

Optimism and Work Engagement among Bank Professionals

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ABSTRACT--The purpose of the present research was to examine the relationship of optimism and work engagement among bank professionals of State Bank of India, working in Kashmir. A sample of 420 professionals was part of the study, selected by deliberate sampling method. Optimism scale developed, by Seligman (1991), was used to assess levels of optimism and Utrecht Work-Engagement Scale (UWES) (Schaufeli & Bakker, 2004) was used to measure the feelings experiencing in various work situations among the sample of the study. Data was analysed by using Mean, SD, and Perason's correlation. Findings of this study explained that there is a significantly positive correlation between optimism and work engagement among bank professionals. it can be concluded that optimism plays an important role in enhancing work engagement among bank professionals.

Keywords-- Optimism, work engagement, self efficacy, profession and work

I. INTRODUCTION

Optimism is a relatively consistant generalized tendency to tent positive life consequences (Zenger et al, 2010). It is a cognitive, an affective and a motivational drive in a person to think rationally about the future (Forgeard & Seligman, 2012). Wood, Maltby, Stewart & Joseph (2008) defined gratitude as an orientation of life towards the positives in the world. It has been described as the quintessential positive construct. Lau & Cheng (2011) further clarify that gratitude is a feeling related to appreciation and thankfulness for benefits received that were felt to be underserved or unexpected.

The connection an employee feels with his workplace has garnered a lot of attention in the recent times. At present, companies need to recruit the cream not only to be able to compete in the market but also to inspire and assist employees to actualize their capabilities. Organizations need employees who feel connected to their work, who are committed to their work, who are proactive and who are willing to invest in bringing and maintaining their organization at the top. Bakker & Leiter (2010) describe this state as employees being engaged employees.

Objective: To observe the relationship of optimism with work engagement in bank professionals.

Hypothesis: There is a significantly positive relationship between optimism and work engagement among bank professionals.

Sample: The study consisted of a sample of 420 bank professionals of State Bank Of India, Kashmir. The participants taken for the research were from the age group 26-40 and the mean age was 33.4 years. Deliberate sampling method of sampling was used for the selection of the sample.

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Procedure: proper permission was taken from the head of the Branches and individual consent was taken from each participant before administering the research tool. The questionnaire was distributed in-person and the respondents had to complete the questionnaire on the spot.

II. TOOL DESCRIPTION

Optimism Scale, given by Seligman (1991), was applied in the study. It contains of 32 questions. The responses are combined to create total score on optimism. The scale is formulated to assess dispositional optimism. The Cronbach's alpha of the scale was .78.

Utrecht Work-Engagement Scale (UWES) (Schaufeli & Bakker, 2004) is a 17 items scale measuring the feelings experiencing in various work situations. Respondents rate the items on a scale from 'never'=0 to 'everyday'=6. The total score is achieved by adding up the scores on all the items and greater score indicates higher work experience. The Cronbach's alpha for the scale is equal to .70 (Nunnaly & Bernstein, 1984). The reliability coefficient for all the three sample groups was calculated for the present study. The Cronbach's alpha for the present study was calculated as .73, for bank professionals.

Statistical Techniques: The data for the present study was analysed by using Mean, SD, and correlation method of Pearson.

Statistical Analysis: Mean, standard deviation, Pearson's method of bivariate correlation and independent Sample's t-test were used to meet the objectives.

III. RESULTS AND DISCUSSION

Tables 1: Displaying descriptive statistics of optimism among bank professionals.

Variables	N	Mean	SD	Min.	Max.
Optimism	420	13.62	3.347	7	19
Work Engagement	420	64.32	8.409	33	78

It can also be seen from the table that on optimism the mean score of bank professionals is 13.62 with SD of 3.347, the mean score of work engagement among bank professionals is 64.32 with SD of 8.409.

Table 2: Showing correlation of optimism with work engagement among bank professionals.

Variables	Work Engagement
Optimism	Pearson Correlation .522**
	Sig. (2-tailed) .000
	N 420

** . Significant correlation at the 0.01 level (2-tailed)

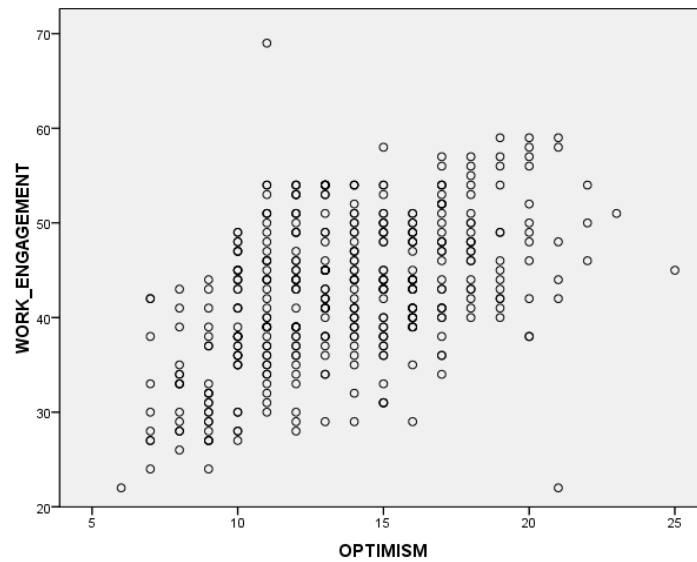


Figure1: Scatter plot presenting correlation (positively correlated) between optimism and work engagement among bank professionals.

The table 1 displayed above shows that there is a significantly high positive associated between optimism and work engagement among bank professionals ($r= .522, N=420, p<.01$). Therefore, the hypothesis stating that there is a significantly positive association between optimism and work engagement among bank professionals. is supported. These results indicate that higher the optimism, higher will be the work engagement among bank professionals and vice-versa. As discussed earlier that optimism is an individual's positive psychological state that helps in performance, enhances efficacy, and takes challenges as opportunities.

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