



# Psychological Well-Being: A Phenomenological Study Of Disability Rehabilitation Professionals Experiences Of Psychological Well-Being

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*Abstract:* Psychological well being is an important aspect of positive psychology. Psychological well being is a state in which an individual can function to his full potential. The objective of this study was to measure the effect of psychological wellbeing among disability rehabilitation professionals. Sample for this research was twenty five disability rehabilitation professionals. Data was collected using semi structured interview method. Pilot study was conducted. Six major dimensions of psychological wellbeing proposed by Ryff was used as predetermined themes for this study. Interview was focused to identify factors that effect each theme. And on the basis of data collected and analysed subthemes were emerged under each theme. Predetermined themes used of this study were autonomy, environmental mastery, purpose of life, positive relationship with others, self acceptance and personal growth. A total of eighteen subthemes emerged under the predetermined themes in this study. Finding of this study enabled to get an in depth understanding about various factors influencing psychological well being. The study also suggested ways to improve psychological well being.

*Index Terms* - Psychological well being, Disability, Rehabilitation, Qualitative research, Phenomenology.

## I. INTRODUCTION

The term "psychological well-being" describes a person's subjective perception of positive psychological states like fulfillment in life, enjoyment, and purpose. It is a comprehensive theory that takes into account several aspects of a person's mental and emotional well-being, such as fulfilling relationships, personal development, positive self-esteem and acceptance, and a sense of control over one's life. It is a complex concept that includes more than just the absence of mental illness; it also takes into account a person's general sense of fulfillment, happiness, and contentment in life. One of the most important components of someone's general health and pleasure is their psychological well. It describes a mental state in which a person feels happy, functions well, and has a sense of meaning and purpose in life.

World Health Organization (WHO) defines psychological wellbeing as "a state of mind in which an individual is able to develop their potential, work productively, and creatively, and is able to cope with the normal stresses of life" (WHO, 2021). This definition emphasizes the multifaceted character of psychological wellness, which includes positive emotions, psychological processes, and a feeling of meaning and purpose in life. Diener et al. (2010) defined psychological well-being as a subjective evaluation of one's life that is categorized by affirmative emotions, engagement, and meaning. This definition encompasses a broad range of positive experiences, including happiness, satisfaction, and a sense of fulfilment. Similar to this, Seligman (2002) put out the idea of "positive psychology," which sees psychological well-being as a confluence of fulfilment and enjoyment. This definition

acknowledges that happiness is characterised by positive emotions, pleasure, and a sense of meaning and purpose in life rather than just the absence of unpleasant feelings or events.

The term “Hedonic” wellbeing is normally used to refer to the subjective feelings of happiness. It comprises of two components, an affective component (high positive affect and low negative affect) and a cognitive component (satisfaction with life). It is proposed that an individual experiences happiness when positive affect and satisfaction with life are both high (Carruthers & Hood, 2004). The less well-known term, “Eudaimonic” wellbeing is used to refer to the purposeful aspect of psychological wellbeing. The psychologist Carol Ryff has developed a very clear model that breaks down Eudaimonic wellbeing into six key types of psychological wellbeing.

Psychological well being is a common word indicating wellness of a person. Ryff & Keyes (1995) defined “Psychological wellbeing as a state in which an individual can function psychologically well equipped on tuned to realize his/her true potential.” The concept of psychological well being is related to reaching full potential of a person rather than maximization of pleasure and pain avoidance. Psychological well being is characterized by a sense of fulfilment and independent of socio economic factors. For positive mental health of a person psychological well being is an essential component.

### ***Ryff Six Factor Approach***

Six factor model of psychological well being was proposed by Carol Ryff. This model is focused living virtuously rather than feeling good. These six factors provide an opportunity to understand psychological well being as an objective concept. The concept is multidimensional which was formulated using several other ideas. The factors included in this model are autonomy, personal growth, environmental mastery, positive relation with other, purpose of life, self acceptance.

The Rehabilitation Council of India Act (1992) established Rehabilitation Council of India. The supervision and training of professionals working in disability rehabilitation is governed by the Rehabilitation Council of India (RCI). Additionally, it encourages research in the areas of special education and rehabilitation. For all professionals working in disability rehabilitation, RCI maintains a central rehabilitation registration. RCI also hold training courses to keep these individuals' knowledge and abilities current.

