

**Title Case – Do Positive Work Events Moderate the Relationship Between Negative
Work Events and Fatigue?**

Ishika Mitra

s3947645

Department of Psychology, University of Groningen

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Supervisor: Prof Dr. Antje Schmitt

Second Evaluator: MSc. Michelle Lohmeyer

In collaboration with Fellow Students Lorenz Reinold Cremer, Lotte de Jong, Meret

Ellerback, Hannah Mullers & Lina Oster-Daum

Abstract

In the realm of organizational psychology, factors such as stress have been thoroughly investigated; however scientific research focused on the intricacies that influence worker's stress levels and well-being is still in its infancy. By concentrating on work events one can examine the complex interactions between factors relevant to the workplace such as fatigue. Negative work events resulting in fatigue is the first hypothesis and positive work events decrease the impact of negative work events on fatigue, as the second hypothesis. These relationships are analysed in accordance with the Conservation of Resources (COR), Theory which emphasizes people's attempt at acquiring and safeguarding resources significant to them. These resources are crucial for experiencing and coping with different work events. A sample of 96 participants, between the ages of 19 to 62 years old, were recruited. The questionnaire respondents were asked to fill in one baseline survey and ten daily surveys to get a better understanding of work events and their impact on fatigue. Significant results were found in support of Hypothesis 1, while the study outcomes were not in line with Hypothesis 2.

Keywords: negative work events, positive work events, fatigue, Conservation of Resources Theory

Do Positive Work Events Moderate the Relationship Between Negative Work Events and Fatigue?

Previous studies have reported intellectual repercussions of stress including impaired decision-making, challenges in cognitive processes, and a lack of motivation amongst others. At an organizational level, these consequences manifest in the form of diminished morale, a rise in employee complaints, and decreased performance (Attridge, 2017). According to a global search (Barrett and Sinyan, 2023), 59% of employees are ‘quiet quitting’ their jobs, which presents itself as applying minimum effort and passively waiting for the workweek to conclude. The researchers argued that consequently, the jobholders psychologically cut off from their work which makes them more susceptible to stress and burnout. General research has focused on the mainstream aspects of a job, while not exploring more nuanced factors that contribute to stress and well-being (Chen et al., 2021).

Going beyond the universal ideas of what a job typically entails, it is important to comprehend the experience of work and how it affects employees’ outcomes. Upon such consideration it becomes clearer that further research on work events is necessary. The analysis of work events provides the opportunity to identify and delve into complex interactions between several work factors and employee engagement throughout time (Weigelt et al., 2021). Central to gaining a thorough understanding of work events, this paper initially focuses on positive and negative experienced work events. Extending more on what these specific events entail, Weiss and Cropanzano (1996) also reviewed the concept of work events and their effect on employees. Results corroborated that positive work events, including being recognized or succeeding, tend to boost positive emotions and job satisfaction. Contrarily, negative work events such as compromising conflicts or unfair treatment set off negative emotions that lead to job strain and stress.

A primary concern of experiencing negative work events is the development of said job strain, more specifically fatigue. Frone and Tidwell (2015), labelled fatigue as a significant personal and professional outcome that links working circumstances to employee's health, work attitudes, and performance. According to their empirical findings, fatigue experienced at work is viewed as extreme exhaustion (i.e., lack of energy) and diminished functional capacity. A reduced emotional capacity is a reflection of a loss in the ability and/or motivation to react to particular stimuli or even engage in certain activities. Circling back to examining work events, Gross et.al., (2011) explored positive work events through the lens of the broaden-and-build theory. This theoretical foundation proposes that positive work events potentially improve resources by boosting cognitive capacities along with elevating self-efficacy. On the contrary, Scheibe (2021) found that high-intensity negative work events are linked to disruption of well-being. Employees reported being less able to concentrate during their workday and experiencing more unpleasant feelings that lingered after the workday ended, particularly on days with high-intensity negative work events.

