

A
Project Report
On
A study of impact of Career Satisfaction on Mental Wellbeing of employees

Submitted by

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Declaration

I Soniya Suresh Lulla of MBA-II, Seat No 2019119 hereby declare that the Project work titled Impact of Career Satisfaction on Mental Wellbeing which has been submitted to Savitribai Phule Pune University, is an original work of the undersigned and has not been reproduced from any other source. I further declare that the material obtained from other sources has been duly acknowledged in the report.

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EXECUTIVE SUMMARY

As individuals with various choices and special knowledge and expertise, people have great expectations and ambitions for their careers and are known for striving for psychological success and climbing the career ladder. Nevertheless, several factors have influenced the well-being of individuals, including conflicts between personal goals and expectations with available advancement opportunities, work autonomy, and work demand.

As a result, individuals are sometimes considered to be unhappy workers. This scenario will likely worsen if little attention is given to researching the individual well-being. Thus, it is appropriate to conduct a study that assesses the level of individual well-being using career satisfaction as a predictor. This study applied a self-administered questionnaire to collect data. A total of 150 questions were distributed and 105 completed questionnaires were returned for analysis.

The measures used in the study were adopted from previous studies with acceptable reliabilities, and the research objectives were investigated through correlation and regression using SPSS. The research findings have provided useful information on the positive influence of versatile career orientation on Mental wellbeing.

Furthermore, the results showed that career goal satisfaction has a positive influence on individual well-being. The implications of these findings contribute to the understanding of the process through which career attitude affects individual well-being, which will be discussed.

CHAPTER 1

INTRODUCTION

Meaning of Mental Wellbeing and Career Satisfaction

Mental health is essential to our overall well-being and as important as physical health. When we feel mentally well, we can work productively, enjoy our free time, and contribute actively to our communities. Good mental wellbeing doesn't mean you're always happy or unaffected by your experiences. But poor mental wellbeing can make it more difficult to cope with daily life. It is well established that physical and mental health are related to the physical and built environment.

On the other hand, career satisfaction is an important issue that directly affects a person's productivity and quality of life. It is an overall satisfaction with your current career. The psychological or work-related outcomes one has accumulated as a result of one's work experiences is referred as career satisfaction. It relates to the level of happiness you feel in your chosen occupation, represents an individual's feelings towards their selected professions, or the accumulated work-related experiences and activities over an entire career.

Furthermore, the level of satisfaction acquired by a person in the field of his career also determines his state of mental wellbeing. Effective leadership always plays an important role in the growth and better performance of the organization. This research has been conducted to determine the impact of job success and career satisfaction on mental wellbeing. It should be emphasized that the term career refers to all of the work-related activities a person engages in and all of the work-related experiences a person has over the course of a lifetime. We can use it to get a better understanding of what careers are most satisfied and what factors contribute to career satisfaction.

What is this topic about?

The topic 'Impact of Career Satisfaction on Mental Wellbeing' is about understanding the mental health of people, based on the career path they have chosen. And to analyse how the satisfaction of one's desires can affect their mental health.

Why this topic?

To study how the career satisfaction of an individual can have an impact on their mental wellbeing. The analysis of data from people with various career backgrounds, to determine how it has affected their mental health. To understand the level of satisfaction acquired by

individuals based on their careers and have an insight over their thought process due to the same.

Importance of Mental Wellbeing and Career Satisfaction

Mental health is integral to living a healthy, balanced life. Our mental health encompasses our psychological, emotional and social well-being. This means it impacts how we feel, think and behave each day. Our mental health also contributes to our decision-making process, how we cope with stress and how we relate to others in our lives.

Mental health is important because it's a vital part of your life and impacts your thoughts, behaviour and emotions. Being healthy mentally can promote productivity and effectiveness in activities like work, school or caregiving. It plays an important part in the health of your relationships, and allows you to adapt to changes in your life and cope with adversity.

When researchers ask people to look back over their lives and indicate how satisfied they are with their careers, several assumptions are usually made. Basically, a career is a concept that has meaning for people as a discrete phenomenon in its own right, as a specific domain of experience. A positive psychological or work-related achievement one has accumulated in their field of career, as a result of one's work experiences is referred to as career satisfaction.

It is the feelings and attitudes of how people perceive their work psychologically and it is a known fact that career satisfaction results in qualitative and quantitative progress in career development. When people are satisfied with the career that they are into they tend to be motivated and are more interested in the job, which in turn gives them the psychological satisfaction.

Career satisfaction represents a longer period of time than job satisfaction, there is more opportunity in a career than a job for personality traits to have an impact on satisfaction. Career satisfaction refers to individuals' evaluation of their career progress, accomplishments and anticipated outcomes, relative to their own goals and aspirations. It is an important variable because it represents an overall summary of how a person feels about a lifetime of work.

People often imagine that a dream job is well paid and easy.

One of the leading job rankings, provided by Career cast, rates jobs on the following criteria:

1. Is it highly paid?
2. Is it going to be highly paid in the future?
3. Is it stressful?
4. Is the working environment unpleasant?

These parameters can determine the satisfaction of a person in his career and advancement. It is a tool to measure how happy a person is with his career and achievements. Career Satisfaction is an overall satisfaction with your current career. It relates to the level of happiness you feel in your chosen occupation and with the work you perform as part of the responsibilities of that occupation. Hence, it is important for a person to be content with his career and goals achieved in life for mental peace and happiness.

Factors affecting mental health due to career satisfaction

Mental well-being is more than just the absence of mental illness. It can be seen as a state of mental health that allows one to flourish and fully enjoy life.

Everyone experiences down times in life. The ability to cope with negative experiences varies greatly from one person to another and, in large part, determines whether people enjoy their lives.

Mental health conditions have relatively early onset compared to other major disease categories, and therefore have the potential to cause distress and negative economic impact throughout a person's working life.

Some of the factors that affect the mental health due to lack of career satisfaction are as follows:

- Low self-esteem
- Feeling unworthy or useless
- Low on confidence

- Comparison or abuse
- Physical ill health
- Mental ill health affecting emotional well being

Without goals to strive for, most people find it difficult to stray from the easy norm or to gain skills which make them a more valuable commodity in the business world. They say if your career isn't growing, it's dying! Career helps build a mindset to help understand the dynamics of wealth and how it is generated through exchange of goods and services associated with one's line of work.

A career becomes part of an employee's identity as he gains more specialized skills and networks with a wider group of professionals. The importance of a career satisfaction is very high in one's life as the right career choice will lead you to much greater heights in terms of happiness and success.

The factors which influence the career satisfaction of a person in order to maintain a healthy mental health are important for a happy and balanced life.

The key factors in career satisfaction vary from person to person, but are likely to include:

- Clarity of role and goals.
- Appropriate recognition of value and contribution
- Meaningful work that has a clear purpose
- Work that enables them to express their skills and attributes
- Opportunity for advancement
- To be respected and supported

Career satisfaction and dissatisfaction vary across specialty as well as age, income, and region. These variations are likely to be of interest to residency directors, managed care administrators, students selecting a specialty, and physicians in the groups with high satisfaction and dissatisfaction.

OBJECTIVES OF THE STUDY

The feeling state of well-being is probably the reflection of a complex interaction among psychological processes. Evidence is presented that at least three affects may take part in this process: negative affect, positive sense of involvement, and long-term satisfaction. Different patterns of association are demonstrated between these three affects and variables such as social participation, cultivation of hobbies, planning, emotional reactivity, physical health, and expert ratings of psychiatric disorder.

Career Satisfaction is an important element in an employee's career attainment. This is because one's achievement in their working life is determined on how successful they are. Career satisfaction does not only give an employee a sense of accomplishment but also gives the organisation an ownership on workforce retention. It affects the mental wellbeing of people depending on various goals and aspirations of individuals, the level of career satisfaction of people determines the contentment and happiness acquired by people. The main aim of this research is as follows:

- 1) To understand the level of career satisfaction of employees
- 2) To understand the level of mental wellbeing of employees
- 3) To understand how mental wellbeing of employees is affected due to the level of career satisfaction.
- 4) To give suggestions based on the findings of the study

CHAPTER 2

THEORETICAL BACKGROUND

Career Satisfaction

As in much career research, career satisfaction and career success are interchangeably used in this study. Career success is defined as positive psychological or work-related outcomes or achievements that a person accumulates as a result of work experiences (Judge et al., 1995). Models of career success have included a number of demographic, human capital, and motivational variables related to career success (Judge and Bretz, 1994; Judge et al., 1995). In the past, much research on careers has viewed the individual as being passive and influenced by situational factors (Bell and Staw, 1989). However, more recent studies have assumed that personality through certain behaviors can have a direct effect on the environment. Few researchers have noticed this with regards to studying career success (Seibert et al., 1999). Since career success can be seen as the cumulative outcome of behaviors over a long-time period, personality is likely to play a role (Seibert et al., 1999). Thus, we examined the role of goal orientation as a personality on career satisfaction in this study.

