

The Mediating Role of Work Engagement in the Relationship Between Psychological Need Satisfaction and Meaning in Life Among College Teachers

Michael Jo S. Guballa¹, Rosalie De La Cruz-Cada²,
and Ma. Lea A. Ronda³

¹National University Philippines

²Far Eastern University, Manila

³University of Perpetual Help System DALTA, Las Piñas Campus; Far Eastern University, Manila

The pursuit of meaning in life is a critical determinant of psychological well-being, yet its relationship with work-related psychological processes remains underexplored among educators in regional Philippine contexts. Grounded in Self-Determination Theory (SDT), this study examined the mediating role of work engagement in the relationship between psychological need satisfaction (autonomy, competence, and relatedness) and meaning in life. A cross-sectional correlational research design was employed, involving 198 college teachers from higher education institutions in Central Luzon, Philippines. Data were collected using the Basic Psychological Needs Scale (BPNS), the Utrecht Work Engagement Scale (UWES), and the 9-item Filipino-validated Meaning in Life Questionnaire (MLQ). Descriptive results indicated moderate to high levels across all three constructs. Pearson correlation analysis revealed significant positive associations among need satisfaction, work engagement, and meaning in life ($p < .001$). Mediation analysis using a bootstrapping approach confirmed that work engagement partially mediated the relationship between psychological need satisfaction and meaning in life (Indirect Effect = 0.209, $p < .001$). While work engagement serves as a crucial motivational bridge, need satisfaction also maintained a significant direct effect on meaning in life (Direct Effect = 0.312, $p = .003$). These findings suggest that fostering need-supportive academic environments is essential for enhancing both faculty engagement and existential well-being.

Access to Full Text

The full text of this article is available through institutional subscriptions via major academic databases and aggregators, including **EBSCO**, **ProQuest**, and **Cengage**. The *North American Journal of Psychology* is indexed in **Scopus** and **APA PsycINFO**, and access to full articles is typically available through university and research library systems.

Author info: Correspondence should be sent to: Michael Jo Guballa,
National University Philippines. *Email:* icoyjo05@gmail.com

North American Journal of Psychology, 2026, Vol. 28, No. 2, 1015-1035
© NAJP <https://doi.org/10.65696/001c.159760>