In the organizational health psychology field, research has mostly been restricted to limited comparisons of negative and positive work events independently. What is not clear yet is the impact these work events have on fatigue. In an attempt to bridge this gap in the research field, this thesis aims to address 'whether positive work events moderate the relationship between negative work events and fatigue'. Hypothesis 1 tested is 'Negative work events result in fatigue' and Hypothesis 2 is 'Positive work events decrease the impact of negative work events on fatigue'.

The Relationship Between Negative Work Events and Fatigue

Over the past decade, most research on negative work events has emphasized those instances as adverse or distressing experiences encountered by individuals at the workplace.

These events involve a range of factors such as conflicts with colleagues, receiving negative feedback, and cases of unfair treatment (Weiss and Cropanzano, 1996). Moreover, negative work events can be categorized into two subtypes: social events and task-related events.

Social events pertain to observing counterproductive behavior among co-workers or experiencing poor teamwork, while task-related events focus on the failure to achieve work goals and receiving negative feedback regarding personal or team performance within the organization, among other factors (Schmitt and Scheibe, 2022). Although the two subcategories within the broader context have comparable outcomes, it is crucial to distinguish them to delve into the internal factors that contribute to negative work events.

Gross et.al (2011) argued that individuals must use self-control, attention management, and emotional regulation when confronted with negative events. Over time, being exposed to these negative events may cause one's attention to drift from the current task, which may lead to off-task thinking. This time spent thinking about unfavourable events might be utilized to analyse information about them, such as worrying about potential failure or rehashing ruminating memories. Drawing on the concepts of rehashing ruminating memories, Jiandong et.al (2022) examined how role overload mediates the association between negative work events and fatigue. The phenomenon of role overload highlights the condition where employees experience an overwhelming number of demands imposed upon them by their employers. The commitment taken to complete the tasks rapidly depletes their mental and physical reserves, leading to fatigue.

Both the studies by Gross et.al (2011) and Jiandong et.al (2022), have been able to provide a holistic view of the detrimental effects of negative work events and highlight the urgency for future researchers to explore several affected aspects. To add more evidence, Beal et.al (2005) proposed a theoretical framework that establishes a connection between immediate affective experiences and individual performance at the within-person level. Their

findings report that a perceived insult from a colleague invokes anger, among other negative emotions. Rumination over this unresolved event impedes an individual's ability to focus.

Negative work events have been linked to resource depletion frequently in the studies mentioned above. In the context of this thesis, resource depletion was analysed through the framework of Conservation of Resource (COR) Theory (Hobfoll et.al 2018), a motivational theory built on human behavioural genetics. The urge to acquire and preserve resources throughout evolution helps to explain a significant aspect of human behavior. Given that humans are social animals, it is not surprising that social/task events have a significant and measurable impact on fatigue.

Hypothesis 1: Negative work events result in fatigue.

Conservation of Resources Theory

According to Hobfoll et.al, (2018), the COR Theory emphasizes how people work to acquire and safeguard resources that are crucial to them. The argument is founded on the knowledge that cognitions have a strong, evolutionary-driven bias toward underweight resource gain and overweight resource loss. People employ essential resources to manage their stress and to accumulate sustaining resources for future usage. Having and maintaining personal, social, and material resources also gives people, families, and organizations the assurance they need to deal with challenging situations.

Primary loss of principle, the first tenet of the COR Theory, is correlated with negative work events. Resource loss is disproportionately more significant than resource gain. Given the goal of the study, personal resources like essential talents and character qualities like self-efficacy and optimism are most pertinent in this situation. Resource loss has a greater overall impact than resource gain, along with affecting people more quickly over time. This is consistent with other research that discussed the impact of negative work events

on people. Hence emphasizing the need to investigate how it may contribute to fatigue (Hobfoll et.al 2018).

In light of COR's fundamental concepts regarding resource investment and incentives, studies have examined the dynamics of resource accumulation. Current global research has concentrated on finding resources that guard against additional loss and ensuing crippling behaviours at work. Findings show a functional link between increased work performance and health preservation at the individual level (Hobfoll et al. 2018). Positive work events emphasize pleasant interactions with a co-worker or progress made on a work goal (Schmitt and Scheibe, 2022). In addition, Fredrickson (2001), also emphasized how positive work events can accumulate over time to produce durable resources that increase resistance to resource loss.

