

THE PSYCHOLOGICAL WELL-BEING OF THAI STOCKBROKERS: A PATH ANALYTIC
STUDY OF THEIR COPING SKILLS, LEVELS OF BURNOUT AND MOTIVATION

Pornpot Kanpetch

ABSTRACT

The current study aimed to investigate the processes by which the psychological variables of coping skills, burnout and motivation impact on these stockbrokers' psychological well-being, both directly and indirectly. This study utilized a cross-sectional, multivariate and correlational in design. A total of 302 Thai stockbrokers participated filling in a self-administered survey questionnaire. The major instruments used were Coping Inventory for Stressful Situations – Adult (CISS), the Maslach Burnout Inventory- General Survey (MBI-GS), the Mehrabian and Bank's (1978) measure of Achieving Tendency, and the Satisfaction with Life Scale (SWLS). The study employed both descriptive and inferential statistical tools to analyze the data.

The major findings of the study showed that a) female stockbrokers are more likely to employ emotion-focused coping; b) older stockbrokers are significantly more satisfied with their lives; c) a lower level of education are more likely to employ emotion-focused coping and are less satisfied with their lives; d) stockbrokers with the most years of service are significantly more satisfied with their lives; e) problem-focused coping has no direct influence on life satisfaction. Rather, the influence is indirect, being mediated by their levels of burnt-out and achievement motivation. Subsequently, the higher their level of motivation and the lower their level of burnt-out, the higher their level of

reported life satisfaction. Furthermore, the results also showed that employing emotion-focused coping has a direct influence on their life satisfaction. The results also showed that the influence is indirect, being mediated by the stockbrokers' levels of burnt-out and achievement motivation. Subsequently, the lower their level of motivation and the higher their level of burnt-out, the lower is their level of reported life satisfaction.