

Title	The role of goal pursuit in the interaction between psychosocial work environment and occupational well-being
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Abstract	<p>The relation of the core components of the Effort–Reward Imbalance model (ERI; Siegrist, 1996) to goal pursuit was investigated. Goal pursuit was studied through categories of goal contents – competency, progression, well-being, job change, job security, organization, finance, or no work goal – based on the personal work goals of managers (Hyvönen, Feldt, Salmela-Aro, Kinnunen, & Mäkikangas, 2009). The study focused on the contribution of the ERI components (effort, reward, effort–reward imbalance, OVC) to goal contents, as well as on the mediating and moderating effects of goal contents between the ERI components and occupational well-being (burnout, work engagement) among young Finnish managers (N = 747, age range 23–35 years). First, multinomial regressions showed that effort, reward, and effort–reward imbalance contributed to the membership of the goal categories. Secondly, hierarchical GLM (General Linear Model) indicated that the goal categories mediated the relationship between the ERI components and occupational well-being. Effort, reward, and effort–reward imbalance had an indirect effect through goal categories on burnout and work engagement, but overcommitment only on burnout. In addition, the goal categories moderated the relationship between reward and work engagement. Taken together, psychosocial work environment contributes to the contents of personal work goals, which also function as mediators, particularly between the work environment and occupational well-being.</p>