The third goal of the World Health Organization's (WHO) global disability action plan 2014–2021 was research on disabilities and related services. The need of stronger rehabilitation and the participation of stakeholders were underlined in the meeting report of Rehabilitation 2030: A Call for Action, which was arranged by WHO. The World Health Organization's Rehabilitation Competency Framework lists research as one of its five theme domains. Research capacity building, evidence dissemination, and research design and implementation were all supported in this research domain. In this study psychological well being of disability rehabilitation professionals was identified and analysed. In this research various factors effecting psychological well being were identified and analysed.

### ***Research Questions***

- What are the various factors of psychological well-being effecting disability rehabilitation professionals?

### ***Objectives***

- To identify and analyze various factors of psychological well-being among disability rehabilitation professionals

## II. METHOD

### *Research Design*

This research was qualitative in nature. Twenty five disability rehabilitation professionals served as the study's sample. Semi-structured interview technique was employed to gather data. In this study, the phenomenological approach was adopted. The investigator possessed extensive expertise and academic qualifications to carry out this investigation. This made it possible for the researcher to fully comprehend the participants' detailed descriptions. The research process took ethical considerations into account as well.

### *Participant Recruitment*

Thirteen female professionals working in disability rehabilitation participated in this study. The Rehabilitation Council of India recognized these experts in disability rehabilitation. Professionals in disability rehabilitation include psychologists, physiotherapists, occupational therapists, and special educators, among others. We gathered samples from two districts in Kerala. Purposive sampling was used to choose samples from the districts of Thiruvananthapuram and Palakkad in the state of Kerala. Professionals in disability rehabilitation, such as psychologists, occupational therapists, physiotherapists, and special educators, were included in the study to gather data. This study did not include support staff members such as accountants, administrators, or trustees.

### *Data Collection*

Thirteen individuals participated in interviews. Data collection reached saturation after twenty five interviews. To achieve the most variation, a purposeful sampling technique was applied. Interviews were done in homes and workplaces. For this study, participants were chosen from the districts of Palakkad and Thiruvananthapuram. We performed semi-structured interviews with each of the participants. There were precautions taken to protect the privacy and confidentiality of the data. Five subjects participated in a pilot study, and the required adjustments were made. Prior to the interview, participants were asked for their verbal agreement and given a brief explanation of the study. The participant interviews were employed to obtain various forms of diversity within the data. The duration of the interviews ranged from 40 to 120 minutes, with an average of 90 minutes. The native language of Kerala, Malayalam, was used for the interview.

Unstructured interview method was used for data collection. The quiz was created using predetermined themes as a guide. In particular, there six themes related to psychological well-being. The themes for psychological well-being were autonomy, personal growth, environmental mastery, positive relationship, selfacceptance and purpose of life.

### *Data Analysis*

Phenomenology was employed in this qualitative study's data analysis. For this investigation, phenomenology is the most suitable methodology. Per Creswell (2007), phenomenology is the ability to "capture the meaning for several individuals of their lived experience of a concept or a phenomenon." The phenomenon of work-life balance among specialists in disability rehabilitation was the focus of this study.

Twenty-five interviews were prepared as transcriptions. The data gathered was sufficient to meet the study's goals. Units were developed based on preset themes. For every theme, several subtheme emerged. Subthemes were emerged from the data analysis of the interviews. While collecting and analyzing data, bracketing technique was used to limit the researcher's point of view. Researcher opinions and interest are limited by bracketing.

## ***Methodological Integrity***

The focus of methodological integrity was on the justification for choosing and modifying procedures as opposed to particular actions. The inquiry gathered a wide variety of information. During the data collection procedure, the sufficiency of the data was given top priority. The researcher worked hard to incorporate a variety of data. The underlying assumptions of the findings were illustrated via quotes, snippets, or researcher biographies.

The data used in this study includes a variety of data. The study's emerging subthemes were discussed with a few participants, who were also given the chance to offer feedback on the results. Peer debriefing was used to improve data accuracy. A peer debriber who examines and questions the qualitative study was used in this approach. This will give the researcher access to an expert's alternate point of view.

## **III. FINDINGS**

In this study six predetermined themes were used as a framework for data collection. Semi structured interviews were conducted for collecting data. Subthemes were emerged under each theme. Themes used subthemes emerged are provided below.

### ***Theme – 1 Autonomy***

Autonomy is one of aspects in psychological well –being. The capacity to make decisions on one's own, without assistance from others, is called autonomy. An autonomous person cannot be forced to rescind their choice by outside forces. The less autonomous person will be more concerned with other people's opinions on the choice. Below are the subthemes that arose under this preset theme.

#### **Financial Independence**

The participants shared that establishing one's financial independence is a prerequisite for establishing one's autonomy. Participants are empowered to make independent judgments when they are financially independent. Financial dependence on another individual is incompatible with autonomy.