Several potential explanations have been offered to account for the implications of commitment for employee well-being, particularly for its buffering effects on stressor–strain relations (e.g., Glazer & Kruse, 2008; Irving & Coleman, 2003; Schmidt, 2007). For the most part, these explanations derive from theories of stress (e.g., Bakker & Demerouti, 2006; Karasek, 1979; Kobasa, 1982; Lazarus & Folkman, 1984) and propose that employees with strong AC are either less likely to experience workplace stressors, or to have greater access to resources (e.g., social support) to help them cope with the stressors they do encounter. While these explanations are useful and help to ground commitment within the broader stress literature, the underlying mechanisms have yet to be investigated empirically. Moreover, the various explanations have yet to be integrated into a comprehensive theoretical framework to guide future research. Finally, and perhaps most importantly, the focus has been on the implications of commitment for the prevention of strain rather than for the promotion of physical and psychological well-being. Therefore, our objective here is to provide such a framework, based on an integration of the TCM of commitment (Meyer & Allen, 1991, 1997) and Deci and Ryan's self-determination theory of motivation (SDT: Deci & Ryan, 1985; Ryan & Deci, 2000). There are several reasons for including SDT – Self Determination theory, as a basis for our theoretical framework.

First, a major focus of the theory is on understanding psychological health, and its propositions have been evaluated successfully in various contexts, including the workplace (see Gagné & Deci, 2005). Second, SDT has recently been used to help clarify the distinction between hedonic and eudaimonic well-being (Ryan & Deci, 2001; Ryan, Huta, & Deci, 2008). As discussed below, the focus on eudaimonic well-being is consistent with the objectives of the positive psychology movement (Seligman & Csikszentmihalyi, 2000). Finally, SDT as a framework for understanding human motivation has been shown to be compatible with the TCM, and to be helpful in understanding the mechanisms by which commitment exerts its effects on job performance and employee engagement (Meyer, Becker, & Vandenberghe, 2004; Meyer, Gagné, & Parfyonova, in press). Consequently, it can be used as a common basis for understanding the implications of commitment for both employer- and employee-relevant outcomes. In what follows, we provide a general overview of four key aspects of SDT that are of particular relevance to our objectives: the quality of motivation, basic human needs, situational influences on motivation, and the nature of well-being. We then discuss the links between SDT and commitment, and present our general theoretical framework. Although well grounded in theory, this framework introduces relationships that have yet to be established empirically. Therefore, we also offer a set of propositions to guide future research.

Individuals' careers in the contemporary business world are influenced by changes in the nature of work (Greenhaus, Callanan, & Godshalk, 2000). Organisations are becoming flatter as a result of work that is increasingly flexible. Additionally, the boundaries of career landscapes have become wider (Arthur, Inkson, & Pringle, 1999). For this reason, employees need to change their attitudes towards career development (Briscoe & Hall, 2006). Employees who adapt to these labour markets and structural changes in organisations will also have to modify their work values and behaviours (Hall, 2004). Individuals also need to bear most of the responsibility for planning and managing their careers. Hall (2002) concluded that the potential of a new career is that the individual must develop new competencies related to the management of themselves and their career (Eby, Butts, & Lockwood, 2003; Hall & Moss, 1998). The competency individuals need to obtain is the ability to identify personal career goals, which is a phenomenon called career goal development. The behavioural component of career goal development is within the control of the individual and builds on the notion of proactivity, which refers to the concrete actions undertaken by employees to realise their career

goals. This action can focus on improving one's current job prospects within or outside of the company (Kossek, Roberts, Fisher, & Demarr, 1998).

Mental wellbeing

American author Poul Anderson's contention that, "I have yet to see any problem, however complicated, which, when you looked at it in the right way, did not become still more complicated" could be one dictum that defines many areas of contemporary health research and practice.

Whilst the drive towards achieving definitive evidence-bases can be considered as constructive and realisable, other issues continue to pose predicaments (Brownson, Baker, Leet, & Gillespie, 2003). In this context, Faulkner and Taylor (2009) have recently identified the potential complexity of the theoretical association between physical activity and mental health and in this context, the need to draw upon a more extensive range of resources in understanding and using 'evidence' has been broadly established (Faulkner et al, 2006). These perspectives tend to acknowledge complexity (McQueen, 2000) and a preference for holistic 'ecological' approaches to promoting health in general (McLaren & Hawe, 2005) and physical activity specifically (Maibach, Aboms, & Marostis, 2007; Spence & Lee, 2003).

Furthermore, a range of specific approaches to developing intelligence [e.g. 'eco-epidemiology' (Susser, 1996); 'psychosocial' epidemiology (Mutaner & Joo Chang, 2005); a systems approach to evidence (Green, 2006)] and subsequent practical approaches [e.g. public health systems interventions (Leischow et al., 2008; Reidpath, Burns, Garrard, Mahoney, & Townsend, 2002); the creation of 'healthy settings' (Paton, Sengupta, & Hassan, 2005)] are seen to flow from this basic position.

The aim of this paper is therefore to use some of these conceptual resources to explore the relationship between physical activity and mental wellbeing. More specifically, we reflect on our experiences of undertaking a critical evidence review that began with the relatively focused aim of assessing the strength of the potential association between physical activity and mental wellbeing amongst young people (Whitelaw, Swift, Goodwin, & Clark, 2008). We consider mental wellbeing to comprise three main dimensions e emotional, social and psychological and includes aspects of emotional wellbeing, life satisfaction, optimism and hope, self-esteem,

mastery and a sense of control, having a purpose in life, a sense of belonging and personal support (Scottish Government, 2009a).

Extensive literature exists that broadly suggests that the link is strong physical activity can be associated with mental wellbeing (Biddle & Mutrie, 2007). However, our review revealed that, in the strictest of senses, this relationship is complex and may not always be fully supported. From this more equivocal position and within the context of systems thinking (particularly the use of Pawson and Tilley's 'Realistic Evaluation' approach), the work moved into a consideration of two areas: the change mechanisms that potentially articulate the association; and the practical implications that such insights might have for interventions. We therefore seek to advance a broader approach to understanding the association between physical activity and mental health, synthesising evidence from three distinct but related areas: appraising the nature of the association; understanding the associative mechanisms that might articulate the link; and considering how these mechanisms might influence the delivery of interventions.

CHAPTER 3

LITERATURE REVIEW

Norizan Baba Rahim* and Siti-Rohaida, M. Z (2015) found that as fast-track individuals with special knowledge and expertise, engineers have great expectations and ambitions for their careers and are known for striving for psychological success and climbing the career ladder. Nevertheless, several factors have influenced the well-being of engineers, including conflicts between personal goals and expectations with available advancement opportunities, work autonomy, and work demand. As a result, engineers in Malaysia are considered to be unhappy workers. This scenario will likely worsen if little attention is given to researching the engineer's individual well-being. Thus, it is appropriate to conduct a study that assesses the level of individual well-being among Malaysian engineers using career goal development as a predictor. This study applied a self-administered questionnaire to collect data. A total of 500 questionnaires were distributed to registered professional engineers, and 387 completed questionnaires were returned for analysis. The measures used in the study were adopted from previous studies with acceptable reliabilities, and the research hypotheses were investigated through correlation and path analysis using PLS. The research findings have provided useful information on the positive influence of protean career orientation on psychological wellbeing. Furthermore, the results showed that career goal development has a positive influence on individual well-being.

Karen Busk Noroxe, Anette Fischer Pedersen, Flemming Bro & Peter Vedsted (2018) found that poor mental well-being and low career satisfaction among physicians can have significant negative implications for the physicians and their patients and may also reduce the cost efficiency in health care. Mental distress is increasingly common in physicians, including general practitioners (GPs). This study aimed to examine mental well-being and career satisfaction among Danish GPs and potential associations with age, gender and practice organisation. Data was collected in a nationwide questionnaire survey among Danish GPs in 2016. Register data on GPs and their patient populations was used to explore differences between respondents and non-respondents. Associations were estimated using multivariate logistic regression analysis. The prevalence of poor mental well-being and low career satisfaction was generally high, particularly among mid-career GPs and male GPs. Approximately 8% was substantially distressed, and approximately 25% reported positive mental well-being and job satisfaction, which shows huge variation in the mental well-being among Danish GPs. The results call for targeted interventions to improve mental well-being and job satisfaction among GPs.

Baek-Kyoo Joo (2017) found that employee happiness or well-being is an emerging topic in management as well as in psychology. The purpose of this paper is to investigate the effects of perceived organizational support (POS) and psychological capital (PsyCap) on happiness in employees' work (i.e. work engagement), careers (i.e. career satisfaction), and lives (i.e. subjective well-being (SWB)). Data were collected from 550 employees in a conglomerate in South Korea. The participants were mostly male, junior or middle managers. Using a cross-sectional survey method, this empirical study leaves room for speculation about the causality among the variables. As the results of exploratory and confirmatory factor analyses indicate, however, common method variance was found to not be of great concern. This study linked the emerging constructs in positive psychology in general, in HR/OB in particular. To date, no study has empirically investigated the effects of POS on the three workplace happiness constructs: work engagement, career satisfaction, and SWB. This is the first study that found the relationship between POS. Last, while South Koreans are more collectivistic and less satisfied with their lives than the Organisation for Economic Co-operation and Development average, the respondents in this study, working for highly reputable firms, perceived high level of happiness in their work and career, and eventually in their lives. Thus, organizational features had a stronger effect on workplace happiness than national culture.

