with the finding of the Callea, Presti, Mauno, and Urbini (2019) study, which reported that employees with greater self-esteem were not less vulnerable to the negative impacts of both quantitative and qualitative job insecurity on their well-being at work. They suggested that the negative consequences of job insecurity (potential loss of quality in the employment relationship and losing the actual job) on vigour, emotional exhaustion, and psychological symptoms are independent of the level of employee self-esteem.

Conclusion

This study investigated self-esteem as predictor of psychological well-being among employees of selected organisations in Lagos. In this regard, it demonstrated the relationship between self-esteem and employee's psychological well-being. As an attempt to explore the gap in knowledge, the study in most part did corroborate the result of body of research in this area while strengthening the knowledge on psychological well-being and self-esteem.

This study has found exogenous variable of self-esteem to be related to employee's psychological well-being. The study found self- esteem as predictor of psychological well-being among employees. Employees, who reported high self-esteem experienced healthy psychological well-being. The present study however did not find the predictive relationship between employees' self-esteem and psychological well-being to be dependent on their type of job.

Recommendations

In view of the findings of this study, it is recommended that the management of the banking, manufacturing, and telecommunications industries adopt effective behaviour management strategies that regularly acknowledge and reward employees for their exceptional performance. This may be as simple as a manager telling an employee "good job" or "thank you" for the job they did, or it might include providing them with more thorough feedback.

When employees finish a project or reach a goal, they may also receive a gift card, a bonus, a day off, or an opportunity to take an extended lunch break. By doing this, you can potentially increase employee motivation and productivity at work, in addition to having a beneficial impact on their self-esteem and psychological well-being.

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