Moderating Effect of Positive Work Events on the Relationship Between Negative Work Events and Fatigue

Early understanding of positive work events derives from Weiss and Copranzano's (1996) affective events theory. Their hypothesis goes on to claim how positive work events affect an individual depending on their emotional composition. It provides a useful framework to explain how work-related events influence individuals. However, it falls short when regarding the functional importance of positive work events. There has been little quantitative analysis of positive work events as a moderator, buffering the impact of negative work events on fatigue. Bono et. al, (2013) highlighted some evidence to support the claim that positive work events occur frequently at work. However, in the organizational psychology literature, the influence of positive work events is merely shown to act as a buffer for negative work events. Research on the bolstering effects of positive work events in regular work life and other distinctive contributions is still insufficient.

Bledow et al. (2011) emphasized on the affective shift model of work engagement, this shift paradigm is thus put to use to expand on the body of literature available. According to this paradigm, a negative incident is positively related to job engagement if a beneficial outcome occurs after it. Their results hypothesized that people tend to have negative moods early in the workday and positive moods later on. Given that there has been an effective shift, work engagement ought to be strong. Suggesting that the impact of a negative mood in the morning on one's ability to focus at work relies on how positive one feels between the morning and the afternoon. If a morning's negative mood is followed by a high positive mood, the afternoon's work engagement should be positively correlated with the morning's negative mood.

To further support the stated notion, Gross et al., (2011) indicated that positive impacts help people regain coping mechanisms and increase the likelihood of meaning-focused coping. As positive experiences can also speed up recovery from negative emotional arousal, all these benefits imply lower resource depletion by negative events. It also has been seen that as a result of positive events, there has been a net increase in energy resources. Circling back, Gross et al., (2011) indicated the shift in focus since positive work events demand attention (e.g., dwelling on success or positive feedback). In some cases, joyful occasions may call for the restraint of emotion during social interactions with colleagues. These positive effects can encourage actions like seeking out additional information, which will eventually lead to the creation of resources. However, given the low amount of research available on positive work events acting as a buffer on fatigue, it is difficult to draw any conclusions on the given topic. This is why the next hypothesis focuses on adding more evidence to support the notion stated above.

Hypothesis 2: Positive work events decrease the impact of negative work events on fatigue.

Method

Sample and Procedure

To investigate how daily work events affect employee well-being, one baseline survey and ten daily surveys were conducted from June 2022 to April 2023. The data gathered from these months were combined into one data set. The recent baseline survey started in March and consisted of 141 participants out of which 10 participants were removed. Nine of them failed the attention check and one participant did not provide a valid email address, even though they had completed their survey. Hence after sorting out the data, 131 participants were left. Out of those, 63 participants recorded their responses in the year 2022 and 68 participants from the year 2023. The survey conducted in this study was approved by the Ethical Committee for Psychology (ECP), the participants were recruited by undergraduate (BSc) and Postgraduate (MSc) students from the University of Groningen.

To ensure a diverse sample, convenience, and snowball sampling was utilized, resulting in the inclusion of individuals from various professions such as teachers, nurses, consultants, engineers, HR professionals, and others. The participants were required to fulfil two main criteria: working more than 20 hours per week and possessing sufficient proficiency in English to complete the survey. Participants who completed the baseline survey and a minimum of five daily surveys were eligible to receive a summary of the most significant findings from the study. Additionally, they had the opportunity to be entered into a raffle with a prize worth 50 euros, which would be awarded to three randomly selected participants who completed the criterion.

A total of 98 participants contributed to the daily survey, generating a total of 553 observations. To simplify the data, the observations were aggregated by calculating the mean across all daily responses for each participant at the item level. Subsequently, a separate scale-mean was calculated. During the aggregation process, 21 observations were excluded

due to participants being absent or not working on those particular days. Additionally, participants who only took part in the baseline study and did not complete at least one of the daily surveys were also removed. As a result, two participants were eliminated, therefore the final sample included in the analysis, considering both the baseline data and aggregated data from at least one daily survey, amounted to 96.

