

RELATIONSHIP BETWEEN PSYCHOLOGICAL WELL-BEING AND WORKLOAD AMONG FULL-TIME, NEWLY HIRED PROFESSORS

ABSTRACT

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This study examined the relationship between psychological well-being and workload among newly hired, full-time professors at Bestlink College of the Philippines during academic year 2025–2026. Because educators play an important role in society, their psychological well-being is relevant to the effective performance of their duties. Using Ryff's six-dimensional model and workload measures, the study investigated how workload was associated with professors' mental and emotional well-being during their initial adjustment period and sought to clarify the challenges of balancing teaching responsibilities and personal well-being. The study employed a descriptive-correlational design involving 36 full-time, newly hired professors at Bestlink College of the Philippines. Participants were selected through purposive sampling based on their status as full-time, newly hired professors during academic year 2025–2026. Data were collected using Ryff's Psychological Well-Being Scale and the NASA Task Load Index (NASA-TLX) and were analyzed through descriptive statistics and Pearson's correlation coefficient. Licensed psychometricians validated the research design and instruments. Most respondents were faculty members aged 21–30 and were predominantly female. Workload had a significant positive relationship only with autonomy, suggesting that respondents who reported greater independence also reported an ability to manage higher workloads. Overall, respondents demonstrated high psychological well-being across all dimensions and a high workload, particularly in effort, performance, and mental demand. The overall relationship between psychological well-being and workload was weak and not statistically significant ($r = .28, p = .11$), therefore, the null hypothesis was not rejected. The findings suggest that respondents maintained high psychological well-being despite high workload demands, possibly because of coping strategies and support systems. Because autonomy was the only dimension reported as significantly related to workload, the study recommends strengthening job autonomy and wellness programs. Future research may examine this relationship through longitudinal or interview-based approaches.

RECOMMENDED CITATION

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