



Central University of
Technology, Free State

How I integrate the principles of logotherapy (meaning/purpose in life) in my work environment



**Dr. Solomon Makola
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3 primary motivational forces

Sigmund
Freud

- *“Will to Pleasure”*

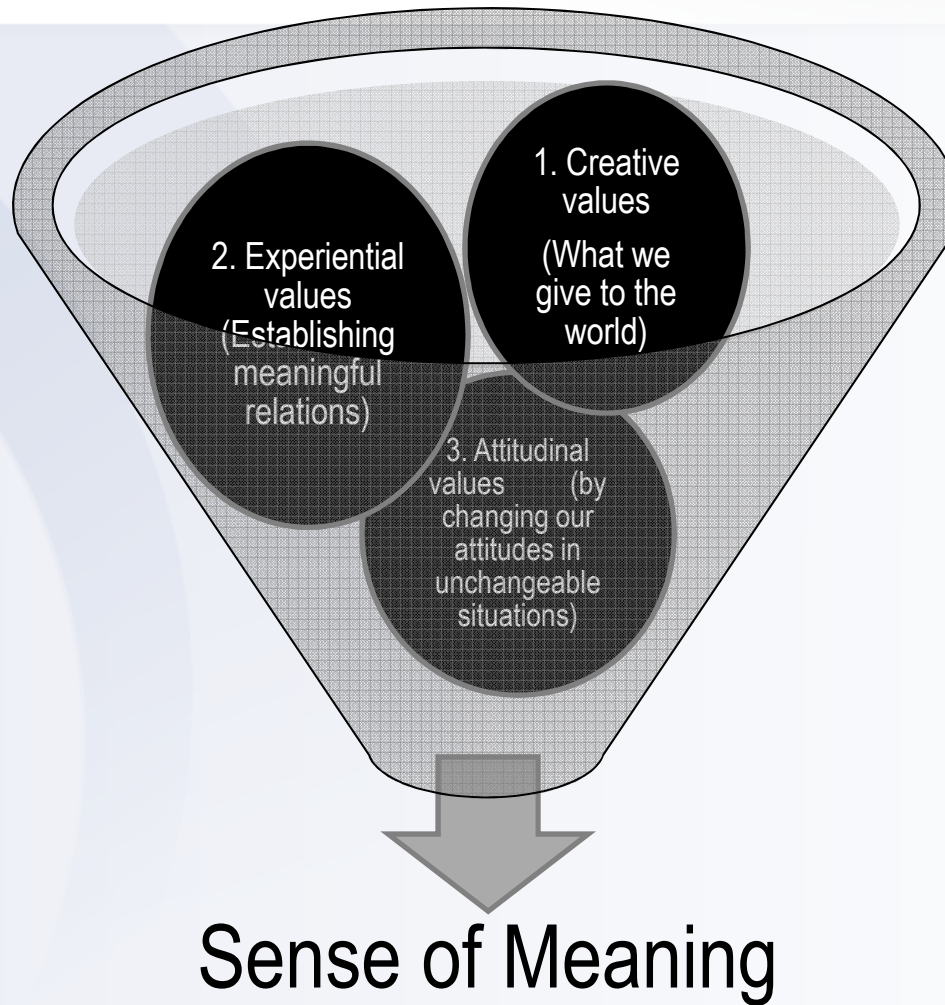
Alfred Adler

- *“Will to Power”*

Viktor Frankl

- *“Will to Meaning”*

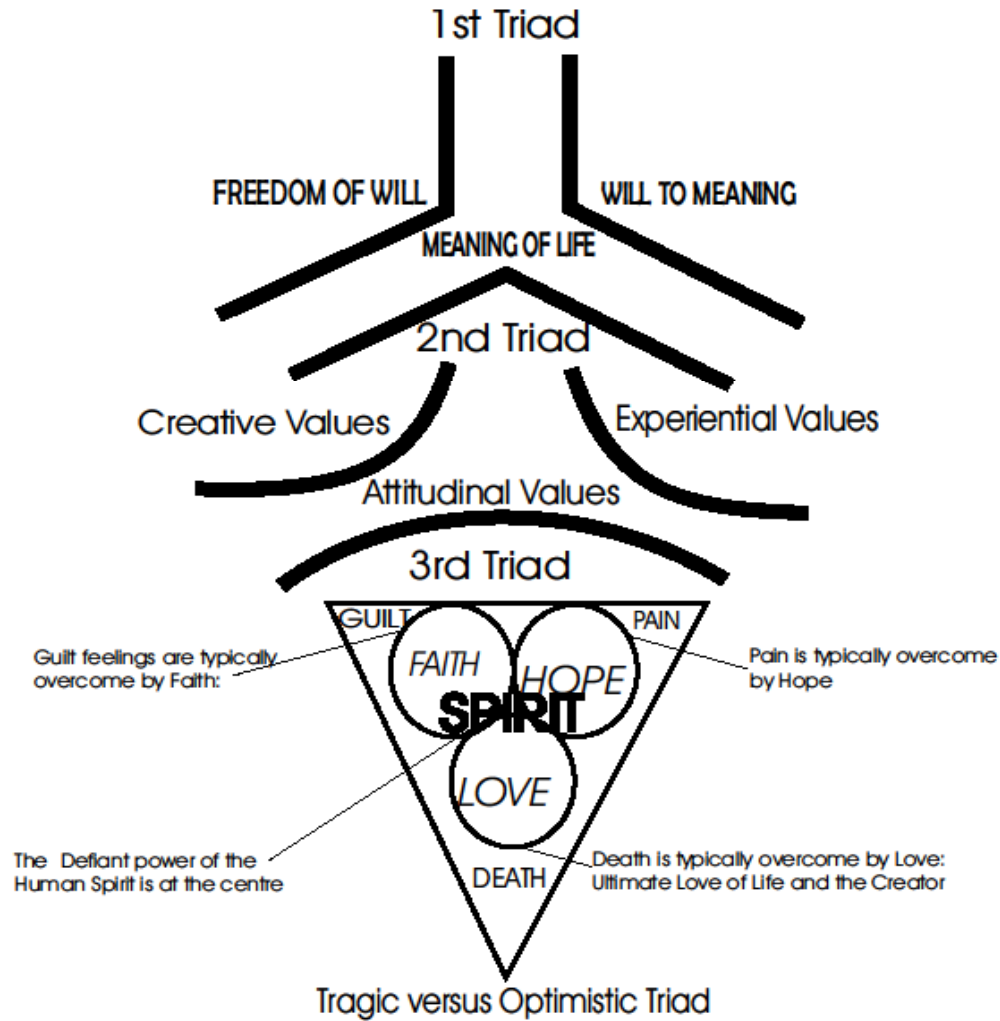
3 values that help us to develop a stronger sense of meaning





