Improving the Well-Being Outcomes Via Decent Work and Job Engagement: A Findings from Persons with Disabilities (PWDs) in Malaysia

(Memperkasakan Hasil Kesejahteraan melalui Pekerjaan Wajar dan Keterlibatan Kerja: Penemuan daripada Orang Kurang Upaya (OKU) di Malaysia)

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ABSTRACT

Implementing an appropriate improvement of existing policies, guidelines, schemes, and programmes is crucial for the organisations to solve the issue of lack of employment opportunity faced by PWDs. Building upon Psychology of Working Theory (PWT), this research tested the interaction between decent work, job engagement and well-being outcomes (meaningful work and situational well-being). Using purposive sampling technique which involved 143 PWDs in Malaysia via SurveyMonkey, the measurement items were adopted from past research with acceptable reliability, and the hypothesis were tested via Partial Least Squares (PLS) 2.0. The findings revealed that decent work was related to well-being outcomes. The association between decent work and well-being outcomes was shown to be partially mediated on job engagement. This research complements the literature on human resource that contribute to the growing body of knowledge particularly regarding well-being outcomes for PWDs. The government is suggested to be attentive and revise the related policies and practices that suit the current organisational work systems and to enhance the quality and effectiveness of job support services such as Job Coach to enable the PWDs to get a job and stay in the job.

Keywords: Decent work; well-being; persons with disabilities (PWDs)

ABSTRAK

Melaksanakan penambahbaikan yang sesuai terhadap dasar, garis panduan, skim, dan program sedia ada adalah penting bagi organisasi untuk menyelesaikan isu kekurangan peluang pekerjaan yang dihadapi oleh OKU. Membina berdasarkan Teori Psikologi Pekerjaan (PWT), kajian ini menguji interaksi antara pekerjaan wajar, penglibatan dalam pekerjaan, dan hasil kesejahteraan (pekerjaan yang bermakna dan kesejahteraan situasi). Menggunakan teknik persampelan bertujuan yang melibatkan 143 OKU di Malaysia melalui SurveyMonkey, item pengukuran diadopsi dari kajian terdahulu dengan kebolehpercayaan yang dapat diterima, dan hipotesis diuji melalui Partial Least Squares (PLS) 2.0. Penemuan menunjukkan bahawa pekerjaan wajar berkait rapat dengan hasil kesejahteraan. Hubungan antara pekerjaan wajar dan hasil kesejahteraan didapati sebahagian diantaranya dimediasi oleh penglibatan dalam pekerjaan. Kajian ini melengkapkan literatur sumber manusia yang menyumbang kepada pengetahuan semakin berkembang terutamanya berkaitan dengan hasil kesejahteraan bagi OKU. Kerajaan disarankan untuk peka dan menilai semula dasar-dasar berkaitan dan amalan yang sesuai dengan sistem kerja organisasi semasa serta untuk meningkatkan kualiti dan keberkesanan perkhidmatan sokongan pekerjaan seperti Jurulatih Pekerjaan untuk membolehkan OKU mendapat pekerjaan dan kekal dalam pekerjaan tersebut.

Keywords: Pekerjaan yang layak; kesejahteraan; orang kurang upaya (OKU)

INTRODUCTION

The basic rights of Persons with Disabilities (PWDs) have been recognized at the international level after the United Nations Convention (UN) on the Rights of Persons with Disabilities and the Optional Protocol were introduced in 2006. In Malaysia, one of the efforts to protect the rights of the disabled can be proven when the Government has established the Policy Achievement of One Percent Employment Opportunities in the Public Service for the Persons with Disabilities (OKU) in 2010. The implementation of this policy aims to further increase the capacity of human capital for the disabled and realize the desire to make Malaysians a caring society. In addition

to that, this policy provides opportunities for disabled individuals who have academic qualifications and appropriate skills in their field of work to work in the public service.

Efforts to empower the disabled throughout the period have been given attention by the 7th Prime Minister, Tun Dr Mahathir Mohamad by launching the Shared Prosperity Vision 2030 (SPV 2030) in 2019, next by the former 9th Prime Minister, Yab. Dato Seri Ismail Sabri Yaakob via various programs for marginalized groups were introduced and streamlined such as job coaches, rehabilitation in the community, independent living centre services, entrepreneurship programs for disabled individuals and special career carnivals were drawn up under the Twelfth Malaysia Plan (12th MP, 2021–2025), and up to now, by Yab. Dato Seri Anwar Ibrahim, the 10th Prime Minister continues to pay attention to the welfare of the disabled by providing an allocation of RM1.2 billion for that group through the 2023 Budget.