Among the 96 participants included in the study, 35 were male and 60 were female. The age range of the participants varied from a minimum of 19 years to a maximum of 62 years, resulting in a mean age of 35.75 ($SD = 13.3$). Regarding nationality, the majority of the participants (54.2%) reported being Dutch. The second highest percentage was 16.7% from Germany, followed by 10.4% from Romania, and 18.8% from other countries. In terms of educational attainment, it was found that 60.4% of the participants held a university degree. Additionally, 11.5% had completed secondary school, and 3.1% had obtained a doctorate. A significant share of the sample (36.5%) reported working between 35-40 hours per week.

Measures

Negative Work Events

Negative work events were measured using a 32-work event scale (Schmitt and Scheibe 2022). The taxonomy differentiates between 1. Task-related (e.g., being hindered to work on important tasks because someone interrupts or distracts you), 2. Social-self (e.g., being socially excluded or ignored at work), 3. Social-others (e.g., witnessing counterproductive behavior of coworkers or poor teamwork), and 4. Personal (suffering from acute physical/mental health symptoms). The average score for negative work events was 1.70 ($SD = 0.50$). Checking for the reliability of the scale was not necessary, since the single events do not necessarily need to correlate with each other to determine the variable negative work events.

Fatigue

To measure fatigue experienced by the participants during the workday, they were asked to answer three items as a part of the daily surveys. These items were adapted from the Three-Dimensional Work Fatigue Inventory (3D-WFI) by Frone and Tidwell (2015). The 3 items specifically focused on asking the participants whether by the end of the work day, they felt ‘Mentally Exhausted?’, ‘Experienced difficulty thinking and concentrating at the end of the work day?’ and ‘Feeling mentally worn out at the end of the working day?’. The average score for fatigue was 2.16 ($SD = 0.83$), and Cronbach alpha was 0.914.

Positive Work Events

Positive work events were also measured with a 32-work event scale (Schmitt and Scheibe 2022). The taxonomy differentiates between 1. Task-related work (e.g., receiving positive feedback or being complimented on your (team’s, organization’s), 2. Social-self related (e.g., having a pleasant interaction with a customer, client or patient), 3. Social-others (e.g., witnessing another person’s success at work), and 4. Personal-related (e.g., experiencing a productive non-work-related event). Respondents indicated whether they had witnessed such an incident, and if they did, they were asked to rate it on a scale of 1 (very little) to 4 (extremely) on Likert scale. Checking for reliability of the scale was not necessary, since the single events do not need to necessarily correlate with each other to determine the variable positive work events. The mean of positive work events was 2.104 ($SD = 0.488$).

Control Variables

To enhance the internal validity of the study by limiting the influence of confounding and other extraneous variables, age and weekly working hours were implemented as control variables. According to Charles' (2010) paradigm of strength and vulnerability integration for adult emotional well-being. Older employees in comparison to younger employees are more successful and efficient at achieving emotion-regulation goals. Justifying the theory, research

has demonstrated that people can improve their emotional regulation abilities through time and learn from their mistakes. That being the case, older employees claim to have better subjective control over their emotions than younger workers, given the number of lessons accumulated over the years (Kessler and Staudinger, 2009; Lawton et. al., 1992).

Due to the vast range of jobs recorded from consultants to nurses, not every participant in our sample puts in the same number of hours. High degrees of burnout, despair, and anxiety are among the hedonic health impairments that people who endure high levels of job stress experience. These results for challenge stressors (such as workload and time constraints) and hindrance stressors (e.g., hassles and job ambiguity) were reported. Importantly, the connection between individual-level stressor and strain is higher for challenge stressors than for hindrance (Sonnetag et al., 2023). When these results are contrasted with negative work events, various parallels emerge. Therefore, excessive working hours have to be taken into account as a control variable simultaneously.

