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Well-Being in Correlation to Job Satisfaction in Millennials

Danielle Sommerfeldt

Well-Being in Correlation to Job Satisfaction in Millennials

Winona State University

Spring 2019

Winona State University
College of Education
Counselor Education Department

CERTIFICATE OF APPROVAL

CAPSTONE PROJECT

Well-Being in Correlation to Job Satisfaction in Millennials

This is to certify that the Capstone Project of

Danielle Sommerfeldt

Has been approved by the faculty advisor and the CE 695 – Capstone Project

Course Instructor in partial fulfillment of the requirements for the

Master of Science Degree in

Counselor Education

Capstone Project Supervisor: Dr. Mitch Moore



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Abstract

The millennial generation is now completely immersed in today's work force. With job satisfaction playing a large role in whether an individual chooses to stay in a job role and make it a career or move on to the next opportunity out there. Health and wellness in the work life atmosphere pertaining to physical, mental, and emotional well-being could be a contributing factor in what makes the people of a millennial generation choose between different opportunities. The quality of a person's life and health are becoming the main priority and the focus on whether the company is looking to better each individual is a key in the selection process.

Exploring the connection and comparison between these dynamics is something that could explore what comes next for big businesses and what young working individuals are working for. Some important public health disorders that obesity contributes to are cardiovascular disease, diabetes mellitus, gallbladder disease, psychosocial disability, and musculoskeletal disorders. Other conditions linked with obesity include renal disease, liver disorders, ventilator defects, venous stasis and thromboembolisms, gout, cerebrovascular disease, and (in women) endometrial and possible breast cancer. Overweight and obese people are open to higher risks from surgery, anesthesia, and accidents, and they have a high rate of employee absenteeism and statistics regarding body weight and longevity are examined, (Van Itallie, 2013).

Millennials are becoming more aware of these health issues and are trying to work towards a brighter and healthier future. A retirement plan and medical benefits are standard practice, and people now look for additional health benefits such as gym memberships and paid time off for mental health. A new way of work is here to stay and the work industry as a whole is doing

everything in its power to stay competitive when it comes to what benefits they can offer their employees to edge out other companies.

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Well-Being in Correlation to Job Satisfaction in Millennials

Introduction

The purpose of this study is to find if there is a correlation between the well-being of millennials and the amount of job satisfaction, they would say they possess. Research suggests gaps in the overall knowledge when referring to the millennial generation and their health and well-being in the workplace environment (Bannon, 2015). With families getting started later in life due to stress related to work and the need for stability, it could play a large factor and have a negative impact in an individual's wellbeing (Brent, 2014). Physical health is on the rise with and individual's average weight (although still high) showing a decrease in trend over the past three years with employees participating in an active lifestyle using benefits provided by employers (Bond, 2014).

The first hypothesis to the theory this study is based on is that the quality of life in future generations of a theoretical foundation of social theory. It is diminishing based on the facts that mental, physical, and emotional health is deteriorating. A second hypothesis of this study is that businesses put in place active wellness plans to increase health so that job satisfaction and overall quality of life will increase in future generations. On the opposite side of that, one of the null hypotheses on this topic entails economic income per person holding additional power over a person's ability to focus on wellness. As well as a second hypothesis stated, that a person's romantic or platonic relationships or lack thereof increasing the chance of skewed results pertaining to wellness. These concepts need to be taken into account and rationalized since they have the potential to skew results when reviewing data and material on this subject as a whole.

These are additional factors that could come in to play, but will be better analyzed in future research on this topic.

Review of Literature

When considering all factors that could contribute to millennials job satisfaction rates, health and well-being could be a large component. The research found breaks down all angles that are being carefully looked into. Research suggests that when people leave a position they have obtained for reasons other than career advancement, it can be caused by everything from supervision discrepancies, friendships created that last outside of a work role, facility accommodations such as accessibility and cleanliness, and also “perks”. The idea of additional forms of work compensation that are not always related to job income, healthcare and retirement planning are also taken into consideration. These attributes and more are considered added benefits that set establishments apart from others in a physical or emotional way (Bannon, 2015). These reasons alone cannot describe why people are not happy at work.

