
Abstract

The relationship between daily focusing manner, assertiveness, and mental health in workplaces

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This study aims to identify the effects of daily focusing manner on assertiveness and its relationship to work engagement and burnout. The study was conducted online with 359 working adults. The questionnaire included the Daily Focusing Manner Scale (Nakaya & Sugie, 2014), the Revised Assertiveness Scale (Shimizu & Ishizu, 2018), the BAT-J (Sakakibara et al., 2020), the UWES-J (Shimazu et al., 2008), items related to Job Burden in the Brief Job Stress Questionnaire (Kawakami, 2012), and the Emotional Labour Scale (Sekiya & Yukawa, 2014). The analysis using structural equation modeling showed that daily focusing manner enhanced assertiveness, leading to higher work engagement and lower burnout levels. The results also indicated that work demands might increase motivation, resulting in a higher work engagement level.

Keywords: daily focusing manner, assertiveness, burnout, work engagement