Cary L Cooper, Usha Rout, Brian Faragher (1989) found that to identify sources of job stress associated with high levels of career dissatisfaction and negative mental wellbeing among general practitioners in England. Multi variate analysis of large database of general practitioners compiled from results of confidential questionnaire survey. Data obtained on independent variables of job stress, demographic factors, and personality. Dependent variables were mental health, job satisfaction, alcohol consumption, and smoking. - National sample of general practitioners studied by university department of organisational psychology. -One thousand eight hundred seventeen general practitioners selected at random by 20 family practitioner committees in England. Determination of the combination of independent variables that were predictive of mental health and career satisfaction. Women general practitioners both had job satisfaction and showed positive signs of mental wellbeing in contrast with other normative groups. Conversely, male doctors showed significantly higher anxiety scores than the norms, had less job satisfaction, and drank more alcohol than their women counterparts. Multivariate analysis disclosed four job stressors that were predictive of high levels of job dissatisfaction and lack of mental wellbeing; these were demands of the job and patients' expectations, interference with family life, constant interruptions at work and home, and practice

administration. There may be substantial benefit in providing a counselling service for general practitioners and other health care workers who suffer psychological pressure from their work.

Janis M. Miyasaki, Carol Rheaume, Lisa Gulya (2017) found that to understand the experience and identify drivers and mitigating factors of burnout and well-being among US neurologists. : Inductive data analysis was applied to free text comments (n 5 676) from the 2016 American Academy of Neurology survey of burnout, career satisfaction, and well-being. : Respondents providing comments were significantly more likely to be older, owners/partners of their practice, solo practitioners, and compensated by production than those not commenting. The 4 identified themes were (1) policies and people affecting neurologists (government and insurance mandates, remuneration, recertification, leadership); (2) workload and work–life balance (workload, electronic health record [EHR], work–life balance); (3) engagement, professionalism, work domains specific to neurology; and (4) solutions (systemic and individual), advocacy, other. Neurologists mentioned workload . professional identity . time spent on insurance and government mandates when describing burnout. Our results further characterize burnout among US neurologists through respondents’ own voices. They clarify the meaning respondents attributed to ambiguous survey questions and highlight the barriers neurologists must overcome to practice their chosen specialty, including multiple regulatory hassles and increased work hours. Erosion of professionalism by external factors was a common issue. Our findings can provide strategic direction for advocacy and programs to prevent and mitigate neurologist burnout and promote well-being and engagement.

Gavin R. Slemp, Dianne A. Vella-Brodrick (2013) found that organisations are frequently confronted with the issue of how to enhance employee mental health. Based on self-determination theory, a model is proposed that examines the relationships between job crafting, the satisfaction of the intrinsic needs for autonomy, competence, and relatedness at work, and employee well-being—defined here as both subjective well-being and psychological well-being. A sample of 253 working adults completed a battery of questionnaires including the Job Crafting Questionnaire, the Intrinsic Need Satisfaction Scale, and the Mental Health Continuum. Using structural equation modelling methods, it was determined that job crafting predicted intrinsic need satisfaction, which, in turn, predicted employee well-being. The results suggest that job crafting may be an important underpinning upon which to base an employee well-being intervention.

Jarrold m. Haar, marcello russo, albert sune (2013) found that the effects of work-life balance (WLB) on several individual outcomes across cultures. Using a sample of 1,416 employees from seven distinct populations – Malaysian, Chinese, New Zealand Maori, New Zealand European, Spanish, French, and Italian – SEM analysis showed that WLB was positively related to job and life satisfaction and negatively related to anxiety and depression across the seven cultures. Individualism/collectivism and gender egalitarianism moderated these relationships. High levels of WLB were more positively associated with job and life satisfaction for individuals in individualistic cultures, compared with individuals in collectivistic cultures. High levels of WLB were more positively associated with job and life satisfaction and more negatively associated with anxiety for individuals in gender egalitarian cultures. Overall, we find strong support for WLB being beneficial for employees from various cultures and for culture as a moderator of these relationships.

Laschinger, H.K.L. (2012) aim to describe new graduate nurses' worklife experiences in Ontario hospital settings in the first 2 years of practice and to examine predictors of job and career satisfaction and turnover intentions. Background With a large cohort of nurses approaching retirement, every effort must be made to ensure that the work environments of new graduate nurses are positive, promoting job satisfaction and commitment to the profession to address the nursing workforce shortage. Results Overall, new graduate nurses were positive about their working conditions and there were few differences between nurses in their first and second years of practice. Structural and personal factors explained significant amounts of variance (31–68%) in both job and career satisfaction and turnover intentions. Empowerment, work engagement and burnout were important significant predictors. Conclusions Modifiable workplace factors play an important role in influencing new graduates job and career satisfaction and turnover intentions. Implications for nursing management Managers can employ strategies to enhance quality work environments that promote retention of new graduates and lessen the nursing workforce shortage.

Norizan Baba Rahim (2020) found that experiencing strong personal development and growth are important for engineers, compared to professionals in other fields. Nevertheless, if career goal development behaviour is not present in sufficient quantities, engineers would be at risk if their own goals and expectations are not aligned with the companies they are working for. As a result, it may have a negative impact on their well-being. In this article, a sample of professional engineers (N=387) were utilised to examine the relationship between protean

career orientation towards career goal development, career satisfaction and psychological well-being and to examine the mediating effect of career goal development between protean career orientation toward career satisfaction and psychological well-being. The research model was tested using the goal setting theory. The results of a partial least square (PLS) regression demonstrated that protean career orientation had a positive effect towards career goal development; subsequently career goal development had a positive effect on career satisfaction and psychological well-being. On the other hand, career goal development was found not to mediate the relationship between protean career orientation towards career satisfaction and psychological well-being. Based on the findings, this research suggests employers and industries encourage their unlicensed engineers to register as graduate engineers, so that later they can upgrade themselves to professional engineers' status, as eventually this would help them to experience their job in a more meaningful way, and consequently increase their work happiness.

Emmanuel Olatunde B1, Odusanya O (2015) found that most studies on career satisfaction among nurses in Nigeria have focused on general nursing specialities, with relatively little attention paid to mental health nursing. There is a global shortage of mental health nurses; this shortage is further complicated by constant emigration of these nurses from developing countries to more affluent countries. A better understanding of factors contributing to job satisfaction and psychological well-being among mental health nurses may help improve their working conditions with resulting benefits for the quality of nursing care. The aimed at assessing the prevalence and correlates of job satisfaction and psychological well-being among mental health nurses. The Minnesota Satisfaction Questionnaire (short version) was used to assess job satisfaction among 110 psychiatric nurses in June 2013. A questionnaire was used to elicit socio-demographic variables, while psychological well-being was evaluated using the General Health Questionnaire (GHQ- 12). Systematic random sampling technique was used to select the nurses. Mean age of respondents was 36.7 years, with age ranging from 20 to 54 years. There was a female preponderance among these nurses (67.3%). 5.5% reported low job satisfaction, 60% and 34.5% reported average and high level of job satisfaction respectively. Majority of these nurses reported positive psychological well-being (84.5%), while 15.5% had psychological distress. Job satisfaction had a positive significant relationship with psychological well-being ($X^2= 15.13$, $p=0.003$). Job satisfaction was also significantly related to older age of respondents ($X^2=9.59$, $p=0.043$). Majority of the respondents in this study reported that they were satisfied with their work. Many of them also reported positive

psychological well-being. There was a significantly positive relationship between career satisfaction and psychological well-being. Continuous efforts should be made to examine other factors in the work environment that can impact positively on the psychological well-being and job satisfaction among mental health nurses.

Khalid Amin Mat, Siti Rapidah Omar Ali, Nur Shafini Mohd Said (2018) found that changes in a government structure such as organization realign, redesign, restructure and downsize on an ongoing basis, affects the mental conditions of the workers to survive in the working environment. Besides workers have to cope with the increasing workloads after a few changes in government policies and at the same time the pressures of modern life. The element of threat in the career including job loss can be mentally devastating and may influence the mental well-being of the workers. Career satisfaction should be taken into consideration because workers usually spend more than 10 hours working in the workplace, facing work-related stress and can affect their mental conditions. The study is aim to investigate the correlation between career satisfaction and Health Related Quality of Life (HRQOL): mental conditions in Malaysian Government. The study also aims to determine the significant differences between career satisfaction of public servants by gender, salary, age and working duration. Career satisfaction Questionnaire and WHOQOL-BREF Questionnaire were used as instruments to support theory for this research. The findings show meaning dimension scored the highest followed by competence, orientation, supervision, professionalization, work-related stress, and financial dimension in career satisfaction level among public servants. Career satisfaction was measured using self-reported by 215 employees from government agencies that was randomly selected from the sampling frame. As the result of the data analysis, the researchers found that the public servants were satisfied with their jobs in their overall level of career satisfaction. It is proven in this study that mental conditions among public servants are moderately influenced by career satisfaction. Further research is required to cover other factors that can also affect the career satisfaction level and at the same time close the current gaps in our understanding of career satisfaction and its relationship with HRQOL domain mental conditions.