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MAPPING LOGOTHEORY: A Schematic Representation of Viktor Frankl's Philosophy Solomon Makola



5 AREAS IN WHICH WE CAN FIND MEANING

1.
Self-discovery

2.
Choice

3.
Uniqueness

4.
Responsibility

5.
Self –
transcendence



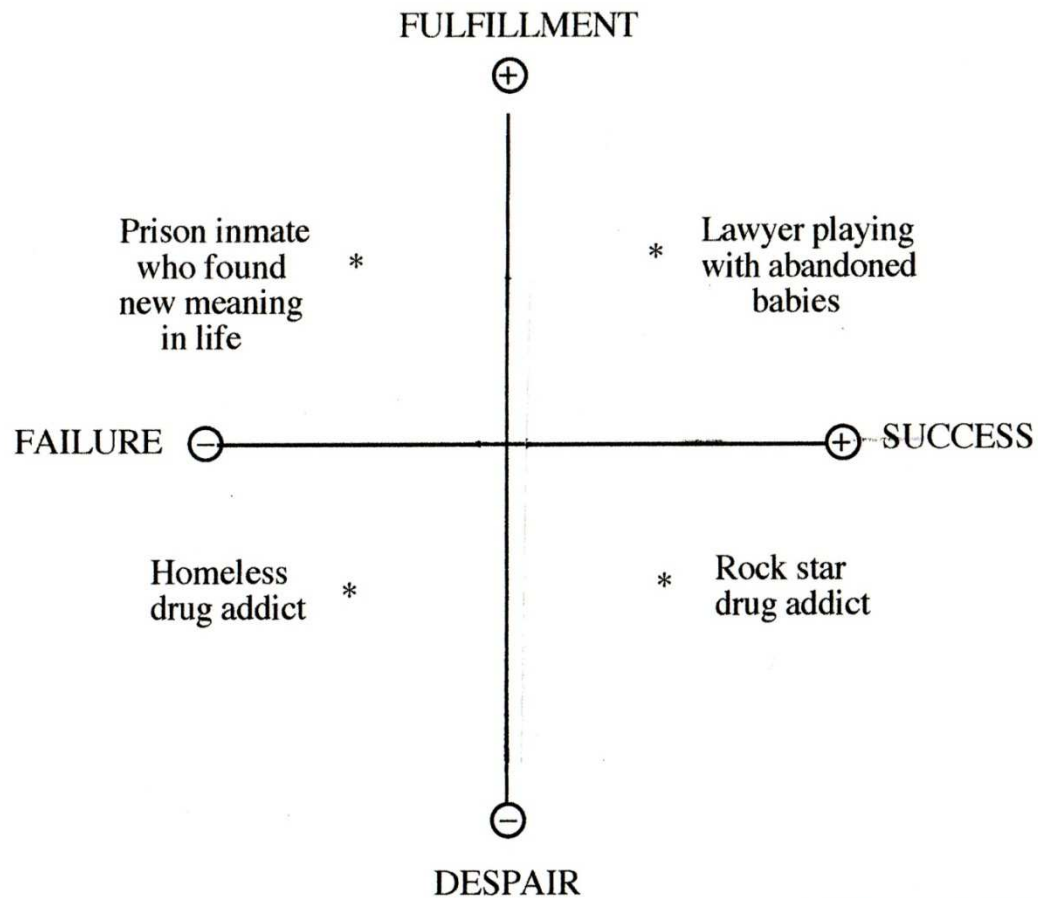
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- My action research is focused on how Viktor Frankl's philosophy of meaning in life can be helpful in the work environment.



