

# Influence of Psychological and Social Factors on Work Engagement and Well-being in organizational context

**Research Group: Sofia University, BAS**  
**Research Area: Social Sciences (Psychology)**

**Head of the research group:**  
**Assoc. Prof. Vihra Naydenova, PhD**  
[vihranaydenova@yahoo.com](mailto:vihranaydenova@yahoo.com)

**Members of the group:**  
**Assist. Prof. Viktoriya Nedeva-Atanasova, PhD**  
**Assist. Prof. Nayden Nikolov, PhD**  
**MA students**

## Project guidelines

The project „Influence of Psychological and Social factors on Work Engagement“ aims to research the influence of different factors on work engagement and well-being in organizational context.

Another goal of the project is also to research the current work-life balance of the respondents after Covid-19.

The scientific survey is also focused on different ways of work – remote, hybrid and at the office and their influence on engagement, self-reported job performance and well-being.

Not very much researched topic is also in a focus – the influence of AI and digitalization at work.

Asked is about positive and negative perceptions of digitalization.



## Introduction

The topic of digitalization, well-being and work engagement is not yet studied in Bulgaria with larger groups.

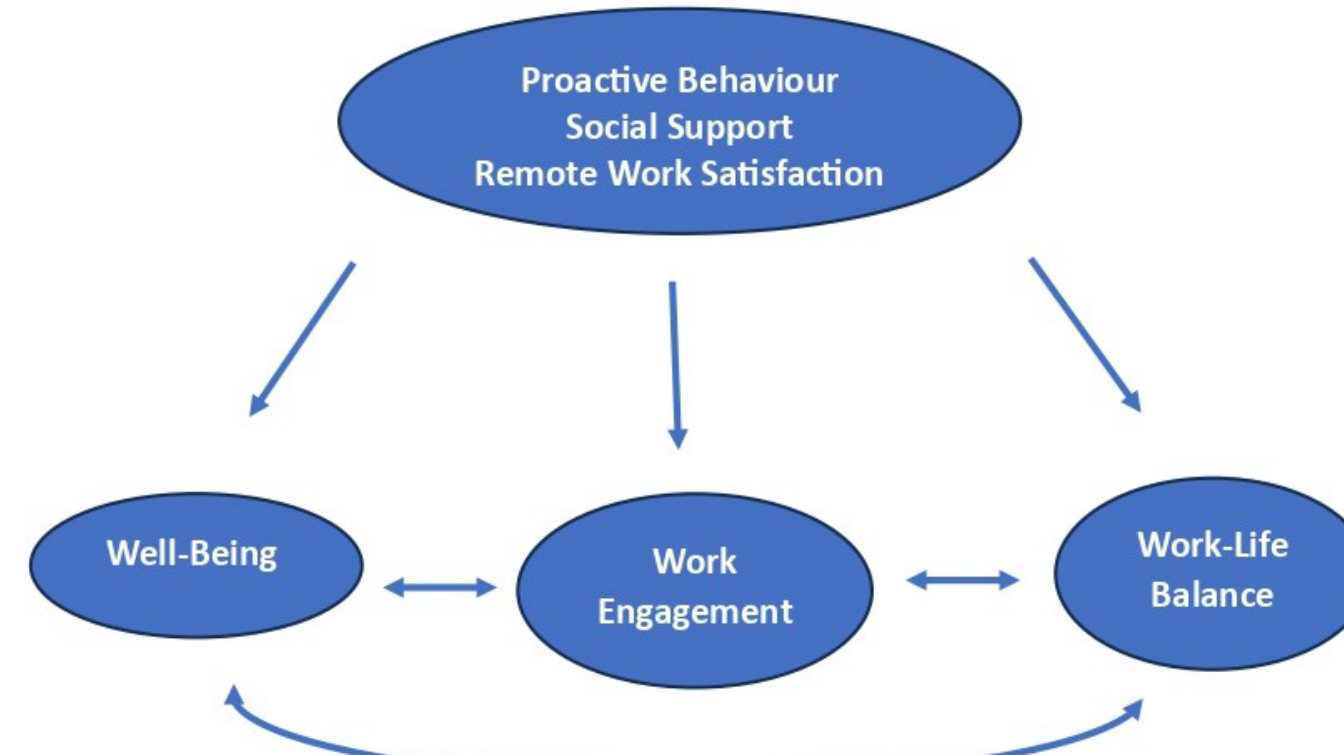
The project will consist of a total 24 months. The aim is minimum one publication in WoS in the first 12 months and more publications in English and in Bulgarian next months to be prepared.

The plan consists of following steps:

- Preparation of empirical research
- New scales and interviews
- Creation of online questionnaire
- Conducting Quantitative Research
- Preparation of theoretical part
- Data gathering and analysis
- Preparation of scientific articles
- Publication activity – Web of Science and others
- Useful manuals for organizations



## Methodology



Research Model  
"Interaction between Work Engagement, Well-Being, Work-Life Balance, Proactive Behaviour, Social Support and Remote Work Satisfaction"

**Participants:** 250-500 participants, working in private and public organizations in Bulgaria

**Procedure:** An anonymous online survey

**Measures:**

**Utrecht Work Engagement Scale (UWES-9)** – a shortened version; a 9-item scale (Schaufeli, W. B. et al., 2006).

**World Health Organization Well-Being Index (WHO-5)** – version 1999; a 5-item scale (Topp, C. W. et al., 2015; Staehr, J. K., 1998).

**Proactive Behaviour Scale** – a shortened version; a 7-item scale (Frese, M. et al., 1997; Beltrán-Martín, I. et al., 2017).

**Work-Life Balance Scale** – a 4-item scale (Brough, P. et al., 2014).

**Social Support Scale** – a 4-item scale + 3 additional relevant items (Caplan, R. D., 1975).

**Perceived Benefits of Digitalization at Work** – a new, author scale; an 8-item scale.

**Statistical Techniques:** Data will be processed with SPSS Statistics 25.

## Results

The survey is in its first stages.

The online questionnaire is ready and sent to some organizations.

We are curious to find out the influence of psychological factors as proactive behavior and social factors as social support on work engagement, self-reported performance and well-being in Bulgarian companies.

Also we are curious to find out how digitalization in work is perceived by the employees and what are their answers on open questions.

Benefits and disadvantages of Digitalization will be also surveyed.



## Conclusion

The project is in the beginning. Following is done:

- ✓ Part of theoretical and literature review
- ✓ Choosing of good scales
- ✓ Development of new scales
- ✓ Online survey

Also till now is following done:

- ✓ Dedicated project team
- ✓ Feedback gathering about the online questionnaire
- ✓ First steps for data gathering in organizations

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