Merike Sisask, Peeter Värnik, Airi Värnik (2013) found that in support of a whole-school approach to mental health promotion, this study was conducted to find out whether and how significantly teachers' satisfaction with school and their subjective psychological well-being are related to the belief that they can help pupils with mental health problems. Respondents' belief that teachers can help pupils with mental health problems served as the outcome variable

in our predictions with probability of the positive answer being modelled in the logistic regression analysis. Multiple models were tested in order to obtain the final model. Logistic regression models showed that better satisfaction with general school climate, higher psychological well-being, and the ability to understand pupils' mental health problems increased the odds of teachers' readiness to help pupils with mental health problems. By providing a good school environment, by valuing the subjective psychological well-being of the teachers, and by providing adequate training to fulfil their 'gatekeeper' role, the preconditions to improve the mental health of the pupils they teach will be achieved. These suggestions are in line with a whole-school approach to mental health promotion.

Jang SJ, Park R, Zippay A (2010) found that the demands of balancing employment and family responsibilities strain the health and welfare of many employees worldwide, and social welfare policy analysts are increasingly attending to the factors that can alleviate such stress. The present study examined associations between the availability of work–life balance programs, employees' authority to arrange their own work hours, job satisfaction, and mental health among 1,293 employees in 50 companies in South Korea. The study is unique in its use of multilevel analysis in examining individual- and company-level variables. The results add to the evidence regarding the positive relationship between the availability of scheduling control and work–life balance policies on the one hand, and career satisfaction and mental wellbeing, on the other.

Thana Whitehead, Me Kotze (2006) found that a woman's ability to balance multiple life-roles is directly related to her physical and mental well-being, and her career performance and success. This study aims to infer a theoretical framework for the in-depth understanding of the phenomenon of life-balance in the lives of 24 South African professional women. The Grounded Theory as a qualitative method was applied to derive a theory about the phenomenon inductively. Purposeful sampling was used to identify 24 professional women. In-depth interviews and a group session were conducted to gather data, and to confirm themes and concepts on which the theoretical framework was based. It was concluded that life-balance is a life-process with a cyclical nature, and a useful tool for achieving personal growth. Life-balance is therefore not "one, single ultimate experience", but a series of individual experiences unfolding over time, which could be better described as "life-balance moments"

Saroj parasuraman, yasmin s. Purohit, and veronica m. Godshalk (1996) found that the study examines the influence of work and family variables on the career success and psychological

well-being of 111 men and women entrepreneurs. The results show that work-domain variables account for significant variation in time commitment to work, whereas family-domain variables explain substantial variation in time commitment to family. Time commitment to work and time commitment to family play an important role in mediating the effects of gender, work and family characteristics, and role demands on work-to-family conflict and family-to-work conflict. These two types of work–family conflict in turn mediate the effects of time commitment to work and family and selected work and family variables on entrepreneurs' career success and life stress.

CHAPTER 4

RESEARCH METHODOLOGY

Research Design

Research design constitutes the blueprint for the collection, measurement and analysis of data.

Data Collection Design

Given the study objectives it was decided to use a descriptive technique for data collection.

Current study is a descriptive study. Considering the research question and type of information needed for current study, the communication approach of data collection was used. The communication approach involves surveying or interviewing people and recording their responses for analysis (Cooper & Schindler, 2006).

To secure information from respondents, a self-administered questionnaire was used in current study. A questionnaire is a preformulated written set of questions to which respondents record answers. Questionnaires can be administered personally, mailed to the respondents or electronically distributed (Sekaran & Bougie, 2012).

The present study used archival data from the study of personal characteristics of information professionals. In the latter study, an online questionnaire was used to measure selected personal characteristics, including mental wellbeing scale along with career satisfaction. Results obtained from assessments of mental well-being can be useful in understanding various sources of distress for individuals, as well as any predisposing factors.

Total 150 questionnaires were distributed electronically, out of which 105 filled questionnaires were returned giving a total response rate of 70%.

Sampling method

In the current study, the entire population working in Pune city were not available for the study. And hence, non-probability sampling was the only feasible alternative.

Convenience sampling is non-probability sampling and involves the selection of sample members based on easy availability or accessibility. Hence, non-probability convenient sampling method was used to reach the respondents in this study.

Sample Size

Sample size for the current study is determined based on following criteria –

a) Sample size in previous studies –

Previous studies on single and dual income individuals used sample sizes as follows -

Table 1 - Sample size used in previous studies

Sr No.	Study	Sample size
1	Career Satisfaction and Psychological Well-being among Mental Health Nurses	110
2	Career Satisfaction among Surgical Oncologists: Report on the Quality of Life of Members of the Society of Surgical Oncology	1345
3	Career Satisfaction and Psychological Wellbeing Among Professional Engineers in Malaysia	500
4	Workplace happiness: work engagement, career satisfaction, and subjective well-being	550
5	The spill over effects of supportive neighbouring behaviour on Mental Health and Career Satisfaction	220
6	Career satisfaction level, mental distress, and gender differences in working conditions among Japanese obstetricians and Gynecologists	1301
7	The Interaction Between Protean Career Orientation, Career Goal Development and Well-Being Outcomes: Evidence From Professional Engineers	387

b) Item-to- response Ratio -

Researcher needs to ensure that data is collected from adequate sample size, so that subsequent analysis can be appropriately conducted. An item-to-response ratio recommendation ranges from 1:4 (Rummel, 1970) to 1:10 (Schwab, 1980). However, in most cases, the ratio of 1:5 is considered to be sufficient (Guadagnoli & Velicer, 1988).

In the current research, total number of items was 19. Using the ratio of 1:5, minimum sample size required was 105.

Details of Sectors for data collection

Total 150 respondents who are included as sample of this study, belong to 7 different sectors.

Table 2 - The details of these sectors are given below

Sectors	Numbers
Management/CA/Marketing/HR/Finance	51
Doctor/Medical	3
Teaching/Economics	10
Engineering/IT	18
Architecture/Law	4
Art/Entertainment/Hospitality	14
Business/Other	5

Data of 105 respondents was secured from the above mentioned sectors.

Measures/ Scales/ Questionnaires

Various scales have been used to measure the variables in this study such as career satisfaction and mental wellbeing.

We decided to use the following scales in this study because these measures have been used extensively in the past in various contexts and have shown high validity. The following scales were included in the questionnaire to measure the study variables.

Career satisfaction: Career satisfaction was measured using 5-item scale developed by Linzer et al. (2000). Respondents were asked to indicate their responses on a 5-point Likert scale (1= Strongly disagree, 2= Disagree, 3= Neutral, 4= Agree and 5= Strongly agree) with higher scores representing more satisfaction and lower scores representing less satisfaction.

Sample items included, “I am satisfied with the success I have achieved in my career.”, “I am satisfied with the progress I have made towards meeting my overall career goals”, “I am satisfied with the progress I have made towards meeting my goals for income.”, “I am satisfied with the progress I have made towards meeting my goals for advancement”, “I am satisfied with the progress I have made towards meeting my goals for the development of new skills”

Mental wellbeing: Mental Wellbeing was measured using 14-item scale developed by Warwick Edinburgh (2006). Respondents were asked to indicate their responses on a 5-point Likert scale (1= Never, 2= Occasionally, 3= Sometimes, 4= Often and 5= Always) with higher scores representing more wellbeing and lower scores representing less wellbeing.

Sample items included, “I’ve been feeling optimistic about the future”, “I’ve been feeling useful”, “I’ve been feeling relaxed”, “I’ve been feeling interested in other people”, “I’ve had energy to spare”, “I’ve been dealing with problems well”, “I’ve been thinking clearly”, “I’ve been feeling good about myself”, “I’ve been feeling close to other people”, “I’ve been feeling confident”, “I’ve been able to make up my own mind about things”, “I’ve been feeling loved”, “I’ve been interested in new things”, “I’ve been feeling cheerful”.

Final survey questionnaire thus had 19 items. Demographic data was collected on following parameters - gender, age, educational qualification, designation, department, work experience, working days in week, daily working hours and annual income.

CHAPTER 5

DATA ANALYSIS

Sample Profile

Section A of the questionnaire contained demographic profile related information of respondents like gender, educational qualification, working days etc. The details of sample profile are given in the table.

