

Psychological Capital and Work Engagement of Local Government Employees in Southwest, Nigeria: The Moderating Role of Psychological Empowerment

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Abstract

This study investigated the influence of psychological capital on work engagement among local government employees in Southwest, Nigeria using psychological empowerment as a mediating variable. The study adopted a descriptive survey research design. Sample comprised 1,726 employees of local government areas in Southwest, Nigeria selected through multi-stage procedure. Three validated instruments - Psychological Capital Questionnaire ($\alpha = 0.85$), Psychological Empowerment Scale ($\alpha = 0.75$) and Utrecht Work Engagement Scale ($\alpha = 0.78$) were used for data collection. Data collected were analysed using descriptive statistics Mediation Analysis using Multiple Regression Analysis with result tested at 0.05 level of significance. The study found that there was a significant influence of psychological capital (Coeff = .477; $t = 19.677$; $p < .001$) on work engagement of Local Government employees in Southwest, Nigeria. Also, there was no significant mediating effect of psychological empowerment on work engagement (Coeff = -.509; $t = -1.685$; $p > .05$) of Local Government employees in Southwest, Nigeria. The study concluded that psychological capital significantly enhanced work engagement among local government employees in Southwest Nigeria. The indirect pathways revealed that psychological empowerment led to greater engagement through resilience and optimism, while self-efficacy did not consistently mediate this effect. It was recommended that Local governments should implement psychological training programmes to promote psychological capital through mentoring and support mechanisms like counselling services to enhance employee engagement and build coping strategies employees in the local government.



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