Data Analysis

The data was examined using IBM SPSS Statistics to derive meaningful conclusions regarding the hypotheses. Initially, a Pearson correlation coefficient was computed for all variables in the dataset to measure the strength and direction of the relationships among them. Subsequently, the data underwent preparation for a regression analysis, where checks were conducted to assess the assumptions associated with the data. These checks were performed to ensure the validity of statistical inferences, the interpretation and generalization of results, and the identification of any potential outliers within the data. The following criteria were met: normality of residuals, linearity, homoscedasticity, and independence of observations. Additionally, a correlation analysis was conducted, followed by a multiple regression analysis to examine the hypotheses.

Results

Descriptive Analysis

The Pearson correlation shows a positive association between negative work events and fatigue ($r = .321, p = .002$) (see Table 1), confirming our assumption that negative work events impede fatigue. The correlation between the two independent variables negative work and positive work events ($r = .349, p = <.001$) is also significant. However, the correlation between positive work events and fatigue ($r = .123, p = .232$) is not significant. Therefore, there is not enough evidence to conclude that there is a true correlation between positive work events and fatigue. The initial control variable, age, in relation with fatigue resulted in ($r = -.375, p <.001$). The second control variable working hours in relation with fatigue resulted in the following statistics: $r = -.095$ and $p = .355$, indicating that both the values do not uphold the control variable as a statistically significant one in the linear regression model (see Table 1)

Hypothesis Testing

We used the data collected to investigate the first hypothesis, the multiple linear regression analysis as displayed in Table 2 revealed a significant effect of negative work events on fatigue ($b = 0.46, t = 2.470, p = .015, R^2 = .321$). This result supports Hypothesis 1. Furthermore, under Hypothesis 2 we predicted that positive work events decrease the impact of negative work events on fatigue. However, the data collected did not yield a significant interaction effect ($b = 0.022, t = 0.121, p = .904, R^2 = .343$). Consequently, Hypothesis 2 was not supported (see Table 2).

Discussion

Summary of the Findings and Theoretical Implications

The goal of this thesis was to bridge the research gap and provide more information in the field of work events and its impact on fatigue. In line with the stated goal, our research

question was ‘Do positive work events moderate the relationship between negative work events and fatigue? In accordance with this line of enquiring two hypotheses were presented, H1: ‘Negative work events resulting in fatigue’ and H2: ‘Positive work events decrease the impact of negative work events on fatigue’. Our results were able to support the first hypothesis, however, the second hypothesis could not be upheld.

In our view, the most important result is that negative work events predict fatigue. The data gathered emphasized the strong correlation between the two variables. Hence this thesis demonstrated that employees experience fatigue when presented with aversive tasks or social-related negative work events. For instance, such events can range from being hindered to work on important tasks because of constant interruptions, to witnessing counterproductive behavior of co-workers or poor teamwork. This goes in line with Schmitt and Weiglet’s (2023) findings emphasizing how dealing with negative work events necessitates substantial self-control, attention regulation and affect regulation. Such events may also immediately trigger emotional reactions and mood fluctuations, according to their research.

As a result of these occurrences, energy resources are depleted, which increases levels of fatigue (Gross et al., 2011). Their findings were significant, hence clarifying the essence of work events along with adding to the limited research conducted on fatigue as a result of it. The research by Scheibe (2021) takes it one step further by expanding on an additional outcome of experiencing negative work events, namely resource loss. Undergoing such events forces individuals to think back and ruminate, but also limits their access to resources. Resources are crucial for keeping one's focus on work-related duties and persevering them in the pursuit of career goals. Given the importance of resources and how frequently they are mentioned when discussing work events, it is crucial to consider the situation from the perspective of COR theory.

The second hypothesis, positive work events decrease the impact of negative work events on fatigue, could not be supported. Gross et.al (2011) predicted that positive work events are responsible for building resources, by improving cognitive processing, decision-making, and the efficient allocation of cognitive resources and flexibility, as proposed by the broaden-and-build theory. However, Goodwick (2023), provided an alternative explanation for this finding could be connected to individual differences. Individual differences have an impact on how each employee interacts with others at work and manages stress or balancing feedback. It is a subjective experience and certain personality traits have been linked to workplaces that are toxic and where victimization and bullying are common. These personality traits also affect how a person evaluates, experiences, or cope with stress. This could be a viable suggestion given the diversity among our participants recorded.