Table 3 - Demographic profiles of respondents

	Number	Percentage
<u>Gender</u>		
Male	36	34.3%
Female	69	65.7%
<u>Highest Educational Qualification</u>		
10 th	0	0.00%
12 th	2	1.9%
Diploma	4	3.8%
Graduation	58	55.3%
Post-Graduation	41	39.0%
<u>Designation</u>		
Manager/CA/Associate/Analyst/Trainee	52	49.5%
Doctor/Nurse	3	2.9%
Teacher/Professor/Economist	9	8.6%
Engineer/Developer	15	14.3%
Architect/Lawyer	4	3.8%
Fashion/Make-up /Musician/Author/Screenwriter/Hotel Manager/Cabin crew	14	13.3%
Proprietor/ Other	8	7.6%
<u>Department/Industry</u>		
Management/CA/Marketing/HR/Finance	51	48.6%

Doctor/Medical	3	2.8%
Teaching/Economics	10	9.6%
Engineering/IT	18	17.1%
Architecture/Law	4	3.8%
Art/Entertainment/Hospitality	14	13.3%
Business/Other	5	4.8%

	Average
Age	32.4
Weekly working days	5.5
Total work experience	6.4
How long are you working in current organisation?	3.7
Daily working hours	9.2
Annual Income	5.8 LPA

Sample was 34.3 % male and 65.7 % female respondents. Approximately 55.3 % respondents were graduate, while 39.0 % had post graduate degrees.

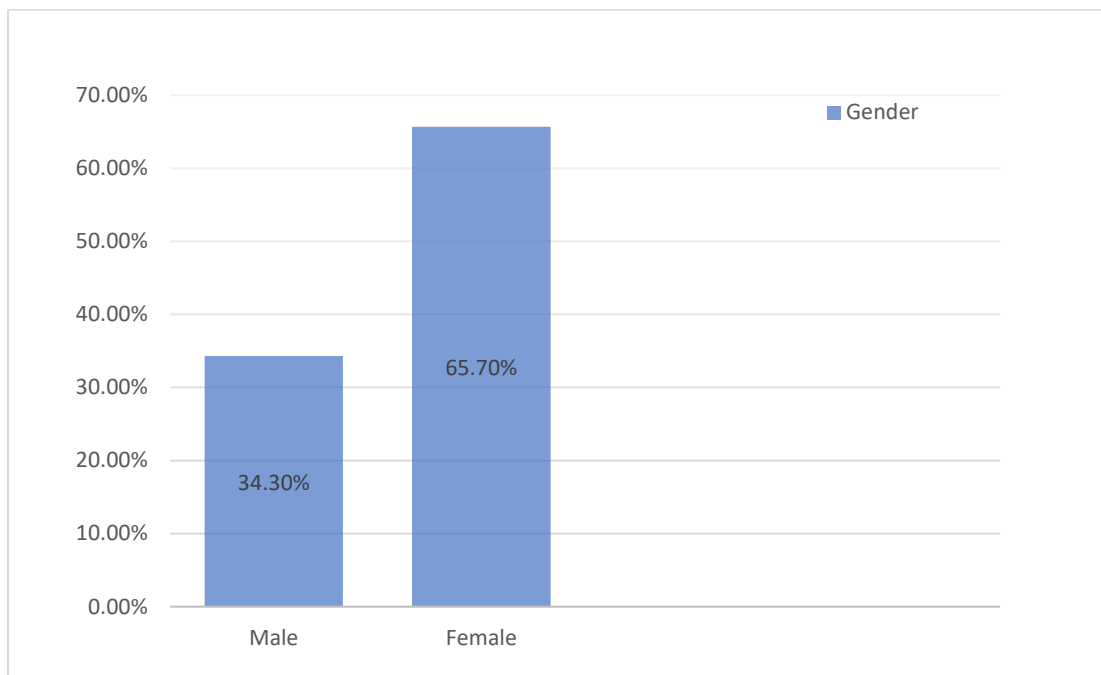
On average respondents worked 5.5 days a week with average 50.6 working hours per week. and average annual income of 5.8 LPA . Average work experience was 6.4 years.

Graphical Presentation of Sample Profile

Gender of respondents

The questionnaire was sent to 150 people out of which 105 responded and the count of male respondents was 36 where as female respondents were 69. The percentage of male respondents is 34.3% and female respondents percentage is 65.7%. Response from females was almost double the count of male respondents.

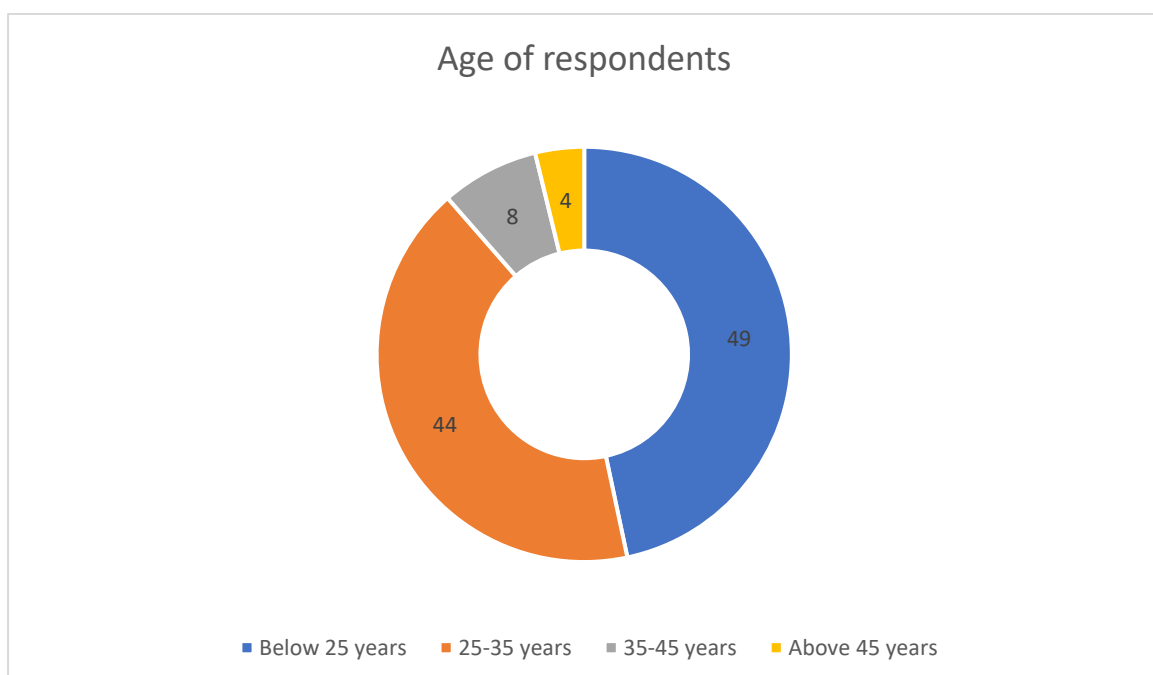
Figure 1 -



Age of respondents

People with different age groups responded. Individuals below the age of 25 who responded were 49. People between the age of 25 to 35 who responded were 44. 8 people of the age group 35 to 45 responded and 4 of the age group of above 45 responded. Maximum respondents were from the young age group of below 25 years and 25 to 35 years.

