

**INFLUENCE OF EXISTENTIAL
FULFILMENT ON WORK ENGAGEMENT
AMONG KENYA UNIVERSITIES
PROFESSIONAL COUNSELLORS**

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INTRODUCTION

- A 2013 global study by GALLUP (that was carried out in 142 countries) on the state of engagement in the work place:
 - 13.6% of employees worldwide are engaged at work,
 - 61.7% are disengaged and
 - 23.3% actively disengaged.
- A 2014 report on trends in global engagement by AON-Hewitt:
 - 22% of workers globally are engaged,
 - 39% moderately engaged,
 - 23% passive and
 - 16% as actively disengaged.

INTRODUCTION

- Work engagement levels among employees vary across different global regions and among countries within those regions.
- At the global level:
 - 29% - Northern America (that is, the U.S. and Canada)
 - 24% - Australia and New Zealand
 - 14% - 19 Western European countries (GALLUP, 2013)
 - 31% - Latin America
 - 27% - North America
 - 23% - Africa/Middle east
 - 19% - Europe (AON-Hewitt, 2014)

- The highest proportions of actively disengaged workers:
 - 35% - Middle East and North Africa (MENA)
 - 33% Sub-Saharan Africa regions (GALLUP, 2013)
 - 19% - Europe
 - 16% - Africa/Middle East

Statement of the Problem

- Significant shifts in the global economy have accelerated the need for organizations to find innovative ways to address new technological, demographic and marketplace realities.
- As a result, Human Resource Practitioners have been forced to re-evaluate costs associated with talent, necessitating a need to maximize productivity with minimal work force.
- Consequently, a proliferation of work and wellness research resulted, since human resource capital can be the biggest asset as well as its biggest liability in any organization (Das, Narendra & Mishra, 2013).
- Organizations now focus on the well-being of employees as it is believed that healthy employees are motivated and energetic (Furnham, 2012).

Statement of the Problem

- The ripple effect of promotion of positive occupational health psychology could be initiated at the preparation level of professionals.
- This is where universities play a key role in promoting psychological wellness through research, training and development of human resource in the helping professions.
- A review of referent literature indicates that research conducted has concentrated on the relationships between existential fulfillment and burnout (see Tomic & Tomic, 2011), as well as engagement and burnout (see Kiarie, Sisera & Mwenje, 2011; Cole, Walter, Bedeian & O'Boyle, 2012) professional counsellors as well as the contribution of existential fulfillment and engagement to burnout.

Objectives

- To investigate the contribution of existential fulfilment and work engagement to job burnout among Kenya universities professional counsellors

Hypothesis

- H01: There is no statistically significant contribution of existential fulfilment and work engagement to job burnout among Kenya universities professional counsellors

Literature Review

- **Employee engagement**
 - has been variously defined as:
 - employee attitude,
 - employee behaviour and
 - organisational programme,
 - but in all of these cases engagement is inextricably linked with wellbeing.

Literature Review

- If engagement is defined as an employee attitude then it has strong implications for and potential overlaps with mental health (e.g., Schaufeli et al., 2008).
- If engagement is defined as a set of actions (or intensity of actions) then these actions may impact physical and mental health directly (Nixon, Mazzola, Bauer, Krueger, & Spector, 2011).
- If engagement is defined as an organisational programme (or a workplace approach) then such programmes have implications for the mental and physical health of employees (Dollard & Bakker, 2010).
- Lewis et al. (2011) defined engagement as being focused in what one does (thinking), feeling good about oneself in one's role and the organisation (feeling), and acting in a way that demonstrates commitment to the organisational values and objectives (acting).”

Literature Review

Components

- **Vigour,**
 - is characterized by high levels of energy, resilience and mental flexibility while working,
 - the willingness to invest effort in one's work, and
 - the ability to not be easily fatigued and
 - to be persistent in the face of difficulties.

Literature Review

Components

- **Dedication,**
 - refers to a commitment to work and is characterized by a sense of significance.
 - Dedication is a useful and meaningful experience, inspiring and challenging;
 - it evokes feelings of pride and enthusiasm.

Literature Review

Components

- **Absorption,**
 - a pleasant state of total immersion in one's work,
 - which is characterized by full concentration on and
 - deep engrossment in one's work so that time passes quickly and
 - one is unable to detach oneself from the job (Schaufeli & Bakker, 2010; Xanthopoulou, Bakker, Kantas & Demerouti, 2012).

Literature Review

- Existential fulfillment
 - refers to a way of life that is full of meaning and purpose and reveals an existential psychological approach to life (Längle *et al.*, 2003).

Components

- Self-acceptance,
- Self-actualization and
- Self-transcendence

Correlation Matrix

	1	2	3	4	5	6	7
1. Self-Acceptance	Correlation Coefficient						
	Sig. (2-tailed)						
2. Self-Actualisation	Correlation Coefficient	-.035					
	Sig. (2-tailed)	.646					
3. Self-transcendence	Correlation Coefficient	-.068	.449**				
	Sig. (2-tailed)	.364	.000				
4. Overall Fulfilment	Correlation Coefficient	.208**	.454**	.450**			
	Sig. (2-tailed)	.005	.000	.000			
5. Vigour	Correlation Coefficient	.115	.063	.117	.168*		
	Sig. (2-tailed)	.124	.404	.116	.024		
6. Dedication	Correlation Coefficient	.046	.089	.234**	.142	.538**	
	Sig. (2-tailed)	.536	.235	.002	.057	.000	
7. Absorption	Correlation Coefficient	.111	.118	.099	.069	.578**	.486**
	Sig. (2-tailed)	.139	.114	.185	.358	.000	.000
8. Overall Engagement	Correlation Coefficient	.149*	.030	.225**	.173*	.708**	.655**
	Sig. (2-tailed)	.046	.688	.002	.020	.000	.000

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

*Correlation is significant at the 0.05 level (2-tailed).

Summary

- The overall existential fulfilment levels among Kenya universities professional counsellors observed to be moderate based on the mean index for responses on the EFS (2.57; sd = 1.08). Among individual professional counsellors, 89% of respondents reported moderate levels of existential fulfillment.
- The overall work engagement level among Kenya universities professional counsellors based on UWES was high (mean = 4.23; sd = 1.48). Among individual respondents, 52% of the respondents were highly engaged, 43% were observed to be moderately engaged and 5% registered low work engagement.