
THE DYNAMICS OF MOTIVATIONAL ORIENTATION AND WELL-BEING DURING UNEMPLOYMENT

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Abstract

Well-being during unemployment and the psychological effects of this period are major research themes for organizations who study the quality of life. The first objective of our article was to identify differences between a sample of 70 employees and 131 unemployed individuals on dimensions like motivational orientation (autonomous, controlled, impersonal) and well-being (life satisfaction, affect balance). The second objective was to examine the dynamics of motivational orientation, well-being, family satisfaction and health for the unemployed sample during six months of unemployment. The employed are happier both in T1 and T2, and the negative affect increases for the unemployed as the time passes. The investigation of the motivational orientation shows no significant differences for the autonomous orientation. As for the other two motivational orientations, the employed are more oriented towards control, and the unemployed towards the impersonal, both in T1 and T2. The family satisfaction decreases as the unemployment period is longer; the pain complaints are fewer and the physical health is perceived as better than before. We tried to eliminate from the sample the individuals who started working illegally and those who tried to show themselves in a positive way, but we are not sure we totally accomplished that. Another problem was the poor data collection about the reasons of unemployment, family structure, and economic status.

Keywords: *well-being, unemployment, motivational orientation, health, family satisfaction*

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