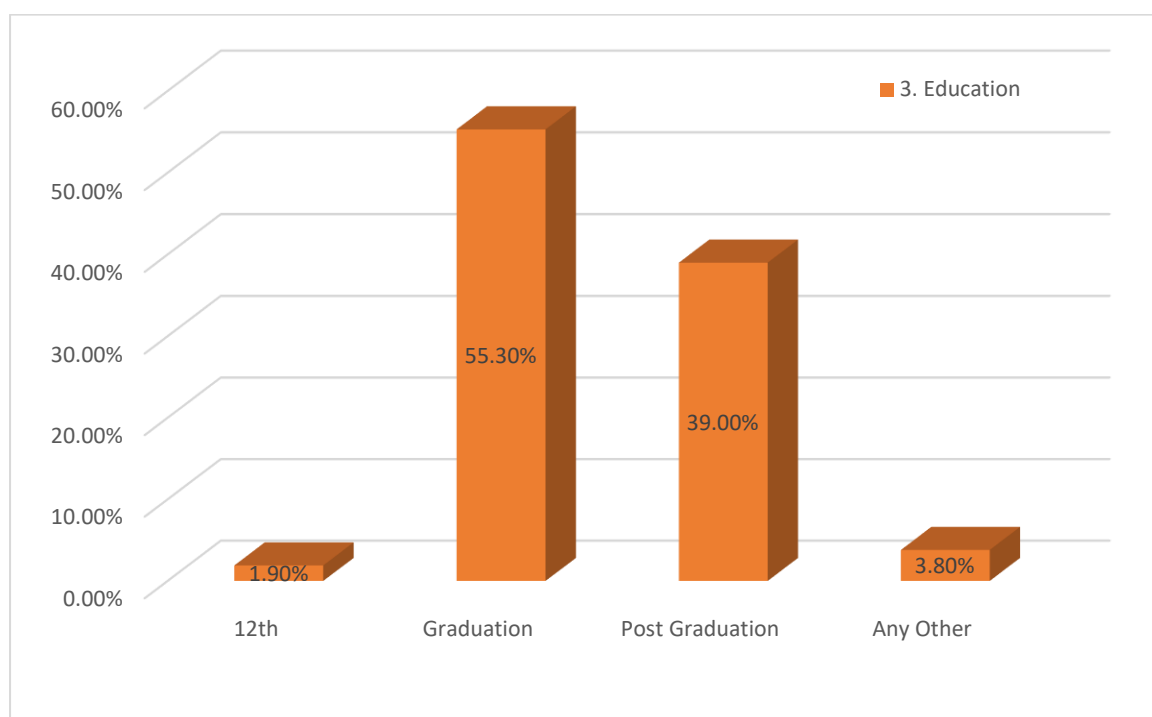
Figure 2 -



Educational qualification of respondents

The educational qualification of the respondents varied based on their fields, most of them had the bachelor degree in their particular course. The percentage of 12th pass out respondents was 1.90%. Graduated respondents were 55.30%. Respondents who completed their post-graduation were 39% and people who completed their qualification of Diploma, PhD or any other courses were 3.80%

Figure 3 -

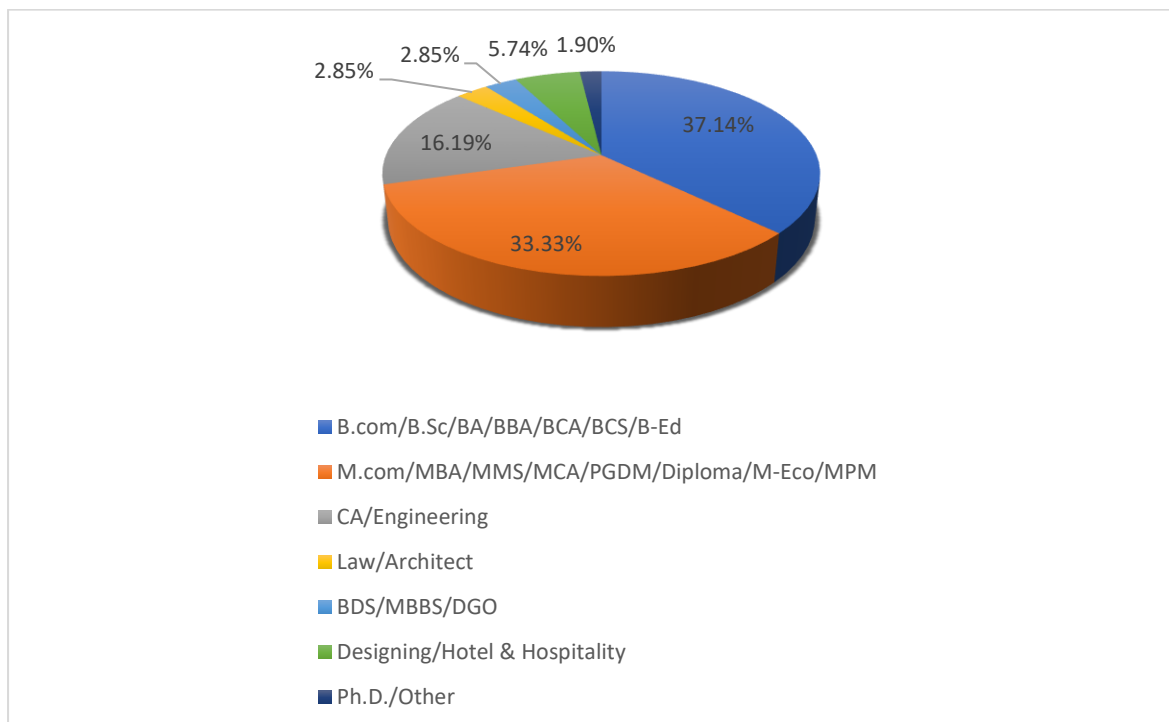


Highest Qualification of respondents

Most of the respondents had the highest qualification as a graduate with a bachelor degree in their particular field inclusive of B.com/ B.Sc/ BA/ BBA/ BCA/ BCS/ B-Ed their overall percentage was 37.14%. Count of people who completed their masters inclusive of degrees like M.com/ MBA/ MMS/ MCA/ PGDM/ Diploma/ M-Eco/ MPM was 33.33%

16.19% was the overall rate of people who completed CA and engineering. The response rate from Lawyers and Architects was 2.85%. Doctors with highest qualification as BDS/ MBBS/ DGO were 2.85%. People with Designing/ Hotel & hospitality qualification who responded were 5.74% and respondents with Ph.D or any other qualification were 1.90%.

Figure 4 -



Designation of respondents

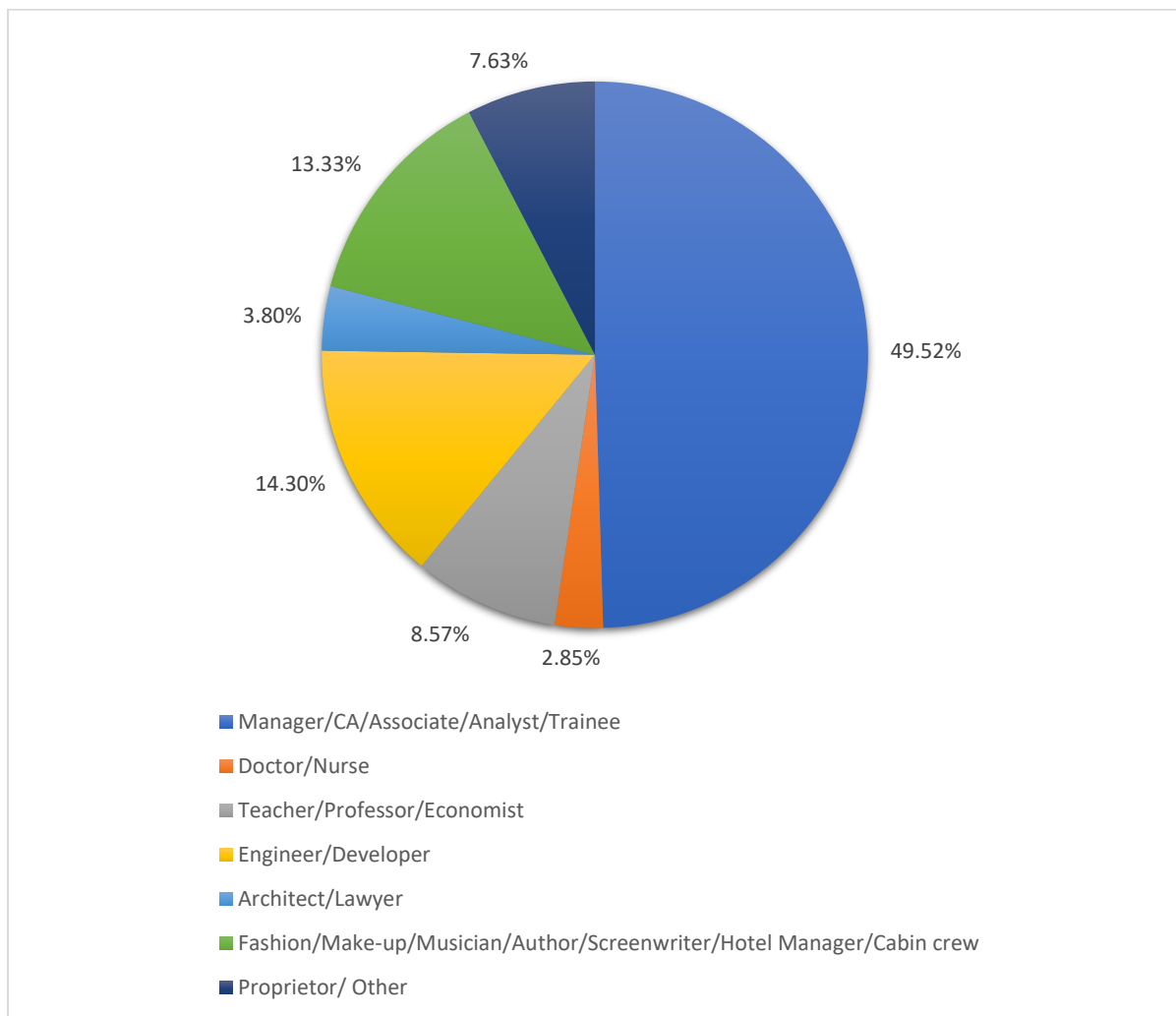
Individuals from various career backgrounds responded, maximum of them were from the commercial background which includes Manager/ CA/ Associate/ Analyst/ Trainee etc. their overall response rate was 49.52%.