Nonetheless, it is undeniable that in the efforts to empower the disabled, there are shortcomings in the endeavours to enhance the economy and enhance the quality of life for individuals, particularly in safeguarding the welfare and rights of disabled individuals. For instance, there is still stigma and prejudice against the ability of the disabled to work which has made it difficult for them to be accepted for work and contributed to the high rate of unemployment among them. Furthermore, to date, only four ministries have more than one percent of people with disabilities working, namely the Ministry of Defence, the Ministry of Women, Family and Community Development, the Ministry of Entrepreneurship and Cooperative Development and the Ministry of National Unity. Besides, the issue related to the allowance of supervisors and Community Rehabilitation Centre (PPDK) staff which is still at a low level was also debated in the Parliament session. Additionally, the issue of visually impaired teachers who have been victims of discrimination at their workplace, had to send a letter to the Minister of Education, Fadhlina Sidek.

The current issues that occur in society raise the question of how people with disabilities can live independently and contribute to the development of the country if there is still stigma and prejudice. This scenario will directly interfere with well-being, and they will also feel left out. If this issue continues without any appropriate action, then the efforts that have been made and the national agenda that has been drawn up and that has been set in motion will not be able to be achieved as planned.

As the gap between the participation of workers with and without disabilities is increasing, the government must ensure fair employment opportunities for disabled individuals since they also have the right to a comfortable level of living. This is pertinent as the majority of premises in Malaysia do not conform to the universal designs that is accessible to every individual, including Persons with Disabilities (PWDs) (Lavasani et al. 2015). Physical and intellectual disabilities right barriers are the main limitations for working PWDs to be more productive at work. This situation perpetuates that other than managing PWD issues according to the contemporary societal model, there exists a need to look into society's awareness on physical disabilities.

More importantly, from research standpoint within the scope of Malaysia, an examination of past studies concludes that the study on PWDs have been focusing mainly on: disabled individuals' rights and social exclusion (Islam 2015); disabled workers' work ability (Lavasani et al. 2015); workplace challenges such as discrimination, exploitation and bullying (Khoo et al. 2013a); Malaysian disabled individuals' challenges in the world of employment (Khoo et al. 2013b); accessibility of websites for individuals with disabilities (Abdul Aziz et al. 2011); drivers and inhibitors of employment (Lee et al. 2011); adult learning for individuals with disabilities (Kamaruddin 2007); and disabled women's career and work opportunities (Haq 2003).

The previous research conducted by Wan and Cao (2022), was aimed to understand how decent work is related to millennial employees well-being in China with the mediating role of need satisfaction (i.e., survival, social contribution, and self-determination). Also, the previous research conducted by Mcllveen et al. (2021) was examined decent work's association with job satisfaction, work engagement, and withdrawal intentions in Australian working adults.

Nonetheless, the interactions between decent work, job engagement and well-being outcomes (meaningful work and situational well-being) have not been examined in-depth. This address the gaps in the literatures by testing the linkages between decent work and postive well-being outcomes (meaningful work and situational well-being) mediated by job engagement within the contexts of PWDs. Therefore, it is imperative to examine the correlation between decent work and job engagement in relation to well-being outcomes, specifically meaningful work and situational well-being. Additionally, it is important to determine if job engagement acts as a mediator between decent work and well-being outcomes, specifically meaningful work and situational well-being, among PWDs in the Malaysian context.

The findings of study are expected to support the government's efforts to protect the rights of people with disabilities (OKU) in line with the Shared Prosperity Vision 2030, the Twelfth Malaysia Plan (RMK-12) and the National Welfare Policy (1990), the Sustainable Development Goals by 2030 and the One Policy Percentage of employment opportunities in the public service in Malaysia. In addition to that, this study will be guidance for organizations to revise their related policies and practices that are compatible with the current organizational work system to enable disabled people to be employed and remain employed.

LITERATURE REVIEW

DECENT WORK AND JOB ENGAGEMENT

The concept of decent work has become crucial in light of significant shifts in the global employment landscape, resulting from the rise in joblessness, insufficient employment, job insecurity, and workplace discrimination. Among these changes, two key directions have emerged i.e., highly difficult in getting decent work and a rapid increase of dangerous work (International Labour Organization 2016). As the difficulty of finding good employment increases, individuals and their families face more challenges in attaining economic empowerment and the associated social benefits that come with being employed. In addition, decent work also promotes equitable and impartial access to employment, ensuring that fundamental rights such as freedom from harassment or discrimination, the opportunity to express one's opinions, and participation through self-selected representation are upheld (Blustein et al. 2019; Douglass et al. 2017).

