



# Does Perceived University Support Moderate Health Living and Job Satisfaction?

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## Abstract

The present study examines the relationships between and the moderating effects of perceived university support (PUS) on engagement in health promotion (HP) behaviors and job satisfaction (JS) in a sample of university professors in Texas (n=70, 71% female). Consenting participants provided their responses to three scales measuring these constructs and then completed several demographic questions. Regression analysis revealed that PUS was the only factor in predicting JS. Adding the interaction term did not explain any further predictions for the model. However, correlations suggest that greater JS was associated with higher reports of PUS. PUS was also associated with reports of engagement in more HP behaviors. Lastly, engagement in more HP behaviors was correlated with greater JS. Professors' perceived levels of university support may still be a key factor in maintaining professors' satisfaction within their position. This suggests people may need to feel supported by their organization (and engage in routine HP behaviors), to attribute positive outcomes, like increased JS, to the organization.

## Introduction

- Studies have found that a healthy lifestyle is an important factor in influencing job satisfaction, suggesting benefits for organizations investing in the implementation of worksite health promotion programs (Faragher et al., 2005).
- However, the research failed to find a link between job satisfaction, involvement in worksite health promotion programs, and engagement in any other health promoting behavior (Peterson & Dunnagan, 1998).
- However, that research failed to account for perceived organizational support. Studies found a significant relationship between perceived organizational support and job satisfaction, as well as positive mood (Fumani Donald et al., 2016). So, the possibility remains that (perceived) organizational support may be a key component in the link between job satisfaction and engagement in health promoting behaviors.
- The current study aimed to assess if PUS moderates the relationship between engagement in HP behaviors and JS.

## Methods

**Participants:** 70 university professors in Texas (M = 48.98 years, SD = 9.82, 71% female).

**Procedure:** A recruitment script was formatted and sent out in emails to the possible participants and included a link to the survey on the Qualtrics site (total emails sent = 953; response rate = 7.45%). The link led each participant directly to the consent form, where they were able to provide passive consent before completing the study.

Consenting participants were provided with three different self-report scales to assess PUS, engagement in HP behaviors, and JS. The scales were presented to participants randomly in blocks. After participants provided their responses to the scales, they were also instructed to complete several demographic questions including their age, gender, race, ethnicity, education level, marital status, and tenure status. After completing the demographic questions, participants were presented with the debriefing script, and then the study ended.

## Results

First, correlations revealed significant positive relations between JS and PUS, as well as PUS and engagement in HP behaviors. In addition, higher JS was also associated with higher reports of engagement in HP behaviors.

Then, regression analysis was run to test the moderation hypothesis.

Overall, adding the interaction term did not improve prediction, suggesting that PUS did not act as a moderator for the effects between engagement in HP behaviors and JS for college professors in our sample.

\*\* = p < .01  
\* = p < .05

**Table 1: Correlations**

	1	2	3
<b>1. PUS</b>	1		
<b>2. HP</b>	0.349**	1	
<b>3. JS</b>	0.509**	0.285*	1

**Table 2 - Regression Analysis**

	Variable	b	Std. Error	Beta	p	R <sup>2</sup>	Change in R <sup>2</sup>
Main Effects	Constant	32.243	0.557		< .001	0.272	0.272
	PUS	0.484	0.115	0.466	< .001		
	HP	0.029	0.026	0.123	0.274		
Interaction	Constant	32.375	0.595		< .001	0.277	0.005
	PUS	0.486	0.116	0.468	< .001		
	HP	0.024	0.027	0.104	0.371		
	Interaction	-0.003	0.005	-0.07	0.519		

## Discussion

In this study, PUS was correlated with, but did not moderate the relationship between engagement in HP behaviors and JS.

Professors who reported experiencing greater support from their university also reported greater JS and engaging in more HP behaviors overall.

Universities may find this information helpful because professors' perceived levels of university support may be a key factor in maintaining professors' satisfaction within their position.

Further, the findings indicate that individuals who feel adequately supported by their organization may experience enhanced JS, and may engage in more HP behaviors, which are both benefits to the individual and the organization.

## References

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