Table 7 reveals that for N=101, the correlation coefficients between sociability, self-esteem, jovial, emotional stability and happiness dimensions of well-being with worry dimension of test-anxiety yield negative correlation; the significance level of all the coefficients were small (p<0.05) except coefficient of self-esteem and happiness with worry which though negative, was not significant. Thus, all the null hypotheses stating that that there will be no relationship between sociability, self-esteem, jovial, and emotional stability dimensions of well-being with worry dimension of test-anxiety in an employment interview among job applicants were rejected. However, the relationship between self-esteem and happiness with worry were not found to be significant.

Table 7 also reveals that for N=101, the correlation coefficients between sociability, self-esteem, jovial, emotional stability and happiness dimensions of well-being with emotionality dimension of test-anxiety yield negative correlation; the significance level of all coefficients were large (p<0.01). Therefore, it can be concluded that there is negative relationship between sociability, self-esteem, jovial, emotional stability and happiness dimensions of well-being and emotionality dimension of test anxiety. Thus, all the null hypotheses stating that there will be no relationship between sociability, self-esteem, jovial, emotional stability and happiness dimensions of well-being with emotionality dimension of test-anxiety in an employment interview among job applicants were rejected.

Table 7. Showing correlations between dimensions of well-being and dimensions of test anxiety.

Dimensions	Sociability	Self-Esteem	Jovial	Emotional Stability	Happiness	Worry	Null Hypothesis	Emotionality	Null Hypothesis
Sociability	1	0.47**	0.50**	0.57**	0.43**	-0.23*	Rejected	-0.40**	Rejected
Self-Esteem		1	0.72**	0.70**	0.35**	**-0.18**	**Retained**	-0.29**	Rejected
Jovial			1	0.60**	0.58**	-0.23*	Rejected	-0.32**	Rejected
Emotional Stability				1	0.45**	-0.23*	Rejected	-0.40**	Rejected
Happiness					1	**-0.13**	**Retained**	-0.32**	Rejected
Worry						1		0.06**	
Emotionality								1	

REGRESSION TABLES

Table 8 reveals that 25% variation in the test anxiety (dependent variable) was explained by the overall well-being (independent variable). The F=33.01; p < 0.01, indicates that independent variables jointly explains variations in the dependent variable significantly.

Table 8. Model Summary.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.5	0.25	0.24	6.41
a. Predictors: (Constant), Overall Well-Being				

ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	1357.49	1	1357.49	33.01	0.00
Residual	4070.75	99	41.12		
Total	5428.23	100			
a. Predictors: (Constant), Overall Well-Being b. Dependent Variable: Test Anxiety					

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	63.16	5.86		10.79	0.00
Overall Well-Being	-0.56	0.09	-0.50	-5.74	0.00
a. Dependent Variable: Test Anxiety					

Table 9 reveals that 8% variation in the worry dimension of test anxiety (dependent variable) was explained by the components of well-being (independent variable). The F=1.67; p>0.05, indicates that independent variables jointly explained variations in the dependent variable was not significant.

Table 9. Model Summary.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.28	0.081	0.03	2.98
a. Predictors: (Constant), Components of Well-Being (Emotional Stability, Jovial, Self-Esteem / Self-Confidence, Sociability and Happiness)				

ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	74.33	5	14.87	1.67	0.15
Residual	845.96	95	8.90		
Total	920.30	100			
a. Predictors: (Constant), , Components of Well-Being (Emotional Stability, Jovial, Self-Esteem / Self-Confidence, Sociability and Happiness) b. Dependent Variable: Worry					

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	17.84	3.62		4.92	0.00
Sociability	-0.05	0.05	-0.12	-0.99	0.32
Self-Esteem	0.04	0.07	0.10	0.60	0.55

Jovial	-0.070	0.06	-0.19	-1.17	0.25
Emotional Stability	-0.05	0.06	-0.13	-0.90	0.37
Happiness	0.03	0.07	0.06	0.46	0.65
Dependent Variable: Worry					

Table 10 reveals that 22.2% variation in the emotionality dimension of test anxiety (dependent variable) was explained by the components of well-being (independent variable). The F=5.43; p<0.01, indicates that independent variables jointly explains variations in the dependent variable significantly.