#### **Independent Decision At Work**

Participants in the study discussed how making independent decisions is viewed as an indication of a person's autonomy. An employee should be able to take initiative and make decisions on their own as needed for the job. Making individual decisions does not imply breaking any laws or guidelines. It is the ability of a worker to make judgments at work without assistance from others. The decisions made must be in line with the organization's goals and policies. Additionally, to avoid negatively impacting the supervisor-subordinate relationship.

#### **Independent Decisions In Personal Life**

Making decisions on one's own personal life was regarded as another crucial component of autonomy. The individual must make decisions on his own behalf in his personal life. Making autonomous decisions involves making choices in many spheres of life, such as marriage, education, and employment. An autonomous person was defined as one who made this decision on their own.

### ***Theme-2 Personal Growth***

A crucial component of psychological well-being is personal growth. The idea of psychological well-being emphasizes a person's ongoing development. The individual needs to use the tools at his disposal to reach his full potential. Below are the subthemes that this study covers.

## Promotion

The participants informed that getting promoted at work is a crucial sign of personal development. Better social standing in the workplace and in society is provided by promotions. The participants saw promotions as a sign of appreciation for their diligence and commitment to their jobs, as well as a path to greater financial success. A culture of stagnation resulted from a lack of promotion. Promotions also boost an employee's self-esteem and general mental health in both their personal and professional lives.

## Salary Hike in Regular Interval

In the field of disability rehabilitation, it is impossible to overlook the financial implications of any work. Participants stated that offering services to children with impairments is not just motivated by money. However, in order for experts in disability rehabilitation to live respectably in society, they must be paid well. Thus, they combine with other experts the accuracy of planning, carrying out, and assessing that is required to provide high-quality rehabilitation. It came to the conclusion that disability rehabilitation specialists' pay was consistently lower than that of other industries. Additionally, due to resource limits, regular wage increases were not provided.

## Participation in Training Programs

In the field of disability rehabilitation, therapeutic intervention play a critical role. Additionally, keeping up with new information is crucial to offering improved rehabilitation services. Professionals in disability rehabilitation must routinely upgrade their knowledge and skill sets. Participants discussed how crucial it is to attend training sessions in order to advance their knowledge and skills. This was regarded as a crucial component of personal development. The Rehabilitation Council of India hosts conferences, workshops, and training sessions to address this problem. Thus, the chance to take part in trainings were valued highly by the participants.

## *Theme-3 Environmental Mastery*

The ability to employ resources from the surrounding area and manipulate the environment to suit one's needs is known as environmental mastery. A person who has mastery over the environment will be able to control the circumstances to suit his goals and requirements. He will have the ability to seize opportunities in dire circumstances. The subthemes that resulted from this are listed below.

## Maintaining Work Life Balance

Participants mentioned that one way to recognize environmental mastery is to have a work-life balance. An employee who successfully balanced work and personal obligations possessed a high level of environmental mastery. Because complicated situations might arise both at home and at work. People occasionally have to deal with complexity and challenges from all angles. Therefore, the person who successfully manages both will have a high level of environmental mastery. He'll have greater self-worth and confidence.

## Use of Opportunity

The person who has mastered the surroundings must take advantage of the chances that present themselves. Opportunities must present themselves in life. It is necessary to recognize the opportunities and take full use of them. An someone possessing environmental mastery transforms obstacles in life into opportunities that they can utilize for their own advantage. Thus, it follows that taking advantage of opportunities in both the professional and personal spheres is crucial for personal development.

## Household Managing

Especially for female employees, managing one's domestic responsibilities requires a great deal of ability and understanding. However, it also entails keeping cordial ties with family members. Household

management was regarded by research participants as a crucial component of environmental competence. One of the key factors influencing environmental mastery was thought to be household mastery.

#### ***Theme - 4 Positive Relationship***

Developing strong relationships with others is building trust worth. People who are in healthy relationships will be able to comprehend how difficult it is to keep relationships going. They possess the ability to comprehend one's own and other people's behavioral, emotional, and cognitive thought processes. These people's consistent behavior will allow them to sustain relationships with others over the long run. The following lists the subthemes that arose during this investigation.

##### **Maintain Long Standing Relationship**

One of the most important characteristics of a healthy relationship is the ability to sustain a long-term partnership. Those that continue to have good relationships with others will exhibit consistent feelings. And it is because of this constancy that their connection remains positive. Sibling, friend, parent, and other relationships can be considered long-lasting. Any kind of relationship exhibits the qualities necessary to sustain a long-term relationship. Long-term partnerships demonstrate a person's capacity for upholding wholesome connections.