Research has established a clear correlation between a favourable work environment and increased work engagement. Navajas-Romero et al. (2019) conducted a study to assess the quality of working circumstances and their influence on work engagement. Their research demonstrates that decent work is a significant factor in determining job engagement. In addition, the study identified job security as a key aspect of decent employment that directly enhances workers' levels of enthusiasm, dedication, and assimilation. Similarly, Tayebwa (2019) examined the impact of decent work on job engagement among traditional workers employed by the local government in Kiruhura district, Uganda. This study stated that organisations must make sure of decency of work to nurture engagement amongst employees. Next, Namubiru's (2019) cross-sectional study performed at Kampala Capital City Authority also agreed that workers must have a decent work environment to continue being engaged. Nonetheless, the results indicated a tenuous positive correlation, as having a satisfactory job does not necessarily lead to a high level of job engagement. This is because engagement is mostly influenced by internal factors and is not impacted by external working conditions. Decent work can be an extra advantage; however, engagement is innate. In short, it can be hypothesised that:

H₁   Decent work has a positive influence on job engagement.

JOB ENGAGEMENT AND MEANINGFUL WORK

Job engagement refers to the extent to which employees perceive their occupations as an integral part of their overall lives. High job engagement is characterised by a strong identification with one's job and continuous thoughts about it even outside of working hours (Kanungo 1982). Organisational traits, management and oversight behaviours, and individual variations have an impact on job engagement (Brown & Leigh 1996). Job engagement can also serve as a predictor of job efficiency, as individuals who feel a strong connection to their work tend to focus their attention on their job and view numerous circumstances as potential to execute their employment responsibilities (Hillman el al. 2008; Kreiner el al. 2006).

Meaningful work is personally important and has positive valence. The meaningfulness in work (arising from what a person does that is his or her work role) has been differentiated from at work (arising from being a part of something bigger that is a person's membership in a community or culture) as stated by Pratt and Ashforth (2003). In addition to these main viewpoints, Steger et al. (2012) argue that meaningful work is not only subjectively experienced as deliberate and essential (e.g., Pratt & Ashforth 2003; Rosso et al. 2010), but also characterised by personal growth and a sense of objectiveness (eudemonic) rather than being solely focused on satisfaction (hedonic). In order to provide a full analysis, it is important to consider the different aspects that each method emphasises. In this study, meaningful work is defined as work that has personal significance and is considered valuable.

Empirical research has shown that meaningful work is closely associated with positive psychology and job engagement (Albrecht 2013). Significance in the professional environment is a crucial component of a purposeful existence. Various investigations on organisations besides educational organisations stressed that job engagement results in meaningful work (Van Wingerden & Van der Stoep 2018). Research on educational organisations (Van Wingerden & Poell 2019) revealed a positive and significant link between job engagement and meaningful work. Therefore, the next hypothesis is as follows:

H₂   Job engagement has a positive influence on well-being outcome (meaningful work).

JOB ENGAGEMENT AND SITUATIONAL WELL-BEING

Well-being is a comprehensive notion that encompasses a range of emotions and elements related to contentment and psychological well-being (Diener et al. 1999; Warr 1990). It concerns global and rather stable assessments of

an individual's life and context-specific aspects besides momentary mood (Diener et al. 1999). When analysing the effects of leisure activities occurring over a span of several hours, it is important to consider an individual's well-being during specific periods and in particular circumstances, such as their well-being before resting. Situational well-being refers to a comprehensive evaluation of an individual's present condition. For instance, the state of well-being in a specific scenario prior to resting can be understood as a sign that the process of recuperation is occurring. In addition,

Specifically, situational well-being refers to the state of irrespective of whether problems at work or other factors have an impact on a person's emotional state when they leave the office and go home. This situational well-being could affect the choice of leisure time activities (Eden et al. 2020). Moreover, the individual's well-being at the end of the work day may affect their well-being before resting. Hence, the correlation between particular recreational pursuits and situational well-being prior to bedtime may be attributed to the individual's overall well-being at the conclusion of the workday.

An individual's work situation might affect his or her situational well-being before sleeping via several mechanisms. Initially, the work environment can have an influence on an employee's overall state of well-being by the conclusion of the workday. For instance, employees with less stressful jobs feel better when leaving their workplace in contrast to those with highly stressful jobs. Then, their situational well-being at the end of the work day might affect their well-being before they go to sleep. To clarify, the level of well-being experienced at the conclusion of the work day can act as a mediator in the association between individuals' work circumstances and their well-being prior to resting. Next, an individual's work situation could have a direct effect on his or her choice of leisure activities (Santos & Miragaia 2023).

In order to prevent the inclusion of other possible interpretations that rely on the well-being of individuals at the end of the work day and the specific work scenario as additional factors, it is necessary to carefully account for and manage these variables during the analysis. Furthermore, the incorporation of work situation variables allows for the examination of the combined impact of work situation factors and recreational activities, a method that has not received significant attention in prior research. Hence, it can be hypothesised that:

H₃ Job engagement has a positive influence on well-being outcome (situational well-being).

