

How to Enhance the Employee Well-being at Work?

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Abstract

The aim of this paper was to evaluate the predictors of well-being in the workplace, psychological capital and mindfulness in particular. The research is based on a convenient sample of 65 part-time online students at DOBA Business School. Two standardized questionnaires were administered online to gather the data: The Workplace PERMA Profiler and the Psychological Capital Questionnaire. Additionally, measures of stress perception and mindfulness practice were added to the survey instrument. The results have shown that psychological capital, hope in particular, significantly predicts employee well-being, while the frequency of practicing mindfulness does not improve the predictive power of the linear regression model. In the end, the paper discusses the possible measures and interventions to enhance employee well-being at work.

Keywords: well-being, psychological capital, mindfulness, positive psychology interventions