Additionally, Collins (2008) researched cognitive restructuring, a phenomenon of reframing stressful events more positively which can be recognized as a coping mechanism. This kind of emotion-focused coping emphasizes managing distress emotions rather than dealing with the stressor directly. Their research brought to light the significance of increasing workplace happiness and creating effective support networks. Additionally, it is necessary to make an effort to promote appropriate development at the individual, team, and organizational levels. The thesis lacked in this area, it's possible that positive work events alone are insufficient to counteract the fatigue-inducing effects of negative work events. Even though positive work events were not statistically significant moderators for the relationship between negative work events, this just leaves room to conduct more research in the future to find such an association.

The control variables of age and working hours did not result in a strong correlation either. Chronological age represents the distance from the beginning of life, but in some instances towards the end of life or a relative position, it may be more informative (Cosic and

Steuerle, 2018). Long working hours have been linked to physical and mental health issues in employees, according to prior studies. Nevertheless, the nature of this connection between the variables is not completely understood. Dong et al.'s (2021) results demonstrate an inverted U-shaped relationship between working hours and job satisfaction. This interaction is moderated more strongly by decision-making and work-scheduling autonomy.

An alternative control variable that could be implemented is the Big Five Personality framework. Given the diversity of the sample, it is also reasonable to assume that every participant views and analyses work events differently, which can impact how they cope with it. Volery and Mattes (2022) expanded on this: employees who score highly on extroversion are often forceful, energetic, and pessimistic regarding organizational behavior. Their research recorded that positive correlations exist between extroversion and measures of intrinsic professional success, such as job satisfaction, and that extroversion is characterized by positive assessments of life and career in particular. On the other hand, someone who is agreeable is seen as being selfless, sensitive toward others, and willing to assist them. Such a quality fosters interpersonal trust, which improves cooperation, mutual support, and adherence to common standards and ideals. Given the vast ground the Big Five Personality dimensions cover, it is viable to add them as control variables concerning the current thesis.

Limitations and Future Research

The thesis is not immune to several limitations, despite the research containing a stringent exclusion criterion. The first limitation is the size of our sample is too small. A sample size that is below optimal one reduces statistical power and limits the flexibility of the effect size. The likelihood that a statistically significant finding reflects a true effect is adversely affected by low statistical power (Button et.al., 2013). Furthermore, the research model (see Figure 1) was simplistic. Organizational health psychology is a very broad field

that includes intricate systems and dynamic structural treatments. Important system components can and should be reflected in a research model.

The daily surveys for the present research were collected across 10 days, although such brevity is not helpful when the aim is to describe the nuanced correlations between the variables. Instead, a longitudinal study of over 10 days should have been carried out since it enables the researchers to track changes in the target population's characteristics over time, both at the group and individual levels (IWH, 2015). Additionally, the scales used for the daily surveys for negative and positive work events along with fatigue could be more elaborate. For fatigue, there were only three item response scales available, which is not enough to capture the true essence of it.

Regarding work events, it is not always possible to rate such events on a quantitative scale, in this case, a qualitative scale could have resulted in a more in-depth analysis. As a consequence, it is advised that future researchers, avoid the abovementioned points or rather adopt or rather adapt accordingly to reach the optimal outcomes. However, the thesis had some strengths as well, one of them being the diversity of the sample. Diversity is essential in research since it helps establish knowledge of employee preferences that is true and representative of the actual population. Indeed, it offers detailed information about demographics, socioeconomic status, and various lifestyles. Consequently, the likelihood of generalizability as a whole is increased.

