

RESEARCH GROUP
SOFIA UNIVERSITY, BAS

RESEARCH AREA
SOCIAL SCIENCES (PSYCHOLOGY)

Influence of Psychological and Social Factors on Work Engagement and Well-being in Organizational Context – first empirical results 2024-2025



METHODOLOGY

Participants: **432 participants**, working in private and public organizations in Bulgaria

Procedure: An anonymous online survey

Measures:

- **Utrecht Work Engagement Scale (UWES-9)** – a shortened version; a 9-item scale (Schaufeli, W. B. et al., 2006).
- **World Health Organization Well-Being Index (WHO-5)** – version 1999; a 5-item scale (Topp, C. W. et al., 2015; Staehr, J. K., 1998).
- **Proactive Behaviour Scale** – a shortened version; a 7-item scale (Frese, M. et al., 1997; Beltrán-Martín, I. et al., 2017).
- **Work-Life Balance Scale** – a 4-item scale (Brough, P. et al., 2014).
- **Social Support Scale** – a 4-item scale + 3 additional relevant items (Caplan, R. D., 1975).
- **Perceived Benefits of Digitalization at Work** – a new, author scale; an 8-item scale.

Statistical Techniques: Data will be processed with SPSS Statistics 25. Reliability Analysis, various types of T-Test comparisons, Mean Differences with Eta Coefficient and One-Way ANOVA analyses, correlation and regression analyses were performed.

RESULTS

The results of Mean Differences with Eta Coefficient and One-Way ANOVA analyses indicate that respondents who use **hybrid and on-site form of work are more engaged** (three elements Vigor, Dedication and Absorption) ($p < .001$), but the **participants who work in a hybrid form and remotely have significantly better work-life balance** ($p < .001$). The Bulgarian sample showed good levels of engagement compared to other cultures. No statistically significant differences were found in the well-being scores based on respondents' form of work ($p > .05$). A correlation analysis confirms a **strong positive correlation between the work engagement and the well-being, and a weak one was noticed between the work engagement and the work-life balance**. The Linear Regression analysis shows that the **work-life balance positively influences the well-being** ($R = .465$) (See Figure 1).

