

**THE ROLE OF PSYCHOLOGICAL WELL-  
BEING AND PSYCHOLOGICAL  
EMPOWERMENT ON EMPLOYEE  
PERFORMANCE WITH THE MEDIATING  
EFFECT OF WORK ENGAGEMENT IN THE  
HEALTHCARE ORGANIZATIONS OF  
KARACHI, PAKISTAN**

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A thesis submitted to the Business Studies Department, Bahria Business School, Bahria University Karachi Campus, in partial fulfillment of the requirements for MBA Degree



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**BUSINESS STUDIES DEPARTMENT  
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**MBA Thesis**  
**2nd Half-Semester Progress Report & Thesis**  
**Approval Statement**

**SUPERVISOR-STUDENT MEETING RECORD**

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1	2/3/22	University	Introduction	
2	4/4/22	Uni	Literature review	
3	5/5/22	Uni	Analysis	

**APPROVAL FOR EXAMINATION**

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I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at 18 % that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Business Studies.

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## **DEDICATION**

This thesis is dedicated to Allah, the Almighty, my creator, supporter, and source of inspiration, wisdom, and knowledge. Throughout this program, he has been a source of support for me. I also dedicate this thesis to my parents and supervisor, whose encouragement has assured that I put up all required effort to finish what I started.

I'm thankful. There is no way to quantify my feelings for you all. God's blessings on all of you.

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## ABSTRACT

### **Purpose:**

This research aims to investigate the impact of psychological well-being and psychological empowerment on employee performance with the mediation of work engagement in the healthcare sector of Karachi, Pakistan. The study has proposed a unique framework based on the COR theory and two independent variables: psychological well-being and empowerment, and a dependent variable, i.e., employee performance. The mediating influence of work engagement was also examined

### **Methodology & Design:**

Using PLS-SEM, the research uses the paradigm to evaluate hypotheses concerning factors that influence employee performance

### **Findings:**

The current study has concluded that Psychological empowerment significantly and positively effects psychological well-being. The current study has also identified that Psychological well-being significantly and positively effects employee performance. Furthermore, Psychological empowerment significantly and negatively effects employee performance. In addition, Work engagement significantly and positively effects employee performance, whereas, Psychological well-being significantly and positively effects work engagement. Lastly, the study has also determined that Psychological empowerment significantly and positively effects work engagement of employees.

**Limitations:**

the study identifies its limitations and provide important future research directions to fill the gaps in relevant literature.

**Recommendations:**

Based on the results, the last chapter of the study will provide various managerial implications to aid in the betterment of Psychological empowerment and psychological well-being of their employees and workers

**Keywords:**

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