Practical Implications and Conclusion

This thesis offers two main practical implications. The first one concerns H1, whereas the second one refers to H2. Our findings emphasize the resource loss brought on by negative work events while also implying its detrimental influence on employees, which predicts a loss of focus or even the inability to perform successfully. It also has an adverse effect when ruminating thoughts are repeatedly relived, particularly when they begin to affect the

personal life. Regardless of the lack of significant results for positive work events and whether it can buffer fatigue's impact on individuals. These findings can firstly aid in building interventions for companies, as the common goal is preventing resource loss along with preserving employee self-esteem and well-being. Organizations should be conscious of the events their employees undergo because that impacts their well-being (fatigue), which can later on potential result in lowered performance and lowered work engagement.

Secondly, our findings could be beneficial when designing such work interventions. There are interventions available for building positive resources, one of them is by Bono et al., (2013). Their positive reflection intervention promotes reflection on constructive events by asking study participants to recall three positive events that happened during the day. This improves well-being by encouraging people to reflect on and savour joyful occasions in the past. Indeed, there are available interventions that focus on positive work events as an independent variable, however, the organizational field is lacking materials for their role as moderators. This is where our results can appear to be valuable.

Given the recency of this research topic, this thesis was able to add to the literature of work events and their effects on fatigue. Shedding light on how investigating this nuanced relationship is valuable for future research. Furthermore, it provides a solid foundation for future exploration regarding the function of positive work events as a moderating factor when examining the association between negative work events and fatigue. Organizations can then use these nuanced insights to produce employee work-life balance in the future. One should consider the moderating factor of it and behave accordingly, rather than only concentrating on increasing the amount of pleasant work occurrences.

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Appendix

Figure 1

Research Model

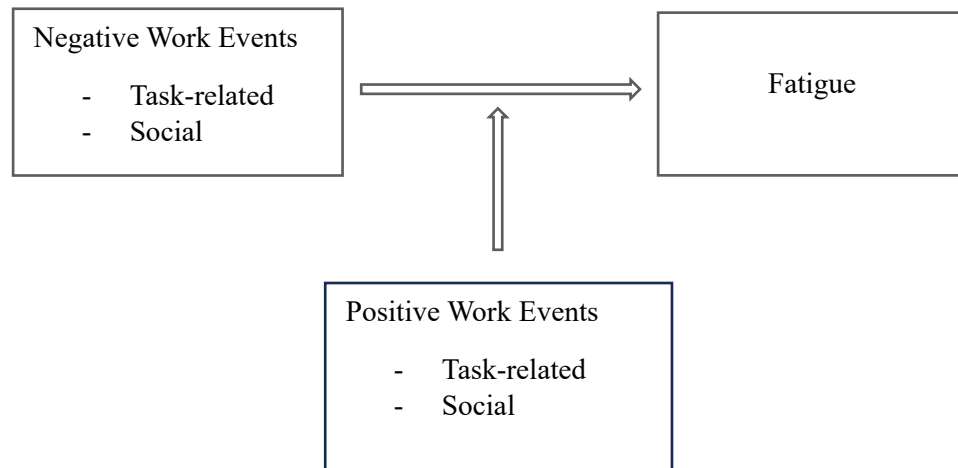


Table 1

Descriptive Statistics – Mean, Standard Deviation and Correlation Between Core Study

Variables

Variable	N	SD	M	1	2	3	4	5
Negative Work Events	93	.504	1.697					
Positive Work Events	96	.489	2.104	.349**				
Fatigue	96	.838	2.162	.321**	.123			
Working Hours	96	1.006	6.91	-.012	-.102	-.905		
Age	95	13.305	35.75	-.053	-.053	-.375**	.232**	