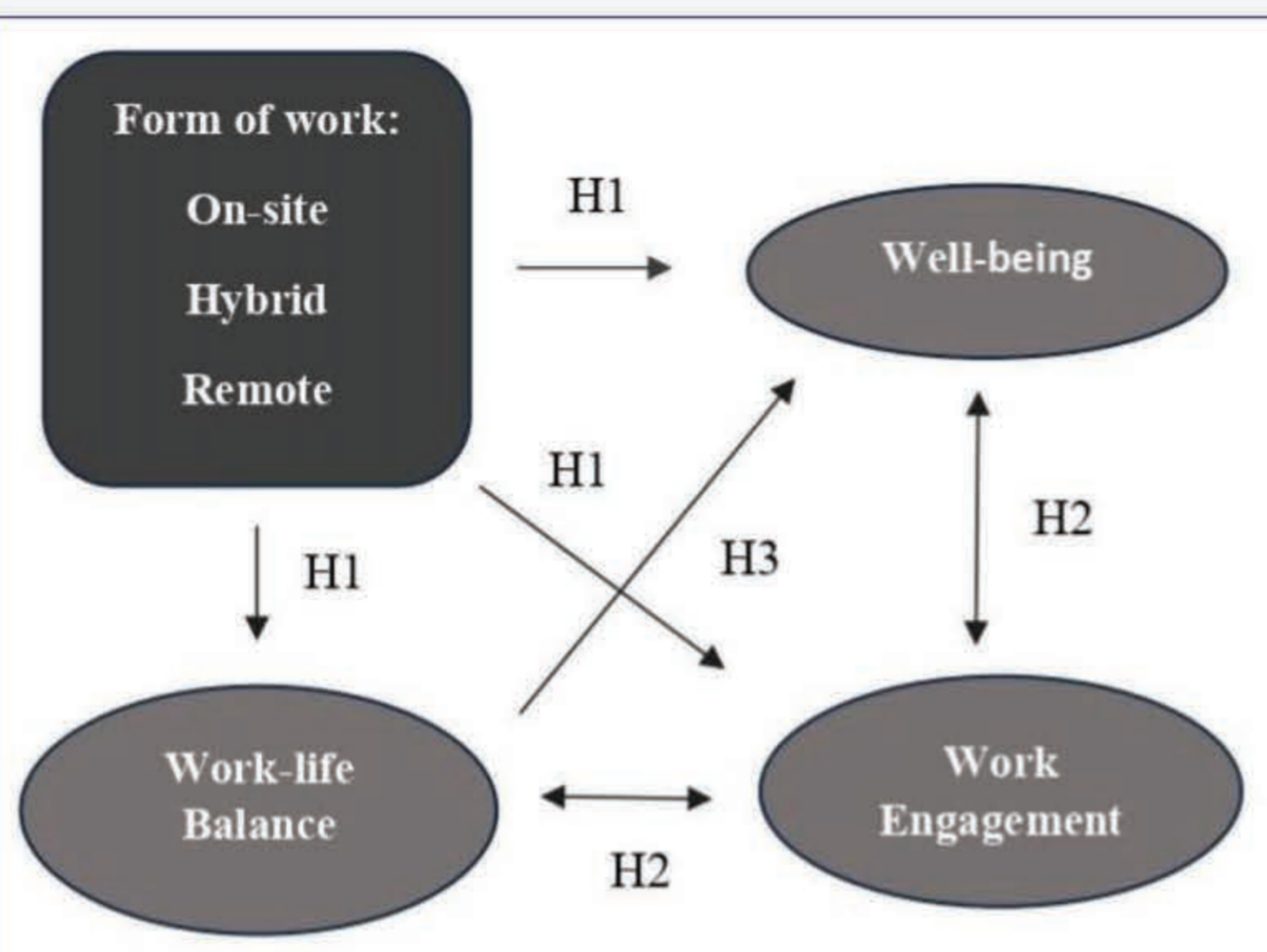


Figure 1. Interactions between form of work, well-being, work engagement and work-life balance

The results of another Mean Differences with Eta Coefficient and One-Way ANOVA analyses indicated that **managers and business owners have the highest level of engagement** by Bulgarian sample ($p < 0.001$) (See Figure 2). A **positive, although weak, correlation was also found between work-life balance and engagement**.

