

**The Effect of Employee Well-being on Innovative Behavior: The
Mediating Role of Job Satisfaction –
An applied Study of the Social Security Corporation in Jordan**

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Abstract

The aim of this study was to determine the effect of employee well-being on innovative behavior with job satisfaction as a mediating variable, as a case study of the Social Security Corporation in Jordan. To achieve the objectives of this study, a questionnaire was developed, and the study population consisted of all employees in the institution. A 307 questionnaires were distributed and 307 valid ones were returned for analysis, representing a response rate of 85%. The data was analyzed using the Statistical Package for the Social Sciences (SPSS) software and structural equation modeling using the partial least squares (PLS-SEM) method.

The study found employee well-being (life, psychological, workplace) has a positive effect on innovative behavior (generating, promoting, implementing ideas), with job satisfaction playing a key role in this connection

The study recommends the importance for the General Organization for Social Security to improve employee motivation. It suggests a two-pronged approach: focusing on employee well-being by addressing their personal needs at work and outside of work, alongside providing opportunities for professional development through workshops and conferences on creativity and innovation. This combination can lead to a more engaged and effective workforce.

Keywords: Employee well-being, innovative behavior, job satisfaction, General Social Security Corporation.