THE MEDIATING ROLE OF JOB ENGAGEMENT BETWEEN MEANINGFUL WORK AND SITUATIONAL WELL-BEING

Job engagement refers to a positive and fulfilling mindset pertaining to work, that involves high energy, commitment, and an intense emphasis on work tasks (Van Wingerden et al. 2017). It refers to a mood of positive, motivated energy characterised by high levels of devotion and strong work concentration (Schaufeli et al. 2006). Job engagement is positively correlated with elevated levels of ingenuity, task efficiency, organisational citizenship behaviour, economic outcomes, and client satisfaction (Bakker & Albrecht 2018). Furthermore, job engagement can be seen as a proactive response that demonstrates proactive motivation. Job engagement is essential for achieving self-actualization through exerting significant effort, experiencing pleasant emotions, and having motivated reasoning on the job. Well-being, on the other hand, is considered the outcome of adjusting to self-fulfilment and self-improvement. As such, engagement positively affects the improvement of workers' well-being. Furthermore, job engagement's positive effect on well-being is supported by findings in recent empirical studies.

Steger and Dik (2010) have described meaningful work as a job resource since it stimulates a person's sense of purpose, thus, enabling learning and personal growth. They clarified that individuals derive a sense of significance "by actively seeking significant objectives within the framework of comprehending oneself, one's organisation, and one's role within the purpose and functioning of one's organisation" (Steger & Dik 2012). When such a situation arises, employees demonstrate many elements of job engagement, such as becoming invigorated by their work (vigour), directing their attention towards it (absorption), as well as igniting passion, experiencing cerebral stimulation, and building a sense of pride (dedication). Subsequently, job engagement enables the attainment of resources that affect a person's perspective of the demands faced at work and in life (Johnson & Jiang 2017).

If the aforementioned explanations are accurate, it would be reasonable to investigate the mediating effects of job engagement. Prior research has established the mediator role of job engagement across various contexts. Prior studies have demonstrated that job engagement plays a mediating role in the correlation between supervisory social support and favourable outcomes, such as job performance rating and ingenuity (Johnson & Jiang 2017). Next, Lin et al. (2020) examined community health workers in China and discovered that job engagement mediates organisational commitment and job satisfaction. There is a need for an in-depth comprehension of job engagement's role on the relationship between meaningful and situational well-being, especially from the point of view of PWDs. Thus, due to the absence of research and backed by both theoretical and empirical evidence, there

is sufficient justification to suggest that job engagement serves as a mechanism that integrates well-being outcomes, such as meaningful work and situational well-being. Hence, it is hypothesised that:

H₄   Job engagement mediates the relationship between decent work and well-being outcome (meaningful work).
H₅   Job engagement mediates the relationship between decent work and well-being outcome (situational well-being).

THEORETICAL FOUNDATION

The theoretical framework of this study is inclined towards Duffy's et al. (2016) Social Cognitive Psychology of Working Theory (PWT). This theory proposes that decent work can improve individuals' well-being by satisfying their needs for survival, social contribution and self-determination. For instance, previous studies by Buyukgoze-Kavas and Autin (2019) has proven that decent work has proven to predict job and life satisfaction, as well as physical health (Duffy et al. 2019). In addition, when people are engaged in work that can provide them with safe working conditions, sufficient rest time, and medical security, they are more likely to gain physical health (Duffy et al. 2021). Therefore, this study adopted PWT to build a theoretical framework and to explain the relationship between decent work and the well-being outcomes of PWDs.

RESEARCH FRAMEWORK

The proposed research framework comprises an independent variable (decent work), dependent variables (meaningful work, situational well-being), and a mediating variable (job engagement) (Figure 1).
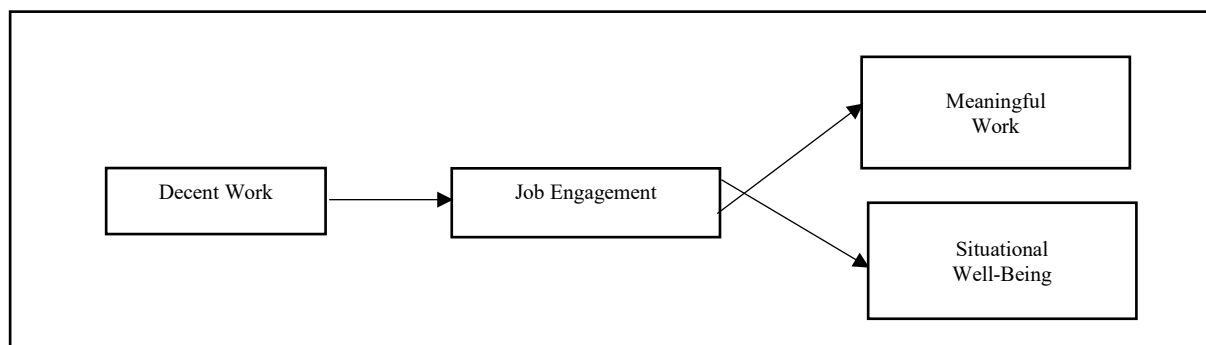
RESEARCH METHODOLOGY