##### **Good Relationship with Supervisors and Co-Workers**

Maintaining positive relationships with coworkers and supervisors in a high-stress work setting requires a particular set of abilities. Person who can keep up good relationships with their supervisor and coworkers required good communication skills. Good relationship with supervisors and co-workers is possible when the person is having interpersonal and interpersonal skills.

##### **Good Marital Relationship**

In Indian culture, the family is the most important institution. The individual's marital status was also taken into account while determining the positive relationship theme. In the societal setting of India, it is imperative for an individual to keep a positive relationship with their life partner. Participants share that having a healthy marital relationship is crucial to having a positive relationship.

#### ***Theme - 5 Self Acceptance***

Accepting oneself with all of his qualities and limitations is the definition of self acceptance. Proper self-evaluation leads to self-acceptance. Self-evaluation will improve a person's self-awareness. and will be able to recognize an individual's positive and bad traits. The study's subthemes that arose under this theme are listed below.

##### **Personality**

Each person has a distinct pattern that is their personality. A person's personality is distinct and largely stable. Participants discussed how a person's self-acceptance is a deeply ingrained trait that is a part of his identity. Acceptance of one's likes, dislikes, love, hate, strengths, weaknesses, etc., is based on one's personality. An individual's personality was thought to be one of the factors that determines their level of self acceptance. Self-acceptance was regarded as a personality trait. A person's personality is distinct and largely stable.

##### **Self Esteem & Self Respect**

Self-esteem is a person's opinion of themselves. An individual's self-esteem makes it possible to determine how much value they place on oneself. Participants in the study discussed how important it is to value and respect oneself in order to determine one's ability to accept oneself. High levels of acceptance and self-worth follow from this.

## ***Emotional Control***

Study participants discussed how emotional regulation plays a critical role in deciding self-acceptance. In order to analyze life experiences, one must manage the emotional components. Only when people are in control of their emotional responses to each incident can they truly embrace themselves. Emotional control has the ability to provide each person with unbiased feedback, which is necessary for each person to accept themselves according to their reaction.

## ***Theme - 6 Purpose of Life***

One crucial preset theme under psychological well-being is life's purpose. An individual's purpose in life inspired them to set objectives and pursue them. This is a really individualized motif. This part searches for the cause of the past, present, and future aspects of existence. The resulting subthemes are listed below.

### **Family gives Purpose to Life**

The participants revealed that their family was their top priority. It was also noted that employees who were unmarried also shared this and were thinking about starting a family in the future. Parents were considered as an integrated part of their family by unmarried participants as well. Family shaped one's status, culture, and position in society. In an Indian environment, a person's family plays a vital role.

### **Career oriented people**

Developing a career was regarded as an essential life goal. The goal for a career shapes one's life purpose. A career was considered by some participants to be the most crucial and significant feature. And when assessing the meaning of life, they took other personal considerations into consideration as secondary criteria. These individuals likewise shared relationships and values as secondary.

### **Spirituality**

Another significant subtheme that emerged and established the meaning of life was spirituality. Spirituality was the source of an individual's fundamental ethical ideals. Spirituality was generally understood to be an individual's search for life's purpose. People believed that working in disability rehabilitation field would fulfill their destiny of helping the less fortunate members of society. Additionally, influencing children with disabilities future is a spiritual way of life.

## **IV. DISCUSSION**

The research enables to identify and analyze various factors contributing psychological well-being. Six dimensions of psychological well-being were analyzed in this study. Each element of psychological well-being is deeply analyzed. In this study for each six themes several subthemes emerged. For the theme autonomy, subthemes emerged. Financial independence, independent decisions at work and independent decision in personal life were the subthemes emerged. Personal growth theme was another theme under. Psychological well-being for this theme three subthemes emerged. Promotion, salary hike is regular interval and participants in training programs were the subthemes emerged. Environmental mastery theme is next theme in which subthemes like maintaining work-life balance, use of opportunity and household managing were emerged. In the theme positive relationship the subthemes like maintaining long-standing relationship, good relationship with supervisor and co-workers and marital relationships emerged. Self-acceptance is another theme in which subthemes like personality, self-esteem and self-esteem and emotions control and emerged. In the purpose of life theme, subthemes like family given purpose of life, career-oriented people and spirituality were emerged.

## V. CONCLUSION

This research concludes by identifying and analysing various factors of psychological well being of disability rehabilitation professionals. Under this research six themes were analysed. Various subthemes were generalized after data analyzing. The result provided by these subthemes provided better understanding about the subjects. And also provide suggestions for improving psychological well being.

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