

Perceived Well-being among Telecommunication Professionals in Nigeria as a Consequence of Hope, Life Orientation and Personal Meaning*

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ABSTRACT The paper investigated perceived well-being of employees of a private telecommunication organization in Nigeria as a consequence of hope, life orientation and personal meaning. The ex-post facto research design was adopted in the paper. Also, the paper used both the convenience and purposive sampling techniques to sample a total of 200 (Males=74 (37%), Females=126 (63%)) participants with a total mean age of 39 years (SD=3.68). Hypotheses were tested and results revealed that participants with high level of personal meaning scored significantly higher on well-being than those with low level of personal meaning ($t= 9.12$, $df (198)$ $p<.05$); participants with high level of hope scored significantly higher on well-being than those with low level of hope ($t= 8.23$, $df (198)$ $p<.05$); participants with high level of life orientation scored significantly higher on well-being than those with low level of life orientation ($t= 5.13$, $df (198)$ $p<.05$). The paper concluded that perceived well-being of employees is significantly dependent on the psychological states of hope, life orientation and personal meaning. It therefore, recommends that organizations and managers of human resource should enlighten employees through trainings, seminar and workshop on the importance of positivism in ensuring their well-being.