



Introduction

Research has shown there is an association between existence of wellness programs and job satisfaction, because worksite wellness programs create positive attitudes and make employees happier (Parks & Steelman, 2008). Although a clear link has been established between provision of wellness programs and job satisfaction, less is known about other variables that may mediate this relationship. In addition, the mere existence of a wellness program doesn’t translate into use; given that only an estimated one-third to one-half of employees utilize organizational onsite wellness programs on a regular basis (Schwetschneau, O’Brien, Cunningham, & Jex, 2008). This study examines the potential mediating factors of source of support, channel of communication and perceived organizational intent on offering wellness programs on the relationship of the existence of the wellness program and job satisfaction. Source of support, channel of communication and perceived organizational intent are tested for possible association with likelihood of participation in wellness programs. Full-time employees at Midwest organizations were asked to complete an online questionnaire measuring likelihood of participating in wellness programs and job satisfaction. The results are expected to clarify the relationship between the mediating variables in relation to job satisfaction and likelihood of participation in wellness programs.

Method

Participants/Procedure

Participants (N = 109) were adults working full-time at various Midwest organizations who agreed to take an online Qualtrics survey. Sixty-four participants were women, forty-three were men. Participants ranged in age from 21 to over 60 years, with the majority of participants between the age range of 41-60 years old.

Materials

Job Satisfaction Scale (JSS)

The Job In General Scale (Smith, Kendall, & Hulin, 1969) is a subscale of JSS and measures overall satisfaction with one’s job. Items are given on a continuums and questions are asked by indicating the extent to which a set of words describes their job. The scale was reliable ($\alpha=.86$, $M=21.47$, $SD =3.34$).

Perceptions Related to Wellness Programs

Perceived intent was measured by asking participants to indicate level of agreement on statements regarding who they believed the program was meant to benefit. Perception of support was measured for peers, supervisors, and organization.

Limitations

- Research was conducted with the limited time frame of 15 weeks
- A majority of survey participants were from three of the same companies

Results and Discussion

RQ1: Is source of support associated with a) likelihood of participation in wellness programs and b) job satisfaction?

There is a relationship between source of support and job satisfaction. Support from supervisors ($r=.31$, $p=.001$), peers ($r=.28$, $p<.01$), and employers ($r=.47$, $p<.001$) is correlated with job satisfaction.

Source of support is correlated with participation, supervisors ($r=.31$, $p<.001$), peers ($r=.33$, $p<.001$), and employer ($r=.22$, $p<.05$)

RQ2: Is satisfaction with provision of wellness program information associated with a) likelihood of participation in wellness programs and b) job satisfaction?

Satisfaction with program information received is correlated with job satisfaction ($r=.37$, $p<.001$) and likelihood of participation ($r=.36$, $p<.001$).

RQ3: Are a) job satisfaction and b) likelihood of participation in wellness programs correlated with perceived intent?

Job satisfaction is associated with the perception that the program is offered to benefit employees ($r=.34$, $p<.001$) and the perception that the program is offered to benefit both employees and the organization ($r=.51$, $p<.001$). No association was found between job satisfaction when employees believe wellness programs are solely to benefit the organization.

Job satisfaction and participation in wellness programs are not correlated.

Likelihood of participating is correlated only with the perception that the program is offered to benefit both the employee and the organization ($r=.25$, $p<.01$).

To examine the combined effects of related variables on job satisfaction, a linear regression was performed. Two variables emerged as significant predictors of job satisfaction. The regression was significant, $F(2,107)=26.63$, $p<.001$. Employer support and the perception that programs are offered to benefit both employees and the organization together account for 33% of the variance in job satisfaction.

Table 1: Linear regression results of all variables on job satisfaction

Model		Coefficients ^a			t	Sig.
		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta		
1	(Constant)	3.357	.100		33.519	.000
	My employer encourages and supports my participation in a wellness program.	-.165	.048	-.306	-3.404	.001
	I believe my employer offers wellness programs to equally benefit the employees and the organization...	-.182	.045	-.365	-4.059	.000

a. Dependent Variable: JobSatisfaction

Other Results

There is a significant correlation between participants who feel the organization cares about their wellness and job satisfaction ($p=.05$). However, there was not a significant correlation between likelihood of participation and job satisfaction.

References and Acknowledgements

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