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A taxonomy of Meaning and Work



Definition of Meaning/Purpose

- *“the interpretation of what it means to live one’s life on the one hand, and the goals and purposes one has on the other hand”.*

Weterhof, Bohlmeijer, & Valenkamp.

- The cognitive and motivational factors of the search for meaning usually correspond to the experience of more or less meaning in life.
- In other words you don't only think about it, but you "WILL"ing to do it.

Sense of meaning is related to....

1. Academic Performance,
2. Adjustment at university,
3. Wellbeing, amongst HIV/Aids Caregivers,
High school learners and university students,

i.e. A significant relationship was found between the construct of meaning in life and wellbeing, i.e. the higher the levels of meaning the lower the signs and symptoms of depression.

Makola, (2007; 2008; 2009; 2010)

- How can we use the principles of logotherapy (meaning/ purpose in life) in our work environment?
- This is the question which prompted me to conduct this action research?

Research Questions

- What are the levels of meaning experienced by staff members?
- Does teaching staff members about Viktor Frankl's theory of finding meaning in life result to significant improvement in their levels of meaning and an increase in their job satisfaction?
- Can staff members comprehend the construct of finding meaning in life, and apply the theory to their work environment?

■ Participants

- N=14, Welkom Campus Management Committee (i.e. programme Heads and Senior Support Service Staff).
- Age Range=32 yrs to 64 yrs (Mean 49 years)
- Gender=64% Male
- Education Level- 7% Post-Matric Certificate , 14% Diploma, 29% Hons Degree, 21% M degree, 29% PhD.
- Work experience=Min 7 yrs to Max 34 yrs (M=19.50 yrs).

- **Data collection**

1. Quantitative section (pre-experimental design, one group pretest-posttest design).
2. Qualitative section (participatory action research design- open ended questions)