People with the designation of an Engineer/ Software Developer were 14.30%. People with artistic backgrounds such as Fashion/ Make-up/ Musician/ Author/ Screenwriter/ Hotel Manager/ Cabin crew were 13.33%. People with profession of Teacher/Professor/Economist were 8.57%. Proprietors/ Businessmen or people with any other fields of career were 7.63%.

Architects/ Lawyers overall count was 3.80% and people into the medical field such Doctors/ Nurses were 2.85%

Overall count of respondents was 105 out of which maximum of them had desk jobs. Some of them were looking forward to higher education in their particular field whereas some were working hard to get promoted to a higher designation, to grow in their particular field.

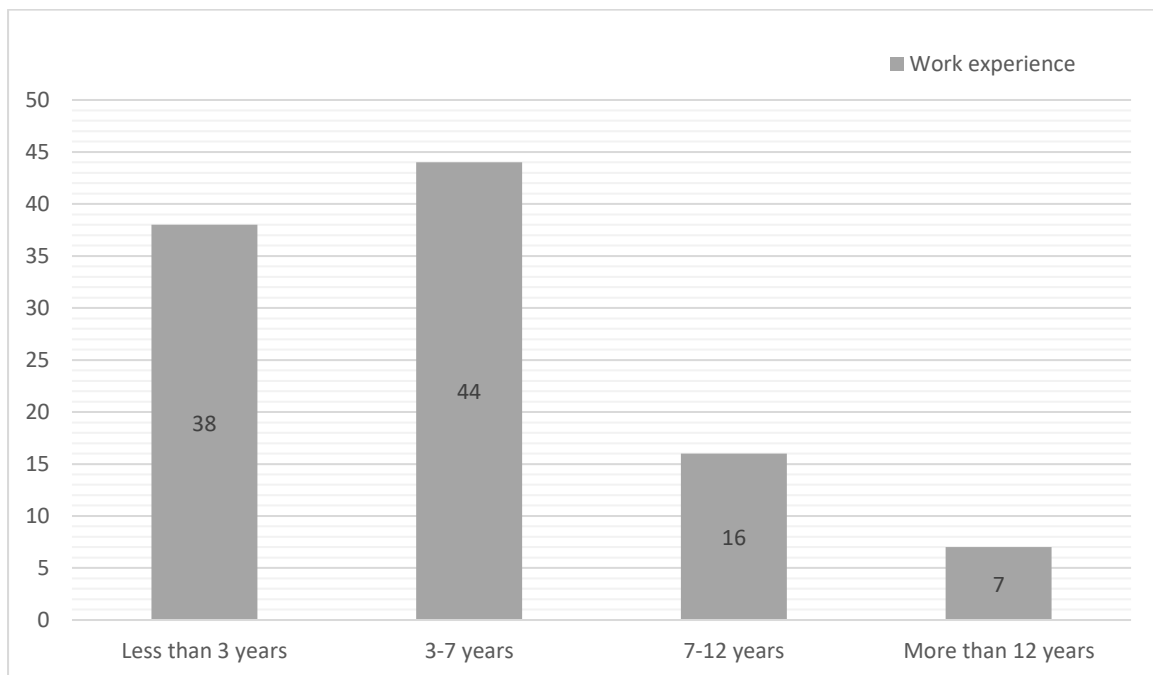
Figure 5 -



Total work experience of respondents

Out of the total count of 105 respondents, some people had just begun working in their particular field, some had been working since a long time and a few had an experience of several years in their field. 38 respondents had the experience of less than 3 years in their field. 44 respondents had 3-7 years of experience in their field. 16 respondents had the experience of 7-12 years in their field. 7 respondents had more than 12 years of experience in their particular field.

Figure 6 -



Weekly working days

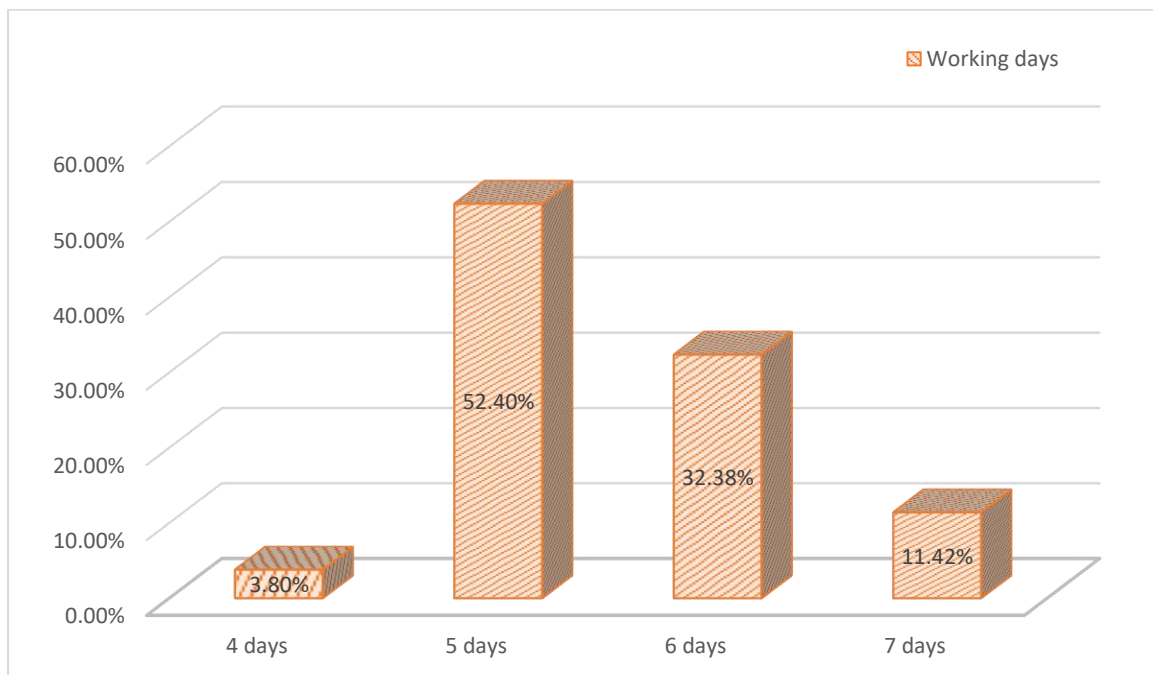
People had different number of working days in a week based on their field. Maximum no. of people worked for 5 days in a week which included people with Desk Jobs, Engineers, Teachers, Managers, etc. their overall count was 52.40%.

32.38% people worked for 6 days in a week which included Businessmen, Lawyers, Architects, Fashion Designers and others.

People who worked for 7 days in a week were 11.42% which included Doctors, Economists, Proprietors, Authors, etc.

Only 3.80% of the respondents for 4 days in a week which included Musicians, Make-up artists, cabin crew, etc.

Figure 7 -



DATA ANALYSIS

This study was conducted to find out the if the level of career satisfaction can cause an impact on the mental wellbeing of an individual. And if it does at what proportion?

To calculate the following we used two tests:

1. Correlation – To find out if there is any relationship between the two variables ‘Career Satisfaction’ & ‘Mental Wellbeing’.
2. Regression analysis – To measure the rate at which mental wellbeing is affected due to career satisfaction.

Correlation

Mean and correlations for the variables are reported in the table below.

It was found that there is significant positive correlation between career satisfaction and mental wellbeing (.427**).

Table 4 - Mean and correlation among career satisfaction & mental wellbeing

		Average CS	Average MWB
Average CS	Pearson Correlation	1	.427**
	Sig. (2-tailed)		.000
	N	105	105
Average MWB	Pearson Correlation	.427**	1
	Sig. (2-tailed)	.000	
	N	105	105

**. Correlation is significant at the 0.01 level (2-tailed).

In the study it was found that there is a strong correlation between career satisfaction and mental wellbeing. If the level of career satisfaction is high mental wellbeing will also be high.

Regression Analysis

Regression analysis was used to test the impact of Career satisfaction on Mental wellbeing of individuals.

Table 5 - Results of a Regression Analysis for Career Satisfaction and Mental Wellbeing

Independent Variable	Dependent variable	β	R Square	Δ R Square
Career Satisfaction	Mental Wellbeing	.427**	.182	.174

Regression analysis was run to predict mental wellbeing based on career satisfaction of Individuals. Significant co-efficient of determination was found with R Square = .182, $\beta = .427^{**}$.

Thus, higher perception of career satisfaction experienced by individuals will be associated with higher perception of mental wellbeing.

Hence, our assumption that career satisfaction would be positively associated with mental wellbeing was supported by the data.

Limitations of the study

As with every research, this study also has certain limitations.

1. This study is based on self-reported responses of the individuals.
2. For the purpose of study all sectors are not considered. We have used selected sectors such as management, engineering, teaching and I.T. as a part of this study and employees from other sectors (agriculture, chemical, transport & tourism etc.) are not considered here and hence, the findings of this study may not be generalizable to the whole population.
3. Further, considering the sample profile of this study, the representation of female participants in the current study sample is less as compared to male participants.