Table 10. Model Summary.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.47	.22	.18	3.20
a. Predictors: (Constant), Components of Well-Being (Emotional Stability, Jovial, self-esteem/self, confidence, sociability and Happiness)				

ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	279.51	5	55.90	5.43	0.00
Residual	977.49	95	10.29		
Total	1257.01	100			
a. Predictors: (Constant), Components of Well-Being (Emotional Stability, Jovial, self-esteem/self, confidence, sociability and Happiness) b. Dependent Variable: Emotionality					

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	28.463	3.90		7.30	0.000
Sociability	-0.11	0.06	-0.23	-1.9	0.049
Self-Esteem	0.02	0.08	0.04	0.29	0.773
Jovial	-0.01	0.07	-0.02	-0.19	0.853
Emotional Stability	-0.10	0.06	-0.23	-1.70	0.093
Happiness	-0.07	0.07	-0.11	-0.95	0.344
a. Dependent Variable: Emotionality					

DISCUSSION

Not many researches are available pertaining to the relationship between test anxiety and well-being in an employment interview among the job applicants. High levels of test anxiety may result in low job interview score, in spite of the fact that the subject may demonstrate superior on-the-job performance, if hired. If the employee has low level of well-being, the performance may further deteriorate.

The results of the study reveal that there was a significant negative correlation between well-being and test anxiety scores (r=-0.50, p<0.01). This implies an inverse relationship between well-being and test anxiety, indicating that low well-being will result in high test anxiety and vice versa. The differences in scores of all dimensions of well-

being (sociability, self-esteem, jovial, emotional stability and happiness) with both the dimensions of test anxiety (worry and emotionality) were also found to be significant. This in turn indicates that among job applicants, scores on all the dimensions of well-being differed significantly with the scores on both the dimensions of test-anxiety. The research further investigated correlations between dimensions of well-being and dimensions of test Anxiety. The correlation coefficients between sociability, self-esteem, jovial, emotional stability and happiness dimensions of well-being with Worry dimension of test-anxiety (-0.23, -0.18, -0.23, -0.23 & -0.13) were significantly negative (p<0.05) except coefficient of self-esteem and worry which though negative, was not significant. The correlation coefficients between sociability, self-esteem, jovial, emotional stability and

happiness dimensions of well-being with emotionality dimension of test-anxiety (-0.40, -0.29, -0.32, -0.40 & -0.32) were all significantly negative (p<0.01). It could be concluded that there is negative relationship between sociability, self-esteem, jovial, emotional stability and happiness dimensions of well-being and emotionality dimension of test anxiety. Regression analysis explained that 25% variation in the test anxiety was explained by the overall well-being significantly (F=33.01; p<0.01). It also revealed that 22.2% variation in the emotionality dimension of test anxiety was explained by the components of well-being significantly (F=5.43; p<0.01), while 8% variation in the worry dimension of test anxiety was explained by the components of well-being was not significant (F=1.67; p>0.05).

The findings were in line with other research [5] that interview settings are a key source of test anxiety. According to scientists [20] testing situations are both challenging and rewarding and hence can directly alter one's state of balance. Interview situations can hence be related to lowered well-being and high-test anxiety, thus, validating the inverse relationship between the two supported by the present study. The research by Peleg [21] supports the negative relationship between self-esteem and dimensions of test anxiety. Hence there is negative relationship between well-being and test anxiety in interview settings among job applicants. This negative relationship is also extended to the dimensions of well-being and dimensions of test anxiety along with significant difference in these scores. Similar studies can be conducted for assessing gender differences in well-being and test-anxiety and with other methods of selection and recruitment.

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