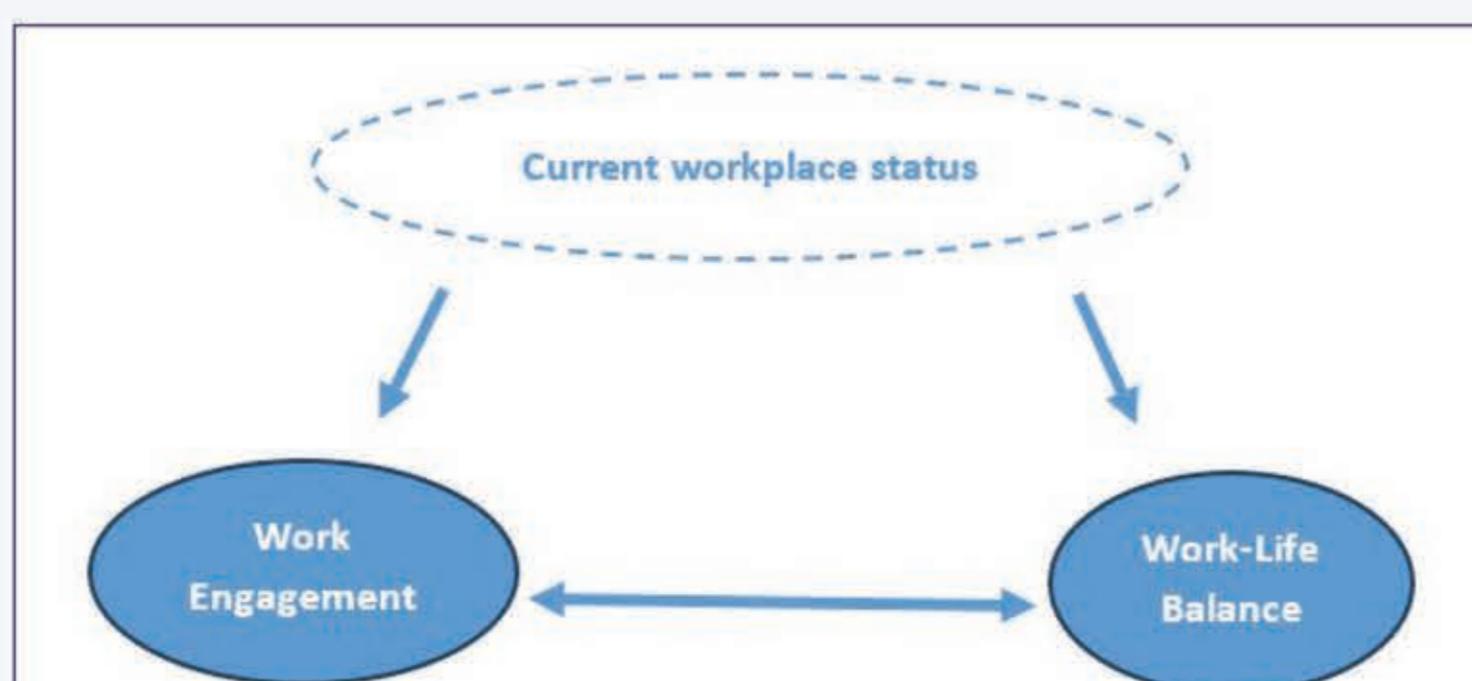


Figure 2. Interactions between work engagement and work-life balance and the influence of the current workplace status

Results of Eta Coefficient and One-Way ANOVA analyses indicate that **all aspects of work engagement increase with age and work experience**. Based on the established age dynamics of work engagement in the working population and the lower engagement levels observed among students and PhD students (a research among 109 working students and PhD students), determined by means of an Independent-Samples T Test, **the development of a useful training programme was proposed** (See Figure 3).

