



PSYCHOLOGICAL WELLBEING IN NON GOVERNMENTAL ORGANISATIONS IN UGANDA

Abstract

The purpose of the study was to examine the relationship between positive work environment, Psychological Capital, Positive emotions and Psychological wellbeing of employees in non-Governmental Organizations in Uganda. The research objectives included the following, to examine the relationship between positive work environment and positive emotions and in nongovernmental organizations in Uganda, to examine the relationship between Psychological Capital and Positive Emotions and among employees in nongovernmental organizations and to examine the relationship between Positive emotions and Psychological wellbeing.

A cross sectional survey design was used to collect data from both local and International Non-governmental Organizations through the use of a quantitative approach. A sample size of 200 respondents was selected from a population of 250 employees from the eight non-governmental organizations in Kampala. A stratified random sampling technique was used to consider International HIV/Aids Alliance - Sunrise OVC Project, Forum for African Women Educationalists (FAWE), Water School Uganda, CESUI, NCBA – CLUSA, Action for children, Strengthening Decentralization Systems (SDS), (Makerere Joint Aids Program) MJAP and Compassion Assisted Projects. Findings showed that the predictor variable could explain 20% of

variance in Psychological wellbeing (Adjusted R Square = .196). Which means that positive changes in Positive work environment, Psychological capital and Positive emotions will bring about 20% increase in Psychological well-being of employees in non-governmental organizations. In all the variables Positive Work environment was found to be the best predictor of Psychological wellbeing in non-government organizations with Beta = .302, sig = .001.

Positive emotions was ranked second position with Beta = .120, sig = .189 and lastly psychological capital with Beta = .115, sig = .113