Although research can be geared specifically toward a very narrow population of the community, some share what the definition of job satisfaction is for an individual and employer. The focus of the definition of job satisfaction shows pay rates and times spent within a specific position or organization. Research also demonstrates that different career choices lead to longer and larger amounts of job satisfaction: co-workers, pay, and gratification are a few key contributors, (Bond, 2014). However, job satisfaction is not the only contributor.

Additional key factors in a person’s life can also contribute to satisfaction at work. Research has found that family environment can play a factor in a child or a family’s emotional health and well-being. Analyzing family dynamics and family structures can demonstrate why some

families thrive or struggle in certain environments. This highlights the trouble factor where families, especially ones with young children, experience struggle in overall emotional, physical and mental health. Research outlines the steps that can be taken to help improve an individual's overall emotional, physical and mental health as well as for the whole family (Brent, 2014).

Everson (2019) states that mapping out different techniques and procedures that can be used when assessing mental health using online methods (The Global Mental Health Assessment Tool – Primary Care Version) or self-evaluating for people of all ages and backgrounds can be very helpful. There are helpful hints and signs to be aware of if someone around you is struggling with their mental or physical health. Understanding the various hints and signs leads to knowing the best way to approach individuals and the best ways to make a difference without creating additional stress and tension not only for that person but for the entire workplace as a whole environment. Culture can also play a role in the different aspects that are connected to an individual's overall health.

Linking all cultural dimensions within the workforce can contribute to happiness. The aim is to make sure that all races, genders, and ethnicities are supported. In addition, bringing attention to the lack of resources and programs for each individual group and highlighting differences and similarities between them (Jennings, 2016). The workplace is an environment that is ever changing, and as the Midwestern region becomes more and more diverse, articles will continue focusing on changes that can be made to improve environments and create a more well-rounded work environment, no matter the cultural differences that arise. Even taking in all the different factors mentioned, occupational stressful events and job burnout or longevity still occurs. To prevent these issues from happening as well as what positions are more likely to experience the

job related stress and “wear and tear” on a person’s character especially in a medical profession, benefits such as raises and paid time off can help diminish the negative (Jenkins, 2015).

Also, the employment status of people with various mental illnesses and the lack of treatment options available to help manage and maintain a career still need to be taken into account. It will serve as a good base to be able to apply a mental health perspective and focal point some of the gaps in research that are aimed towards mental health findings. Touching base on some physical health research that is trending upward (Locke, 2017). Utilizing resources and highlighting what has currently worked for individuals as well as what has failed or not even been measured or monitored from this point could play a large role.

All of this ties in to the focus on the current impact or lack of impact that millennials are having on the workforce. Highlighting common similarities and major differences between the workforces before the millennials entered and once the millennials have infiltrated systems will be taken under consideration. The focus brings to light what has been and still can be improved as well as what some of the major disadvantages have become. In addition, outlining what a career looks like for a millennial and what the differences between careers and jobs have been over generations: considering benefits, stability, retirement, and salary (Porter, 2013). These are all key components that are being explored to analyze what health and well-being within a work environment can contribute to job satisfaction rates for the millennial era.

Methodology

This will be a quantitative correlational study and the participants in this study will include millennials ages 20-30 in the Midwestern region on the United States. They were selected based off of age ranging from 20-30 years old, place of residence being in the Midwestern states (North

and South Dakota, Minnesota, Iowa, and Wisconsin), and employment status (must currently hold a full time job with health benefits). Study participants would not receive any compensation for participating in this study. They will be given access to resources to improve certain well-being categories within their everyday lives. The participants will be brought in to sign an informed consent to make sure they are aware of all study procedures, risks, benefits, and expectations. The possible negative outcomes that may arise for participants within this study is an awareness of greater joy and outcome of life that could not be fulfilled or the realization of an undiagnosed mental illness which would be realized when the counseling staff use the PHQ9 assessment within their sessions. Referrals to the appropriate physicians would take place if diagnosis is necessary.

