

Abstract

The current study was conducted to investigate the predictive strength of work autonomy, job demand, and task conflict in determining work-related affective wellbeing among the employees of the Health Department, Government of Punjab. The data of 230 employees (men=140 and women = 90) were recruited through a purposive sampling technique from the different sections of the Punjab Health Department. A correlational research design was used to conduct this study. Reliable and valid research measures were used in this research. The results of correlation analysis showed significant associations between study variables. Furthermore, result of multiple linear regression analysis showed that task conflict and job demand were significant predictors of work-related affective wellbeing and 15 percentage of variance in work-related affective wellbeing of the employees was accounted for by these variables. Independent sample t-test showed non-significant mean differences in work autonomy, job demand, task conflict, and work-related affective wellbeing in terms of gender. Practical and policy implications of the study for Punjab Health Department have been discussed.