Research Design

Utilising inquiries or statements to elicit responses about personal preferences or behavioural tendencies appears to be the prevailing method in the realm of behaviour and psychology (Schwarz 1999). Moreover, the practice of directly soliciting individuals for specific information about a certain concept is widely accepted and commonly used in various fields within the social sciences (Schwarz 1999). Individuals are the most suitable option for info that pertains to themselves. As such, to determine what someone believes or feels, just question them. Self-report is an apt methodology to investigate human characteristics (Howard 1994). This study aims to examine the interaction of decent work, job engagement and well-being outcomes among PWDs in Malaysia. The study utilises a self-report method, where each variable is assessed at the individual level.

SAMPLING TECHNIQUE

Purposive sampling technique was used in this study. This methodology selects individuals who are most capable of providing information, either because they are the sole possessors of it or because they meet the specific requirements stated by the study (Sekaran & Bougie 2019). For this study, PWDs that conformed to the inclusion criterion were chosen, as follows:

a)   registered with the Department Social Welfare Malaysia;
b)   the recipients of allowance for disable workers (which their monthly salary is below RM1,500)

The inclusion criteria aided in increasing the likelihood that decent work is an issue that is relevant to the person and increasing the accuracy of responses to the decent work questions.

POPULATION AND SAMPLE SIZE

This study's population is PWDs registered with the Department Social Welfare Malaysia. Referring to The Ministry of Women, Family and Community Development's website, the statistics of total PWDs registered with Jobs Malaysia as of 31st December 2022 was 3,468. Nonetheless, this study was only focus to the total of 809 PWDs who are located in the northern region, which involved Penang (32), Kedah (51) and Perlis (726). Roscoe's (1975) rule of thumb was utilised to determine the minimum sample size whose suggested sample size larger than 30 and less than 500 are appropriate for most researches.

SAMPLING FRAME

The unit of analysis is PWDs registered with Department Social Welfare Malaysia. In Malaysia, individuals with disabilities, also referred to as *Orang Kurang Upaya* (OKU), are those who have enduring physical, mental, intellectual, or sensory impairments that, when combined with encountering specific obstacles, may hinder their complete and active involvement in society (Persons with Disabilities Act 2008). However, in this study, the PWDs chosen came only under the following categories: a) hearing disability; b) physical disability; c) learning disorder; d) speech disorder; and e) mental disorder.

DATA COLLECTION PROCEDURES

This study utilised Survey Monkey, an online survey collection tool hosted at https://www.survey.monkey.com to generate a questionnaire. An embedded link to the questionnaire was sent to each of the qualified respondents via the Officers according to the selection criteria. An online survey was used to collect data over three weeks in September 2023 to 400 respondents. After several follow-ups, 229 questionnaires were gathered, resulting in a 57% response rate but only 197 questionnaires were usable. Furthermore, 54 incomplete questionnaires were removed; thus, for data analysis only 143 were used. Nevertheless, Roscoe's (1975) standard for acceptable sample size was fulfilled.

RESEARCH INSTRUMENTS

The research instruments employed in this study are based on past research with acceptable reliabilities (Cronbach's alpha). A 15-items scale by Duffy et al. (2017) was utilised to measure decent work. In this study, the Cronbach's alpha value was 0.84. Next, an 18-item scale by Kahn (1992) was utilised to measure job engagement; the determined Cronbach's alpha was 0.83. In the meantime, the present study used the Steger et al. (2012) scale to quantify meaningful work; Cronbach's alpha, which serves as a measure of measurement reliability, was determined to be 0.92 in this study. Finally, the scale developed by Sonnentag (2001) was utilised to measure situational well-being. The internal consistency coefficient in this study was 0.81.

DATA ANALYSIS TECHNIQUE

Partial least squares (PLS) analysis was employed to examine the research model. The analysis method utilised was adapted from Anderson and Gerbing's (1988) two-step approach. The initial phase was the verification of the measurement model, specifically assessing its reliability and validation. In the second step, to examine the hypothesis relationship, the structural model was verified. Two-step analysis and Smart PLS M2 version 2.0 were utilised for data analysis. In addition, the bootstrap method was employed with a resampling size of 500 to ascertain the weight, significance level of loading, and path coefficient.

RESULTS

DEMOGRAPHIC ANALYSIS

The data collected were analysed after the useable questionnaires were identified, which was 143. The respondents' demographic details are as follows: in terms of gender, 82 (57.3%) of the respondents were male, 69 (48.3%) of the respondents were between the age of 26 to 35 years old, 66 (46.2%) of the respondents Malays, 94 (65.7%) of the respondents are with physical disable, and 78 (54.5%) of the respondents are self-employed (see Table 1).

