



ORIGINAL RESEARCH PAPER

Psychology

STUDY ON WORKPLACE WELL-BEING AND FLOW EXPERIENCE AMONG ARTISTS.

KEY WORDS: flow experience, workplace well-being, artists.

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ABSTRACT

This study aimed to investigate correlation between workplace well-being and flow experience among artists. The sample consisted of 50 artists. The Workplace PERMA Profiler and The Flow State Scale (FSS) were employed in the collection of data. Pearson Correlation and One-Sample Kolmogorov-Smirnov Test were used for data analysis. The topic of the research is 'A study on workplace well-being and flow experience among artists. The research is done by giving questionnaires to understand the workplace well-being and flow experience of the participants. Since the data is normally distributed, Pearson's Correlation was conducted to find the relationship between the variables. From Pearson's Correlation, it shows that people who report higher levels of Meanings, Health and Engagement are likely to have higher levels of flow. Flow also exhibits a significant positive connection with Positive emotion. This shows that those with higher degrees of flow also have better perceptions of control over their surroundings. This test also shows that flow and Negative emotions or Relationships do not significantly correlate with one another. The general pattern of association indicates that flow is associated with some personality traits and beliefs of control but not others.

INTRODUCTION

A person in a flow experience, commonly referred to as being "in the zone," is completely involved and focused on an activity, feels invigorated and in control, and is enjoying the experience of the activity. The term "flow experience" was first used by psychologist Mihaly Csikszentmihalyi in the 1970s. Csikszentmihalyi researched people's subjective experiences while engaging in diverse activities, including those of musicians, sportsmen, and painters.

A wide variety of circumstances, including work, play, and social interactions, can lead to the sense of flow, which is not exclusive to any one activity. It has been discovered to have beneficial impacts on people's psychological well-being, including elevated happiness, decreased stress, and enhanced performance. As a result, flow experience has grown in significance as a concept in the fields of positive psychology and human flourishing.

Sports, music, art, and labour are just a few of the things that might lead to the sense of flow. It has been associated with many advantages, including increased creativity, enhanced performance, and improved wellbeing. A condition of optimal functioning, referred to as "self-actualization," is thought to be achieved through the use of flow and is linked to increased happiness and life contentment.

The term "workplace wellbeing" describes the physical, mental, and emotional well-being and happiness of workers in a work setting. Creating a work environment that supports employees in maintaining a healthy work-life balance and encourages employee health, safety, and productivity is part of this process.

The wellbeing of employees at work is influenced by a variety of factors, including their access to resources and assistance, their physical working conditions, their job satisfaction, and their relationships with coworkers and with management. Increased engagement, output, and job satisfaction among staff members as well as a decline in absenteeism and turnover can result from a supportive workplace environment.

In order for firms to encourage employee health, happiness, and productivity, workplace wellbeing support is crucial. Organizations may build a productive work environment that promotes engagement, productivity, and overall success by putting a number of initiatives that priorities employee health into place.

METHODOLOGY

In this qualitative study, artists with and without employment will be taken to compare their flow experience and workplace well-being. With 50 artists as its sample size, the study makes use of convenient sampling.

The Workplace PERMA Profiler by Margaret Seligman was used as a framework for measuring workplace well-being. The Workplace PERMA Questionnaire comprised 6 dimensions: Positive emotions, Engagement, Positive relationships, Meaning of work, Accomplishment, and Negative aspects of work. Respondents had to record their answers on a 5-point Likert scale. The scale had a Cronbach alpha of .87, which indicated that the scale was reliable for the sample.

The Flow State Scale (FSS) by Jackson & Eklund, 2002; Jackson & Marsh, 1996, is a new measure of flow in sport and physical activity settings. The nine FSS scales of the 36-item instrument represent the dimensions of flow discussed by Csikszentmihalyi (1990, 1993), and each scale is measured by four items. The FSS uses a 5-point Likert scale. The overall reliability of this scale was found to be 0.918.

Artists who fit the inclusion criteria—identifying as artists and being at least 23 years old—are given surveys as part of the data collection process. Serious mental illnesses that can have an impact on a participant's survey responses are not allowed.

Utilizing statistical methods like One-Sample Kolmogorov-Smirnov Test and Pearson's correlation, the gathered data will be examined. These analyses will examine any relationships in levels of workplace well-being and flow experience among artists. The goal of this study is to identify the relationship between workplace well-being and flow experience.

RESULTS AND DISCUSSIONS

Table 1: Correlation between Flow and Negative emotion, Positive emotion, Relationship, Accomplish Accomplishment, Engagement, and Health.

	FLOW	
	Pearson Correlation	Sig. (2-tailed)
Negative emotion	.113	.426
Positive emotion	.274*	.049
Meaning	.428**	.002
Relationship	.061	.667
Accomplishment	.242	.084
Engagement	.285*	.041
Health	.306*	.027

*- significant at 0.05 level

**-significant at 0.01 level

Based on the results of the hypothesis testing and the correlation between the variables, the conclusions of this study revealed that there was found to have a significant relationship between Flow and Positive emotion, Meaning, Engagement and Health. There is no significant relationship between Flow and Negative emotion, Relationships, and Accomplishment.

SUMMARY

The objective of the study was to find the relationship between workplace well-being and flow experience among artists. The study sample is made up of 50 employed artists in the age group of 23 to 40 years. The convenient sampling of non-probability sampling was used. The study used correlation and One-Sample Kolmogorov-Smirnov Test for analysing the relations between workplace well-being and flow experience. The tools used in the study are The Workplace PERMA Profiler by Margaret Seligman to measure workplace well-being and The Flow State Scale (FSS) by Jackson & Eklund, 2002; Jackson & Marsh, 1996 to measure the flow experience. As for ethical issues, Informed Consent was there for each participant to be acquired, confidentiality of the researcher was maintained and the participant was informed before the study that all data collection would be solely used for research purposes.

For results and discussion part, table 1 shows the outcome of statistical hypothesis tests on eight variables, that is, Negative emotion, Positive emotion, Meaning, Relationships, Accomplishment, Engagement, Health, and Flow.

LIMITATION

Small sample sizes make it difficult to detect significant differences and draw firm conclusions because they restrict generalizability and lower statistical power. With smaller sample sizes, controlling for confounding variables becomes more challenging. Self-reported measurements could be skewed by social desirability or response biases.

IMPLICATIONS

It has important ramifications to examine how artists perceive flow and workplace well-being. In order to create their best work, artists need to have a high degree of creativity. A favorable work environment that fosters flow and well-being can increase creativity, which will result in higher-quality output and greater job satisfaction. Furthermore, an artist's mental health can benefit from a healthy work environment that fosters flow and well-being, which can lower stress and anxiety, uplift mood, and generally promote well-being. As a result, productivity can increase, enabling artists to work more productively and effectively, improving job performance and boosting job satisfaction.

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