

Abstract

The aim of the studies presented in this dissertation was to deepen the knowledge on the internal and external contingencies of self-worth (Crocker & Wolfe, 2001) in the context of work, mainly to explain the relationships between the contingencies of self-worth and attitudes towards work (Czerw, 2013; Spence i Robbins, 1992), as well as to understand the consequences of these relationships to the person's wellbeing and their effectiveness at work. Up until now there has been little research done on these subjects. The goal was also to provide more data on positive and negative attitudes towards work and their relationship with the person's wellbeing and their work effectiveness. In the scope of this dissertation was also explore more profoundly the subject of wellbeing at work from the hedonistic perspective that is preferred by researchers, but also from the eudaimonistic perspective that requires more research (Czerw, 2017). Five studies were conducted: Polish adaptation of the CSWS scale (Crocker et al., 2003), two correlational studies and two experiments, which are described in detail in the next parts of this dissertation. The results of the studies provide the answers to the questions on the relationships between the positive and negative attitudes towards work and internal and external contingencies of self-worth with hedonistic and eudaimonistic wellbeing and work effectiveness. The results have confirmed a positive relationship between the positive attitude towards work and wellbeing, and a negative relationship between a negative attitude and wellbeing. They have also confirmed a positive relationship between internal contingencies of self-worth and wellbeing at work, as well as negative relationship between external contingencies of self-worth and wellbeing at work. The studies have also shown that the interaction between positive attitude and internal contingencies of self-worth increases wellbeing at work and the interaction between negative attitude and external contingencies of self-worth decreases wellbeing at work. The results have also confirmed that positive attitude and internal contingencies of self-worth increase work effectiveness. General discussion of the studies has been presented in chapter ten.