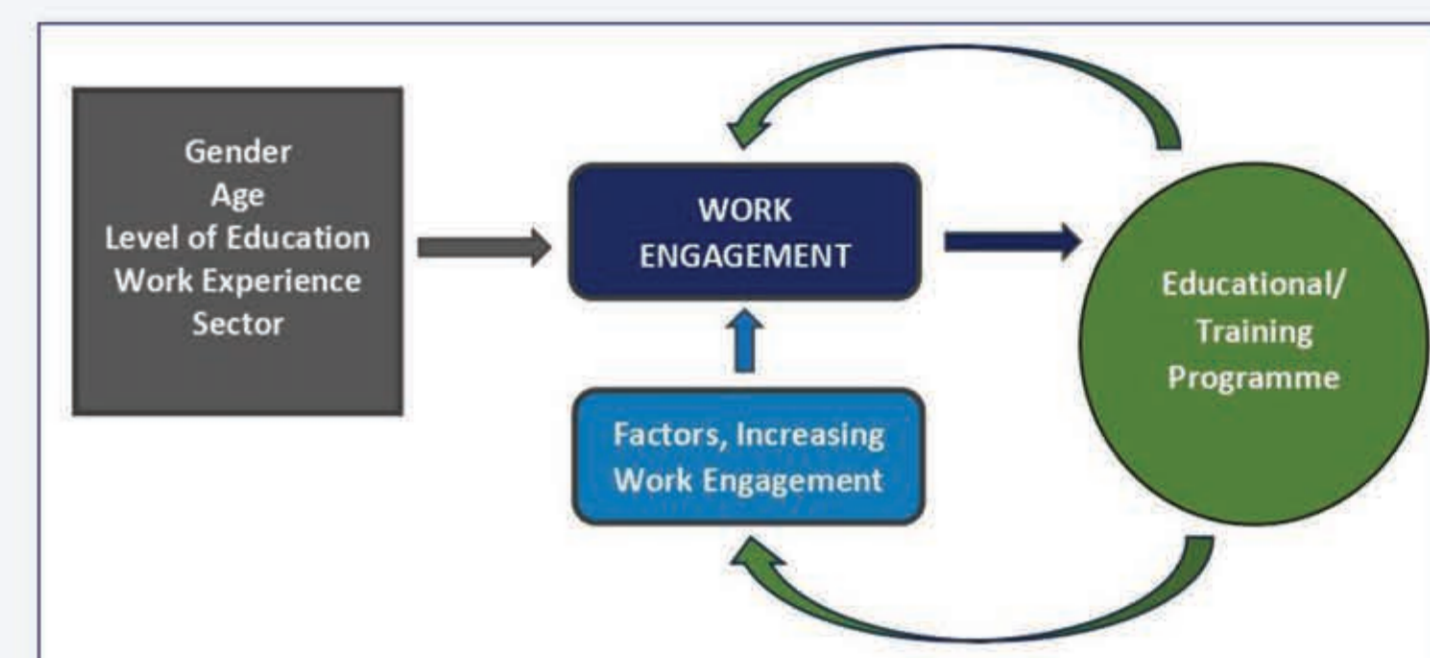


Figure 3. Work engagement – Influence of age and other sociodemographic factors, as a base for an educational/training programme

CONCLUSION

The results presented so far show interesting trends in the engagement, well-being, and work-life balance of Bulgarian managers and employees, as well as the impact of hybrid, remote, and on-site work. The influence of social support and psychological factors is yet to be calculated and presented. A positive outcome is that the level of engagement, as well as its key sub-elements – vigor, dedication, and absorption – are high in the Bulgarian sample compared to Western researches results. We will aim to expand the sample in the future and investigate additional factors, as well as propose measures for improvement to leaders, employers and HR responsables, as engagement directly impacts business outcomes, customer satisfaction, talent retention and job performance.

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INTRODUCTION

The topic of digitalization, well-being and work engagement is not yet studied in Bulgaria with larger groups.

The project consists of a total 24 months. The aim is minimum one publication in WoS in the first 12 months and more publications in English and in Bulgarian next months to be prepared.

The plan consists of following steps:

- Preparation of empirical research
- New scales and interviews
- Creation of online questionnaire
- Conducting Quantitative Research
- Preparation of theoretical part
- Data gathering and analysis
- Preparation of scientific articles
- Publication activity – Web of Science and others
- Useful manuals for organizations

PROJECT GUIDELINES

The project „Influence of Psychological and Social factors on Work Engagement“ aims to research the influence of different factors on work engagement and well-being in organizational context.

Another goal of the project is also to research the current work-life balance of the respondents after Covid-19.

The scientific survey is also focused on different ways of work – remote, hybrid and at the office (on-site) and their influence on engagement, self-reported job performance and well-being.

Not very much researched topic is also in a focus – the influence of AI and digitalization at work.

Asked is about positive and negative perceptions of digitalization.



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FIRST PROJECT PUBLICATION (WOS)

NAYDENOVA, V., NEDEVA-ATANASOVA, V., HARALAMPIEV, K., & GETOVA, A. (2024). ENGAGEMENT AND WORK-LIFE BALANCE IN ORGANIZATIONAL CONTEXT. *FILOSOFIYA-PHILOSOPHY*, 53(3), 331-346. [HTTPS://DOI.ORG/10.53656/PHIL2024-03-09](https://doi.org/10.53656/PHIL2024-03-09)
2 MORE PAPERS IN PREPARATION