TABLE 1. Results of demographic analysis

Demographics	Categories	Frequency	(%)
Gender	Male	82	57.3
	Female	61	42.7
Age	21-25 years	36	25.2
	26-35 years	69	48.3
	36-45 years	28	19.6
	46-55 years	6	4.2
	56 years and above	4	2.8
Race	Malay	66	46.2
	Chinese	42	29.4
	Indian	35	24.5
Types of Disabilities	Speech disorder	20	14.0
	Physical disability	94	65.7
	Learning disorder	29	20.3
Job Sectors	Government	58	40.6
	Private	7	4.9
	Self-Employed	78	54.5

DESCRIPTIVE STATISTICS OF THE LATENT CONSTRUCTS

The five latent variables' mean and standard deviation values ranged from 3.681 to 4.281 and 0.763 to 0.896, respectively, on a 5-point Likert-type scale (Table 2). The mean value of each variable was above the midpoint of 2.50. For mean value, job engagement had the highest score (4.281), while meaningful work recorded the lowest value (3.681). The standard deviation analysis revealed that situational well-being had the largest dispersion value (0.836), whereas decent work had the lowest dispersion value (0.763).

TABLE 2. Results of descriptive analysis

Variables	No of items	Mean	Std. Deviation
Decent Work	15	3.900	0.763
Job Engagement	18	4.281	0.780
Meaningful Work	10	3.681	0.816
Situational Well-Being	6	3.714	0.836

ASSESSMENT OF MEASUREMENT MODEL

This study evaluated the measuring model by assessing two forms of validity: convergent validity and discriminant validity. In general, convergent validity is determined by examining indicator loadings, average variance extracted (AVE) and composite reliability (CR). Based on past studies, for this study, both indicator loadings and CR values were above 0.7, while AVE was above 0.5 (Table 3).

TABLE 3. Result of the measurement model

Constructs	Items	Loadings	AVE[a]	CR[b]
Decent Work	1. I feel emotionally safe interacting with people at work.	0.857	0.823	0.933
	2. At work, I feel safe from emotional or verbal abuse of any kind.	0.908		
	3. I feel physically safe interacting with people at work.	0.873		
	4. I get good healthcare benefits from my job.	0.877		
	5. I have a good healthcare plan at work.	0.757		
	6. My employer provides acceptable options for healthcare.	0.708		
	7. I am not properly paid for my work.	0.773		
	8. I do not feel I am paid enough based on my qualifications and experience.	0.777		
	9. I am rewarded adequately for my work.	0.877		
	10. I do not have enough time for non-work activities.	0.908		
	11. I have no time to rest during the work week.	0.926		
	12. I have free time during the work week.	0.917		
	13. The values of my organization match my family values.	0.908		
	14. My organization's values align with my family values.	0.889		
	15. The values of my organization match the values within my community.	0.887		
Job Engagement	1. I work with intensity on my job.	0.904	0.800	0.923
	2. I exert my full effort to my job.	0.910		

	3.	I devote a lot of energy to my job.	0.862		
	4.	I try my hardest to perform well on my job.	0.868		
	5.	I strive as hard as I can to complete my job.	0.704		
	6.	I exert a lot of energy on my job.	0.710		
	7.	I am enthusiastic in my job	0.762		
	8.	I feel energetic at my job	0.768		
	9.	I am interested in my job.	0.904		
	10.	I am proud of my job.	0.709		
	11.	I feel positive about my job.	0.842		
	12.	I am excited about my job.	0.845		
	13.	At work, my mind is focused on my job.	0.834		
	14.	At work, I pay a lot of attention to my job.	0.896		
	15.	At work, I focus a great deal of attention on my job.	0.846		
	16.	At work, I am absorbed by my job.	0.843		
	17.	At work, I concentrate on my job.	0.839		
	18.	At work, I devote a lot of attention to my job.	0.894		
Meaningful Work	1.	I have found a meaningful career.	0.860	0.778	0.913
	2.	I understand how my work contributes to my life's meaning.	0.892		
	3.	I have a good sense of what makes my job meaningful.	0.825		
	4.	I have discovered work that has a satisfying purpose.	0.836		
	5.	I view my work as contributing to my personal growth.	0.867		
	6.	My work helps me better understand myself.	0.861		
	7.	My work helps me make sense of the world around me.	0.822		
	8.	My work really makes no difference to the world. (R)	0.819		
	9.	I know my work makes a positive difference in the world.	0.858		
	10.	The work I do serve a greater purpose.	0.908		
Situational Well-Being	1.	I felt tense when coming home from work. (R)	0.881	0.855	0.947
	2.	I was in a good mood when coming home from work.	0.938		
	3.	I was in a good mood at the end of the workday.	0.922		
	4.	I felt tense before going to sleep. (R)	0.914		
	5.	I was in a good mood before going to sleep.	0.913		
	6.	I feel that I had enough time to relax and recover from my workday.	0.877		

