

**JOB RESOURCES, SELF –EFFICACY, PSYCHOLOGICAL AND WORK
ENGAGEMENT: THE CASE OF NURSES IN PUBLIC HEALTH FACILITIES IN
PALLISA DISTRICT, UGANDA**

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PLAN A



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DECLARATION

I Takali Angela, declare that this research Report is my original work, except where due acknowledgement has been made. I declare that this work has never been submitted to this University or to any other institution for funding/ for partial fulfillment for any award.

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DEDICATION

To God who loves me and gives me purpose, my beloved parents and siblings for their love, support and encouragement during this course and my sister the late Baluka Hellen (RIP).

God bless you abundantly.

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TABLE OF CONTENTS

DECLARATION.....	i
APPROVAL.....	ii
DEDICATION.....	iii
ACKNOWLEDGEMENT.....	iv
LIST OF TABLES.....	ix
LIST OF FIGURES.....	x
ACRONYMS/ABBREVIATIONS.....	xii
CHAPTER ONE.....	1
1.1 Background.....	1
1.2 Statement of the Problem.....	4
1.3. Research Objectives.....	5
1.3.1 Purpose of the Study.....	5
1.3.2 Specific Objectives of the Study.....	5
1.4 Hypothesis of the Study.....	6
1.5 Significance of the Study.....	6
1.6 Scope of the Study.....	7
1.6.1 Content Scope.....	7
1.6.2 Geographical Scope.....	7
1.6.3 Time Scope.....	8
1.6.4 Sample Scope.....	8
CHAPTER TWO.....	10
LITERATURE REVIEW.....	10
2.0 Introduction.....	10
2.1 Theoretical Review.....	10
2.1.1 The Job Demand – Resources Theory (JD-R).....	10
2.1.2 Social cognitive theory (SCT).....	11
2.3 Key Research Concepts.....	12
2.3.1 Work Engagement.....	12
2.3.2 Job Resources.....	14
2.3.3 Psychological Empowerment.....	15

2.3.4 Self - efficacy.....	15
2.3.5 Job Resources and Work Engagement.....	16
2.3.6 Self- efficacy and Work Engagement.....	18
2.3.7 Psychological Empowerment and Work Engagement.....	19
2.3.8 Self-efficacy and Psychological Empowerment.....	19
2.3.9 Job Resources and Psychological Empowerment.....	20
2.3.10 The mediation of Psychological Empowerment in Job Resources and Work Engagement.....	21
2.3.11 The mediation of Psychological Empowerment Self-efficacy and Work Engagement.....	23
2.3.12 Chapter Summary.....	24
CHAPTER THREE	25
RESEARCH METHODOLOGY	25
3.1 Introduction.....	25
3.2 Research Design.....	25
3.3 Study Population.....	25
3.4 Sample Size.....	25
3.5 Sampling Techniques.....	25
3.6 Sources of Data.....	26
3.7 Data Collection Instruments.....	26
3.8 Measurement of Study Variables.....	27
3.8.1 Self - Efficacy.....	27
3.8.2 Work Engagement.....	27
3.8.3 Job Resources.....	28
3.8.4 Psychological Empowerment.....	28
3.9 Validity and Reliability.....	28
3.9.1 Validity.....	28
3.9.2 Reliability.....	29
3.11 Ethical Considerations.....	30
CHAPTER FOUR	32
DATA ANALYSIS PRESENTATION AND INTERPRETATION OF FINDINGS	32
4.0 Introduction.....	32
4.1 Response Rate.....	32
4.2 Demographic of the Respondents.....	34

4.3 Descriptive Statistics of the Study Variables	35
4.3.1 Descriptive Findings on the Relationship between Job Resources and Work Engagement	35
4.3.2 Descriptive Findings on the Relationship between Self-efficacy and Work Engagement	37
4.3.2 Descriptive Findings on the relationship between Psychological Empowerment and Work Engagement	38
4.4 Findings on the relationship between the Study Variables	39
4.4.1 Job Resource and Work Engagement	39
4.4.2 Self Efficacy and Work Engagement	39
4.4.3 Psychological Empowerment and Work Engagement	40
4.4.4 Job Resources and Psychological Empowerment	40
4.4.5 Self Efficacy and Psychological Empowerment	40
4.5 Regression results	41
4.5.1 The relationship between Job Resources and Work Engagement	42
4.5.2 The relationship between Self-efficacy and Work Engagement	43
4.5.3 The relationship between Psychological Empowerment and Work Engagement	44
4.5.4 The relationship between Job Resources and Psychological Empowerment	45
4.5.5 The relationship between Self- efficacy and Psychological Empowerment	45
4.6 Testing of Mediation	47
4.6.1 The mediation effect of psychological empowerment in the relationship between Job Resources and Work Engagement	47
Figure 2: Mediation of the relationship between Psychological empowerment in the relationship between Job Resources and Work Engagement	48
4.6.2 The mediation effect of Psychological Empowerment in the Relationship between Self-efficacy and Work Engagement	49
Figure 3: Mediation of the relationship between Psychological empowerment in the relationship between Self Efficacy and Work Engagement	49
CHAPTER FIVE	51
DISCUSSION OF FINDINGS, SUMMARY, CONCLUSION AND RECOMMENDATIONS	51
5.0 Introduction	51
5.1 Discussion of the Findings	51
5.1.1 Job Resources and Work Engagement	51
5.1.2 Self Efficacy and Work Engagement	52
5.1.3 Psychological Empowerment and Work Engagement	52
1.4 Job Resource and Psychological Empowerment	53