Measuring Instruments

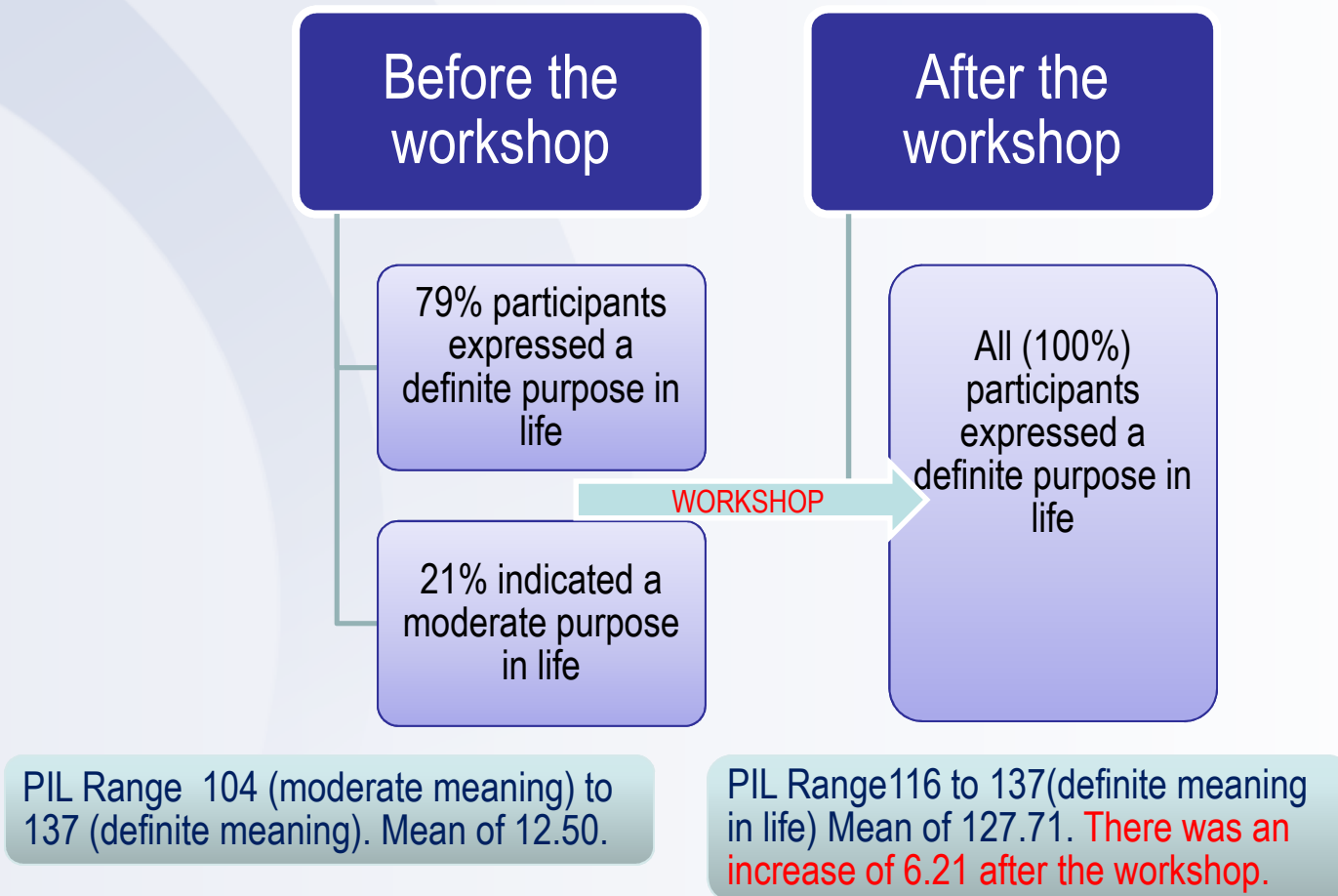
- *Biographic questionnaire.*
- *Purpose in Life Test (PIL)* of Crumbaugh and Maholick (1969).
- *Minnesota Satisfaction Questionnaire (MSQ).* Of Weiss, Dawis, England & Lofquist (1967).
- *Workshop Evaluation Form.*

Procedure



FINDINGS

Improvement in PIL Scores





Improvements in MSQ Results



MSQ Range from 73 (average satisfaction) to 96 (high degree of satisfaction). M= 82.29

MSQ scores ranged from 77 to 100 (within high degree of satisfaction) M=85. 21. **There was an increase of 2.93 after the workshop.**

Inter correlations

Significantly moderate positive correlation was found between the Purpose (PIL) in Life test scale and the general satisfaction scale of the Minnesota Satisfaction Questionnaire (MSQ), before the workshop.

- (i.e. having a higher sense of meaning enabled employees to be much better adjusted in the work environment).

A significant moderate positive correlation was found between the PIL scale and the intrinsic satisfaction scale of the MSQ, before the workshop.

- (i.e. a higher sense of meaning was a significant predictor of personal fulfilment (inner satisfaction) in the work environment).

Inter correlations (continued).

- No significant relationships were found between demographic variables (age, gender, race, education level, total years worked and years in current employment) and the dependant variables (PIL and MSQ scores).

Reflections (Workshop evaluation)

- workshop met their expectations
- the topic was relevant and thought provoking
- Learnt new and/or improved upon existing skills
- The skills will help them to do better in their current employment.
- The facilitator was prepared and organised.
- He answered questions and encouraged participation.

Conclusion

- the concept of meaning and purpose in life can be applied in all areas of our lives.
- this action research I was able touch on the following five domains of well-being
 - ❑ **Physical** (health education and awareness)
 - ❑ **Values** (values-based leadership, job satisfaction, employee commitment)
 - ❑ **Personal Development** (team consultation and decision making, lifelong learning, guidance, self-awareness, creativity)
 - ❑ **Emotional** (positive relationships, assertiveness, team building, compassion/mindfulness groups, resilience).
 - ❑ **Work/Organization** (Change management, involvement, consultation, control, risk taking),

Conclusion (continued)

- Organizations can develop caring environments by incorporating the principles of logotherapy (i.e. constructs of meaning and purpose in life) in their employee wellness programs. This can be done by exposing employees to workshops and/or training programs on logotherapy and other related subjects. This can be done during induction programmes, mentoring programmes, and team building exercises.



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Thank you Dankie Kea Leboha

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