Notes: a) Average variance extracted (AVE) = (summation of the square of the factor loadings) / {(summation of the square of the factor loadings) + (summation of the error variances)}

b) Composite reliability (CR) = (square of the summation of the factor loading) / {(square of the summation of the factor loading) + (square of the summation of the error variances)}

The discriminant validity was assessed following the evaluation of convergent validity, as shown in Table 4. The Fornell-Larcker (1981) criterion has been criticised for its unreliability in identifying the absence of discriminant validity in typical research environments (Henseler et al. 2015). Thus, the authors provide an alternative approach for evaluating discriminant validity using the multitrait-multimethod matrix by employing the heterotrait-monotrait ratio of correlations. An outstanding performance of this approach was shown via a Monte Carlo simulation study.

TABLE 4. Results of discriminant validity analysis

Constructs	(1) Decent Work	(2) Job Engagement	(3) Meaningful Work	(4) Situational Well-Being
(1) Decent Work	0.685			
(2) Job Engagement	0.450	0.228		
(3) Meaningful Work	0.576	0.539	0.414	
(4) Situational Well-Being	0.636	0.559	0.533	0.526

ASSESSMENT OF STRUCTURAL MODEL

Once the measurement model has been validated, an evaluation of the structural model is conducted to examine the conceptual model, which consists of six distinct hypotheses based on theory. Various parameters, including

the coefficient of determination (R^2) and path coefficient, were calculated (Hair et al. 2017). The R^2 assesses model's predictive power (Hair et al. 2010) and R^2 values of 0.75, 0.50 and 0.25 are substantial, moderate and weak (Hair et al. 2014).

The results of this study indicate that decent work accounted for 31.9% of the variation in job engagement. Subsequently, the factors of job engagement accounted for 31.0% of the variation in meaningful work and 69.9% of the variation in situational well-being respectively. According to Hair et al.'s (2010) suggested benchmarked values, each exogenous variable in this study significantly accounted for the variation in the endogenous variables (Table 5).

Three hypotheses were proposed to explain the direct correlation between decent work, job engagement, and well-being outcomes, specifically meaningful work and situational well-being. The findings revealed that these hypotheses were supported. A strong correlation was found between decent work and engagement ($\beta = 0.484$, $p < 0.01$). Furthermore, workplace engagement is strongly correlated with both meaningful work ($\beta = 0.352$, $p < 0.01$) and situational well-being ($\beta = 0.116$, $p < 0.01$). As such, H_1, H_2, and H_3 were supported.

TABLE 5. Results of hypothesis testing (direct effect)

No	Hypothesis	Std Beta	Std. Error	t-value	Decision	R^2
H_1	Decent Work --> Job Engagement	0.484	0.065	7.440***	Supported	0.319
H_2	Job Engagement --> Meaningful Work	0.352	0.076	4.646***	Supported	0.310
H_3	Job Engagement --> Situational Well-Being	0.116	0.053	2.182**	Supported	0.699

Note. ***p < .01 (2.33), **p < .05 (1.645), *p < .1 (1.28) (based on one-tailed test)

The study employed an indirect impact approach and utilised the bootstrapping method with 1,000 resamples, as recommended by Preacher and Hayes (2004, 2008), to investigate the two mediating hypotheses. The results indicated that job engagement played a pivotal role in establishing a connection between decent work and meaningful work ($\beta = 0.082$, $p < 0.01$). In contrast, it was shown that job engagement did not play a major role in mediating the association between decent work and situational well-being ($\beta = -0.006$, $p < 0.01$). Overall, the findings of indirect effect implied that H_4 was supported but not H_5 (Table 6).

TABLE 6. Results of hypothesis testing (indirect effect)

No	Hypothesis	Std Beta	Std. Error	t-value	Decision
H_4	Decent Work * Job Engagement --> Meaningful Work	0.082	0.049	1.676**	Supported
H_5	Decent Work * Job Engagement --> Situational Well-Being	-0.066	0.060	1.086	Not Supported

Note. ***p < .01 (2.33), **p < .05 (1.645), *p < .1 (1.28) (based on one-tailed test)

DISCUSSION

The main purpose of this research is to investigate the relationship between decent work and job engagement towards well-being outcomes (meaningful work and situational well-being). Furthermore, this study investigated the function of job engagement in mediating the relationship between decent work and well-being outcomes.

Through the PLS analysis, it was found that decent work influenced job engagement positively. This outcome is consistently aligned with findings by Namubiru (2019) and Navajas-Romero et al. (2019). Hence, it is advisable to provide employment opportunities for PWDs in a suitable and satisfactory work setting to ensure their continued involvement. Furthermore, based on these findings, it can be inferred that the characteristics of decent work have a direct impact on the increased levels of energy, commitment, and engagement exhibited by employees, including PWDs. Therefore, the assessment of working conditions, whether they are satisfactory or otherwise, along with their influence on work engagement, and the overall results have firmly shown that decent work is a significant factor in determining job engagement.