5.1.5 Self-efficacy and Psychological Empowerment	53
5.1.6 The mediation effect of Psychological Empowerment in the relationship between Job Resources and Work Engagement.....	54
5.1.7 The mediation effect of Psychological Empowerment in the Relationship between Self- efficacy and Work Engagement.....	55
5.2 Conclusion.....	55
5.4 Recommendations.....	56
5.5 Limitations.....	56
5.5 Suggestions for further research	57
APPENDIX I: Introduction Letter.....	58
Appendix II: Questionnaire.....	59
Appendix III List of Public Health Facilities.....	62
Appendix IV Morgan Table	63
Appendix V : Work plan.....	64
Appendix VI: Research Budget.....	65
References	66

LIST OF TABLES

Table 3.1: Reliability of items.....	22
Table 4.1 Response rate of respondents.....	24
Table 4.2 Respondents characteristics.....	34
Table 4.3 Descriptive statics on job resources and work engagement	27
Table 4.4 Descriptive statistics on the relationship between self-efficacy and work engagement	37
Table 4.5 Descriptive statistics on the relationship between psychological empowerment and work engagement.....	38
Table 4.6 Pearson's Correlation Analysis.....	39
Table 4.7 Regression results on the relationship between job resources and work engagement....	42
Table 4.8 Regression results on the relationship between self-efficacy and work engagement....	43
Table 4.9 Regression results on the relationship between psychological empowerment and work engagement.....	44
Table 4.10 Regression results on the relationship between job resources and psychological empowerment.....	45
Table 4.11 Regression results on the relationship between self -efficacy_and_psychological empowerment.....	46
Table 4.12 Regression results on the relationship between psychological empowerment, job resources and work engagement.....	46
Table 4.13 Mediating effect of Psychological Empowerment in relationship between Job Resources and Work Engagement.....	47
Table 4.14 The mediation effect of psychological empowerment in the relationship between self- efficacy and work engagement.....	49
Table 4.15 Summary of tested_hypothesis.....	50

LIST OF FIGURES

Fig: 1.1 The conceptual frame work.....	9
Figure 2: Mediation of the relationship between Psychological empowerment in the relationship between Job Resources and Work Engagement.....	48
Figure 3: Mediation of the relationship between Psychological empowerment in the relationship between Self Efficacy and Work Engagement.....	49

ACRONYMS/ABBREVIATIONS

JD-R	Job Demands-Resources Theory
COR	Conservation of Resources Theory
SCT	Social Cognitive Theory
UWES	Utrecht Work Engagement Scale
QEAW	Questionnaire on the Experience and Assessment of Work

ABSTRACT

This study examined the mediating role of psychological empowerment in the relationship between job resources and self-efficacy with work engagement and the main objective was to investigate the effect of job resources self-efficacy and psychological empowerment on engagement of nurses in Ugandan Hospital (Pallisa District). The study used a cross sectional research design with a quantitative approach to draw a sample of 126 from population of 180 in Pallisa District government health Facilities (Hospitals and health centers). Data was collected using a close ended questionnaire. The findings showed that Job Resources, psychological empowerment and self-efficacy independently influenced work engagement. It was further confirmed that psychological empowerment is a significant mediator in the relationship between Job Resources and self-efficacy with work engagement. The study recommended that efforts to improve work engagement relies in the availability of job resources, self – efficacy and a highly empowered workers psychologically

Key word: Work Engagement, Job Resources, Self-efficacy, Psychological Empowerment

CHAPTER ONE

1.1 Background

Work engagement is documented as one of the leading concepts for wellbeing at work (Bakker, Albrecht & Leiter, 2011). Work engagement theories reveal the massive contribution of work engagement to the field of positive psychology by increasing knowledge on the health-promoting potential. Engaged employees are emotionally attached to their organization and highly involved in their job with a great enthusiasm for the success of the organization (Solomon 2010) going extra mile beyond the employment contractual agreement. Work engagement has become relevant for organizations and practitioners because of its links with performance and other positive indicators such as extra-role behavior and affective commitment (Bakker, Schaufeli, Leiter & Toon, 2008). Low work engagement contributes towards decreased well-being and work performance therefore boosting and sustaining work engagement as an area of interest to many organisations (Knight, Patterson & Dawson, 2016). However, despite its relevancy, it has no universal definition as several scholars have perceived it differently. Work engagement is the active, positive work-related state that is characterized by vigor, dedication, and absorption (Schaufeli & Bakker, 2004). According to Schaufel, Salanova, (Gonzalez-Roma and Bakker, 2002) work engagement defined as a positive work-related state of fulfillment composed of three dimensions: vigor, dedication, and absorption. Vigor is characterized by working with high levels of energy and persistence, which are accompanied by mental resilience and eagerness to make efforts to accomplish the work tasks. Dedication refers to the state of involvement and inspiration

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