

The mediating role of work engagement in the relationship between executive functioning deficits and employee well-being

ABSTRACT

Executive functioning and its related components have been found to promote well-being. However, there is a limited understanding of the underlying mechanism. Drawing from the job demands–resources and PERMA models, the present study examined the hypothetical mediating role of work engagement in the relationship between executive functioning deficit and well-being among 314 working adults in Malaysia. Participants answered a survey consisting of the Executive Skills Questionnaire-Revised (ESQ-R; a new measure of executive functioning deficits for working adults), Utrecht Work Engagement Scale, Employee Well-Being Scale, and Self-Rated Creativity Scale. Pearson correlation analysis showed that the ESQ-R score was negatively associated with all other target variables, while the latter was positively related to each other. Moreover, supporting the hypotheses, the results of mediation analysis using PROCESS macro found that work engagement mediated the negative relationship between executive functioning deficits and well-being after statistically controlling for the creativity score. The findings not only replicate the beneficial role of executive functioning in employees' well-being but also shed light on the underlying process of the relationship. Implications and directions for future studies are discussed.