Next, PLS analysis results showed that meaningful work was positively influenced by job engagement. This agrees with findings in Hoole and Bonnema (2015) and Albrecht (2013). Based on this discovery, it may be inferred that engaging in meaningful work could help PWDs enhance their understanding of themselves and the world, thereby promoting their personal growth. Hence, this facet aids in capturing the broader life context of PWDs' work. Thus, meaningful work is closely driven by job engagement.

The final outcome of the direct analysis showed that job engagement positively influenced situational well-being. This result concurs with the research conducted Harter et al. (2003) and Saks (2006). From this finding, it is possible to assume that job engagement at the workplace could lead to positive consequences for health benefits

of PWDs and positive well-being performance outcomes (Harter et al. 2003). So, for PWDs, their daily experiences showed that they could spend time outside of the workplace doing activities possessing a recovering effect. On top of that, engaging in personal maintenance tasks such as resting, eating, and personal hygiene has impacted their well-being in the work environment and has influenced their overall state at the end of the work day, even before resting.

Interestingly, mediation research exposed that job engagement only mediates the relationship between decent work and meaningful work. This finding is consistent with Johnson and Jiang's (2017) study, which noted that employees display various aspects of job engagement. These aspects include being energised by their work (referred to as vigour), being fully absorbed in their tasks, experiencing a sense of passion, being mentally stimulated, and developing a sense of pride (referred to as dedication). Therefore, job engagement helps individuals acquire resources, which in turn affects their perception of the challenges they confront at work and in their personal lives, including PWDs. Moreover, job engagement is an essential means of achieving self-actualization in the workplace, characterised by exerting significant effort, experiencing pleasant emotions, and being driven by motivated thinking. On a broader scale, meaningful work refers to work that has personal significance and value.

CONCLUSION

The present study specifically examined the impact of decent work on the level of job engagement to one's job, as well as the effect of job engagement on the well-being outcomes of PWDs, such as finding work meaningful and experiencing positive situational well-being. The research framework of this study is congruent with PWT which signifies an attempt to draw on inputs from different disciplines to comprehend the trials endured by adults as they manage work-related tasks. PWT supports an inclusive approach to working, identifying the difficulty in getting decent jobs for workers and also the trials individuals who hope to work but are omitted from the labour market face. Moreover, this study enhances the existing literature on human resources and makes a valuable contribution to the expanding pool of information, specifically concerning the well-being outcomes for PWDs. This study has contributed to the literatures via the linkages between decent work and positive well-being outcomes (meaningful work and situational well-being) mediated by job engagement within the contexts of PWDs.

From a practical perspective, this research recommends the importance to improve the current organisational work systems and policies that meets the needs and expectation of the organisations that place high emphasis for PWDs. Furthermore, the government should be proactive in adjusting policies and practices to align with the current organisational work systems and policy conditions. This will improve the quality and effectiveness of job support services, such as Job Coach, for persons with disabilities, enabling them to secure and maintain employment.

The economy and well-being social class of PWDs to be empowered through Matching and placement job during Carnival Careers and Skills, a description session to increase the awareness of employment PWDs in the Government Linked Companies (GLC), Statutory Bodies and National Committee Jobs event for the PWDs at public universities. Finally, this study recommends the organisation to reduce the stigma and prejudice against the ability of the disabled to work which has made it difficult for them to be accepted for work, so that the number of ministries that having more than one percent of people with disabilities working will be increased. Eventually, the well-being of PWDs will be improved as they also would not feel left out.

The present study is subject to specific limitations. First, the data in this study was self-reported. Thus, to encounter this problem, Harman's single-factor test was employed to determine the likelihood that the study's findings could be accounted for based on self-reported data. Furthermore, the outcomes of the study might have varied if it had been undertaken longitudinally, given that it was conducted as a cross-sectional study. Furthermore, the study was conducted with a restricted sample size. Hence, upcoming researchers can employ a comparative methodology to investigate the interplay between decent work, job engagement, meaningful work, and situational well-being among PWDs from different states in Malaysia.

Future research should include in-depth interviews and focus groups with PWDs to identify other characteristics that could improve decent work, job engagement, meaningful work, and situational well-being in different Malaysian states. Longitudinal studies, in any research framework, and yield more reliable results. The present study also has the potential to be integrated into a longitudinal study. Researchers can conduct studies among different Malaysian states to ascertain the prevailing values. Moreover, the next investigations could ascertain the generalizability of the findings from this study to other governmental organisations in Malaysia.

ACKNOWLEDGEMENT

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