Materials and equipment used for this study will be the use of medical facilities to obtain wellness examinations (annual physical performed by an MD) for participants. These will include but are not limited to checking of height, weight, temperature, blood pressure, full body check, and blood panel. As well as, a mental health examine (performing PHQ9) and a self-created questionnaire to obtain quality of life standardization. No additional training in this regard will be held as medical professionals and counseling education students would be completing the examinations. Documentation would be collected through a release of information signed at every participant's medical facility.

Procedures would include a random selection of individuals within the Midwest area who were born in the millennial era, and who hold a full time position with medical benefits which will be obtained through public records. A standard physical (performed by physician) and mental health (PHQ9 performed by counselor) wellness exam will take place at the beginning

and the end of study procedures. As well as a few basic closed-ended questions making up a study questionnaire listed as follows:

1. Are you happy at work? Yes/No
2. Could your work life improve? Yes/No
3. Could you be more physically active? Yes/No
4. Are you considered over-weight? Yes/No
5. Would you say you have stable mental health? Yes/No
6. Were you born in the millennial era? Yes/No

In addition to the questionnaires 50% of the participants will be selected at random to join a gym and then work out twice a week, as well as see a mental health counselor once every other week for 3 months. While the other 50% of randomly selected individuals will go about their daily life in the same way they usually would and represent a control group. Results from mental health examines and questionnaires will then be collected after the three-month time frame to see how the health and wellbeing of the individuals who participated in the active change study arm showed progress at work with a follow-up examination of all individuals in both arms of the study design.

The results from the examines and questionnaires or expected findings are that companies that put time and effort into each individual they employee will benefit through that employee having a higher level of well-being in life and in correlation will have a high job satisfaction rate basis on economic status and position longevity, with less turn over. In regards to the fact that each millennial will feel more value and higher job quality. Anticipated limitations of the study are that all job/career opportunities will not be taken into consideration and diversity of racial,

gender, ethnicity, sexual orientation, age, and other standards will most likely be skewed results that cannot be corrected or accounted for.

Conclusion & Discussion-

The overall health and wellbeing of millennials is at stake with these studies findings. Taking in to account the idea of each abled body individual working for most of their adult life, the idea of job satisfaction being related to well-being of a physical, mental, and emotional state would hold a lot of weight when choosing a career path. Limitations in findings will be people who do not have health insurance will not be able to participate within the study due to lack of funding resources to be able to provide free medical exams. However, overall the conclusion being made that rejection of the null-hypothesis is correct. Future research or additional gaps that may consist of theories based on differing satisfaction rates between age demographics in a single work environment or a difference in what is considered “being health” by today’s standards.

While some older ideals, such as ideas that focus on pension plans and salary caps, this idea bring forth a new focus for a new generation. The millennial generation may be choosing to focus on quality of life over quantity of dollar. This is one angle of an aspect that may support that thought. Trending focuses have shown that the idea may be relevant. Further research and findings may solidify or contradict what is currently being proposed, but it will not be known until additional studies are conducted.

Application of this method is what will determine the positive or negative outcomes to all subjects in the future. The Mayo Clinic have implemented a Wellness team comprised of individuals from every area and branch throughout their inpatient, outpatient, and no patient care areas. These individuals strive to help all staff in the six domains of well-being which span areas

such as physical, mental, financial, and others. They have also built brand new work out facilities and made changes in cafeterias so accommodate healthy options. The Mayo Clinic has always been known in the Midwest region for good employment opportunities and they are trying to stay ahead of the curve by designing programs for the future. Well-being is what they believe will set them apart from the rest of the competition.

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