Note. N = 96

** . Correlation is significant at the .01 level (2-tailed)

Table 2*Results Of Multiple Linear Regression**Coefficients^a*

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics		R Square
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF	
1	(Constant)	2.165	.084		25.932	<.001						.103
	Negative Work Events	.539	.178	.323	3.036	.003	.321	.305	.303	.878	1.139	
	Positive Work Events	-.013	.182	-.008	-0.072	.943	.105	-.008	-.007	.878	1.139	
2	(Constant)	2.128	.089		23.938	<.001						.118
	Negative Work Events	.464	.188	.278	2.470	.015	.321	.253	.246	.782	1.279	
	Positive Work Events	.022	.184	.013	0.121	.904	.105	.013	.012	.856	1.168	
	Interaction Term (Positive X Negative Work Event)	.441	.362	.129	1.217	.227	.211	.128	.121	.889	1.125	

a. Dependent Variable: ScaleMean_Fatigue

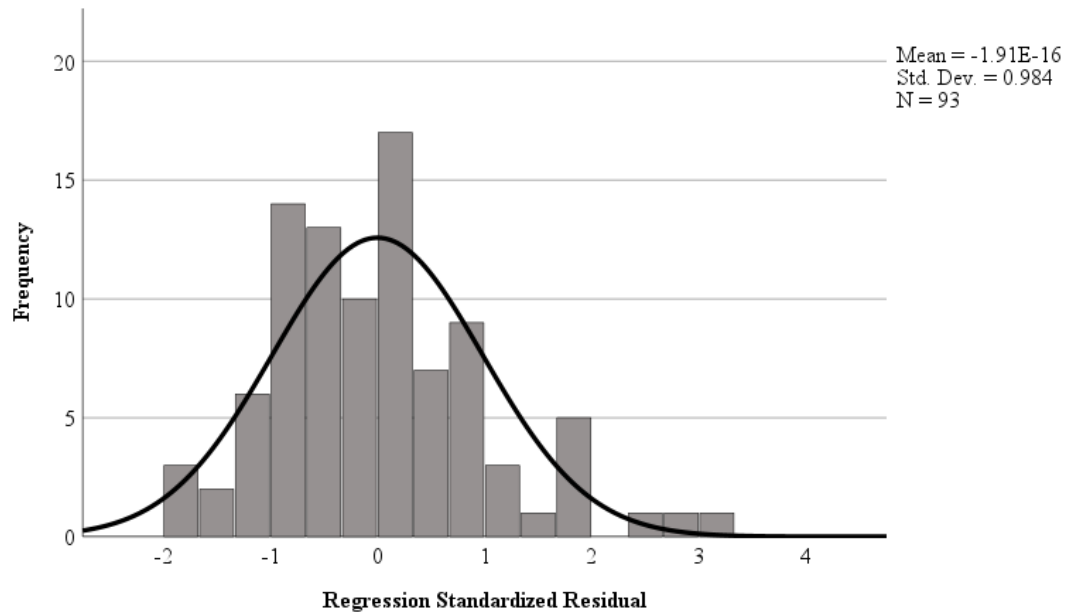
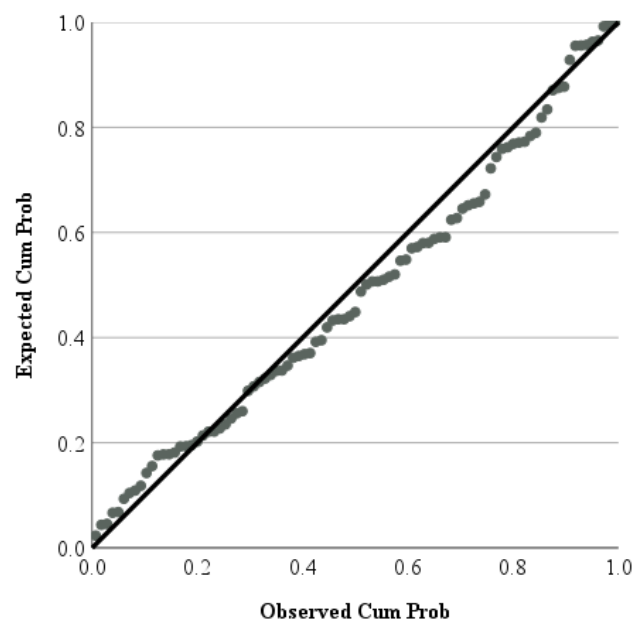
Figure 2*Assumption Check: Normality***Figure 3***Assumption Check: Linearity*

Figure 4

Assumption Check: Homoscedascity

