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Relationships between psychological safety and work engagement in fitness club employees

(フィットネスクラブ従業員における心理的安全性とワーク・エンゲイジメントに関する研究)

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Abstract

Objectives: The purpose of this study was to explore the relationship between psychological safety and work engagement of employees at fitness clubs.

Materials and Methods: The survey included 429 employees (147 men and 282 women) of fitness clubs in Japan. A web-based questionnaire survey was used in the study. The survey period was from August to September 2020. The Team Psychological Safety Scale, the Utrecht Work Engagement Scale (short version-9 items), and items related to work resources in the Brief Job Stress Questionnaire were used in the study.

Results: Correlation analysis showed that psychological safety was significantly positively correlated with work engagement ($r=.415$, $p<.01$), support from colleagues ($r=.469$, $p<.01$), and support from superiors ($r=.519$, $p<.01$). Work engagement was significantly positively correlated with job aptitude ($r=.620$, $p<.01$), job satisfaction ($r=.649$, $p<.01$), and support from superiors ($r=.422$, $p<.01$). Chi-square test results for work engagement and personal attributes and other factors showed that only job title ($p<0.05$) was significantly different for personal attributes, and all factors of psychological safety and job resources were significantly different ($p<0.01$). The results of multiple logistic regression analysis with work engagement as the objective variable showed a significant association between job satisfaction (OR: 6.93, 95%CI: 2.63-18.31) and psychological safety (OR: 1.80, 95%CI: 1.01-3.21).

Conclusion: These results suggest that work engagement and psychological safety are related among fitness club employees and that psychological safety is mediated by work engagement and support from colleagues and supervisors.