CHAPTER 6

FINDINGS &

RECOMMENDATIONS

Based on the findings as it states that career satisfaction has an impact on mental wellbeing of an individual. It is highly recommended there must be protean career orientation programs for youth and people in the crucial years of their career development, for them to get ideas and knowledge to explore the career of their choice in the future.

Career orientation programs would help individuals to develop a goal for themselves to achieve the target they desire, which would make them feel accomplished in life.

Career goal development can include thinking about the type of job or work environment that will enable people to realise their goals. This indicates that career goals are associated with career planning in the sense that they impart an encouraging influence and contribute towards career strategy development and orientation programs can act as a fuel to the fire in this process. Hence, it is expected that career goal development would have a positive influence on career satisfaction.

Figure 8 – Recommendations



Individuals with a protean career orientation are always highly optimistic. They experience optimism when it comes to managing the appraisal of a situation and the resulting emotional response and could increase the mental well-being (Briscoe and Hall, 2008).

De Vos and Soens (2008) have proven in their research that the impact of a protean career attitude on career success is indirect, in other words, it operates through career self-management, they also reported that people who reflected more actively on their career goals and had a clearer vision of what they wanted to accomplish during their career, experienced a higher level of career success. Additionally, self-managing individuals were more likely to attempt to achieve their desired career goals, which then made them feel more successful in their careers.

According to Guthrie et al., (1998) and Dougherty et al., (2008), it is important for individuals to adopt proactive career behaviour that suits their personality, because it will help them to be successful in their career. For example, self-initiated individuals engage in seeking social

support (one type of career strategy) because they are sociable and like to make friends and have the capability to expand their network to get valuable career information, which can be important to achieve career satisfaction. Individuals who are managing their career development could affect their interests. Such interests can promote career-relevant choices, collect information about values, identify a career goal, and engage in career strategies.

Therefore, career goal development is expected to mediate the relationship between protean career orientation and career satisfaction. Career goal development behaviour is a positive attitude, which in turn provides a strong sense of identity and value. Indirectly, this would allow them to find their jobs meaningful, and consequently, increase their work happiness.

The implication is that individuals who have a higher level of career goal development would influence their work behaviour, such as in their efforts to succeed. Career goal development requires planning and strategizing, if the efforts are put in based on the full potential of individuals it can lead them to be great successors in life.

Employees who achieve excellent results are constantly involved in goal setting because career goals represent the motivation tools for individuals hunting for effective strategies to achieve their desired career goals efficiently. Career goal development behaviour is a positive attitude, which in turn provides a strong sense of identity and value. Thus, leading to career satisfaction and it will also affect the mental wellbeing of people as they would be satisfied with their successful careers.

CHAPTER 7

CONCLUSION

While the majority of the previous literature on mental well-being has originated from western countries, this paper is one of the few studies that investigated the interaction between Career Satisfaction and Mental Wellbeing. Specifically, this paper aims to contribute to the literature regarding the relationship between career satisfaction and mental well-being of individuals. In this study we found that there is a positive relationship between career satisfaction and mental wellbeing. This result is consistent with the idea that mental wellbeing — as well as cognate concepts of personal well-being, happiness, and overall life quality — represents as a comprehensive outcome of a person's total career success & satisfaction.

The findings of this study support the notion that career satisfaction influences mental well-being. This implies that individuals who have high career satisfaction also tend to have high mental wellbeing. This also indicates that individuals who are committed and sincere to their goals do not frequently complain about their health. In addition, the findings of this study encourage individuals to have a high level of career goal development so that they will be inspired to use or develop newly acquired skills to the fullest. The implication is that individuals will then find their jobs to be more meaningful and enjoyable.

In conclusion, working population of the country are key players in the economy, and they make a large contribution to the economic development. They also play a key role in wealth creation and help the country become an active player in the global economy. Therefore, by highlighting career goal development as an important contributor towards individual well-being, this study calls for organisations and the government to look into enhancing the wellbeing of individuals in respect to their career goals & satisfaction to improve the image, reputation and sustainability of the economy.

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APPENDIX

Appendix 1

Impact of career satisfaction on mental well being

Dear Respondent,

I am Ms. Soniya Lulla pursuing my M.B.A. from Savitribai Phule Pune University. As a part of my curriculum this study is being conducted purely for the academic purpose.

All the information provided by you will be kept completely confidential.

Thank you in advance for your participation. I am extremely appreciative of your time and effort.

SECTION A – Demographic Profile

Please provide the following information

Name (optional) - _____

1. Gender - Male / Female

2. Age (in years) - _____

3. Highest Educational Qualifications- (Please tick all that is applicable)

<input type="checkbox"/>	10 th
<input type="checkbox"/>	12 th
<input type="checkbox"/>	Diploma
<input type="checkbox"/>	Graduation
<input type="checkbox"/>	Post-Graduation

4. Specify your Highest Educational Qualification - _____

5. Designation – _____

6. Department/ Industry - _____

7. Total Work Experience (in years) - _____

8. How long are you working in current organization? _____

9. How many days in a week do you work?

<input type="checkbox"/>	4 days
<input type="checkbox"/>	5 days
<input type="checkbox"/>	6 days
<input type="checkbox"/>	7 days

10. Average Daily Working Hours - _____ Hours

11. Your Annual Income in Rs. (Optional) - _____

Section –B

Part – 1

Instruction - Please indicate the frequency with which you have felt in a following way during the past three months.

1. Never
2. Rarely
3. Some of the time
4. Often
5. Always

Table 6 – Mental Wellbeing Scale

	Statements	1	2	3	4	5
1.1	I've been feeling optimistic about the future					
1.2	I've been feeling useful					
1.3	I've been feeling relaxed					
1.4	I've been feeling interested in other people					
1.5	I've had energy to spare					
1.6	I've been dealing with problems well					
1.7	I've been thinking clearly					
1.8	I've been feeling good about myself					
1.9	I've been feeling close to other people					
1.10	I've been feeling confident					
1.11	I've been able to make up my own mind about things					
1.12	I've been feeling loved					
1.13	I've been interested in new things					
1.14	I've been feeling cheerful					

Part 2 –

Instruction - Mark the degree to which you agree or disagree to the following statements.

1. Strongly Disagree
2. Disagree
3. Neutral (Neither agree or disagree)
4. Agree
5. Strongly Agree

Table 7 – Career Satisfaction Scale

	Statements	1	2	3	4	5
2.1	I am satisfied with the success I have achieved in my career.					
2.2	I am satisfied with the progress I have made towards meeting my overall career goals					
2.3	I am satisfied with the progress I have made towards meeting my goals for income.					
2.4	I am satisfied with the progress I have made towards meeting my goals for advancement					
2.5	I am satisfied with the progress I have made towards meeting my goals for the development of new skills					

Thank you for your time and contribution!

Appendix 2 – Table 8

Particulars	Coding
1. Gender	
Male	1
Female	2
2. Age	
Below 25 years	1
25-35 years	2
35-45 years	3
Above 45 years	4
3. Education	
12th	1
Graduation	2
Post-Graduation	3
Any Other	4
4. Highest Qualification	
B.com/B.Sc/BA/BBA/BCA/BCS/B-Ed	1
M.com/MBA/MMS/MCA/PGDM/Diploma/M- Eco/MPM	2
CA/Engineering	3
Law/Architect	4
BDS/MBBS/DGO	5
Designing/Hotel & Hospitality	6
Ph.D./Other	7
5. Designation	
Manager/CA/Associate/Analyst/Trainee	1
Doctor/Nurse	2
Teacher/Professor/Economist	3
Engineer/Developer	4
Architect/Lawyer	5
Fashion/Make-up/Musician/Author/Screenwriter/Hotel Manager/Cabin crew	6
Proprietor/ Other	7
6. Department	
Management/CA/Marketing/HR/Finance	1
Doctor/Medical	2
Teaching/Economics	3
Engineering/IT	4

Architecture/Law	5
Art/Entertainment/Hospitality	6
Business/Others	7
7. Total Work Experience (in years)	
Less than 3 years	1
3-7 years	2
7-12 years	3
More than 12 years	4
8. How long are you working in current organization?	
Less than 3 years	1
3-7 years	2
7-12 years	3
More than 12 years	4
9. How many days in a week do you work?	
4 days	1
5 days	2
6 days	3
7 days	4
10. Average Daily Working Hours	
2-5 hours	1
5-7 hours	2
7-10 hours	3
10-12 hours	4
11. Your Annual Income (in Rs.)	
1-5 lakh	1
5-10 lakh	2
10-15 lakh	3
More than 15 lakh	4
1) Mental Wellbeing	
Never	1
Occasionally	2
Sometimes	3
Often	4
Always	5
2) Career Satisfaction	
Strongly Disagree	1
Disagree	2
Neutral	3
Agree	4
Strongly Agree	5