

## Energy, Flourishing and Subjective Well-Being: A Moderated Mediating Model

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### Introduction

Organizations are increasingly aware of the importance of employees' well-being in their quest to gain a sustainable competitive advantage. Over the past decade, subjective well-being (SWB) has become a popular research topic with calls from researchers to examine individual-level antecedents that can contribute to employee subjective well-being in the workplace. Therefore, the purpose of this study was to investigate the relationship between employee energy and subjective well-being in the form of a moderated mediating model in which flourishing as a mediator and prosocial motivation as a moderator were examined. The present study was a descriptive correlational study.

### Method

The present study was a descriptive correlational study. The sample consisted of 193 nurses of Baqaei Hospital 2 in Ahvaz who were selected by the census method. The instruments used in the study were Energy Scale of Atwater and Carmeli, Flourishing Scale of Diener et al., Subjective Well-Being Scale of Diener et al., and Prosocial Motivation Scale of Grant and Sumanth. Evaluation of the theoretical research model and indirect effects was done by partial least squares structural equation modeling (PLS-SEM)

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and using Smart-PLS3 software. Also, the moderating effects were investigated using the PROCESS v3.5 plugin in SPSS-24 software.

### Results

The results showed that employees' energy at work has a positive and direct relationship with flourishing ( $\beta = 0.61$ ,  $p < 0.0001$ ) and subjective well-being ( $\beta = 0.14$ ,  $p < 0.030$ ). Also, the mediating role of flourishing in the relationship between energy and subjective well-being was confirmed ( $\beta = 0.40$ ,  $p < 0.0001$ ). Finally, the results showed that the interaction of prosocial motivation and energy has a negative and significant effect on the flourishing and subjective well-being of employees.

### Conclusion

According to the results of this study, the subjective well-being of employees, which is one of the indicators of mental health, is influenced by individual variables such as energy, flourishing, and prosocial motivation. Therefore, we recommend that HR practitioners should carefully recruit individuals who have high energy levels, are resilient, enthusiastic and exhibit an overall positive approach even in adverse and stressful conditions.

**Keywords:** Energy, Flourishing, Subjective well-being, Prosocial motivation, Moderated mediating model

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