

## Flow Experience and Workplace Well-being

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The article presents flow model as an integrative framework of conceptualizing and operationalizing positive work focus resulting in psychological well-being. Flow is defined as a state of absorption in the work process. It is precipitated by conditions of perceived ability and challenging tasks. High levels of concentration, lack of self-awareness, and transformation of time constitute its distinguishing features. Flow is facilitated by states of intrinsic motivation, signature strength and autotelic personality. Since health and well-being in the workplace have become major concern in contemporary life, an empirical investigation was undertaken to examine the association between flow experience and workplace well-being. The study involved 240 managers from software organizations in and around the city of Bhubaneswar. The study adopted 2 (sex) x 2 (flow level) design where male and female managers were crossed with two levels of flow experience. Major hypotheses relating to the positive association between flow and well-being were supported.

**Keywords:** Flow experience, Workplace well-being, State of absorption, Positive work-focus.

Health and well-being in the workplace has become a major concern in contemporary life.

These topics continue to dominate the pages of practitioner-oriented magazines. More recently such topics are receiving attention in scholarly research journals. For a variety of reasons, these issues occupy a much more prominent niche in mainstream organizational research (Danna & Griffin, 1999).

First, an individual's experience at work obviously affects the person while she or he is in the workplace. In addition, these experiences also "spill over" into non-work domains. Workers almost spend one-third of their waking hours at work, they don't necessarily leave the job behind when they leave the work site. Indeed, the overlap between non-work and work leads to the observation that a person's work and personal lives intertwined. Second, there is a growing awareness that certain elements in the workplace pose risks for workers. Unsafe work practices, sexual harassment Disturbing supervisor-subordinate relationship, and uncontrolled aggression are such potential threats. Third, health problems adversely affect outcomes. Workers experiencing poor health

may be less productive, make lower quality decisions, exhibit higher absenteeism and make consistently diminishing overall contributions to the organization.

The concept of well-being is regarded as a broad construct. It includes various life/non-work satisfactions experienced by individuals (i.e., satisfaction and/or dissatisfaction with family life, social life, recreation, and so forth), work/job related satisfactions (i.e., satisfactions or dissatisfaction with pay, promotion, co-workers, and so forth), and general health. General health, in turn, is regarded as a state of equilibrium at the physical, mental, social and spiritual domains (World Health Organization).

At the operational level, the construct is based on three-component model. First, wellbeing includes total life satisfaction. It provides an overall assessment of individual's subjective well-being. Second, it denotes "feel good" component. In this context, the frequency is more important than the intensity; frequent experience of moderately positive affects (emotion) is a reliable indicator of well-being. Third, satisfaction in several domains of life (such as work, family,