

Employee Well-being at College Tips Ed. Tech. Media Pvt. Ltd

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ABSTRACT

In today's dynamic and fast-paced corporate environment, employee well-being has become a central concern for organizations seeking long-term sustainability and growth. With increasing awareness about mental health, job satisfaction, and the impact of workplace stress, companies are recognizing the importance of fostering a healthy work culture. This study, titled "**An Empirical Study on Employee Well-being at College Tips Ed. Tech. Media Pvt. Ltd.**", aims to explore, evaluate, and analyse the factors affecting the well-being of employees within this rapidly expanding educational media company.

The research was initiated in response to the growing need for organizations, especially in the media and ed-tech sectors, to prioritize employee wellness amidst high workloads, tight deadlines, and constant technological adaptation. College Tips Ed. Tech. Media Pvt. Ltd., being a youth-driven startup, depends heavily on innovation, flexibility, and human capital for growth. However, such fast-paced environments can often overlook the physical, emotional, and psychological needs of employees. This study investigates whether the organization is taking adequate steps to ensure employee well-being and what more can be done.

The key objectives of this research were: (i) to assess the current level of employee well-being in terms of work-life balance, job satisfaction, stress levels, and organizational support; (ii) to identify the gaps between employee expectations and the support systems available; and (iii) to propose practical recommendations that can enhance employee engagement, reduce stress, and improve overall performance.

To achieve these objectives, a descriptive research design was adopted. The study relied on primary data collection through a structured Google Form-based multiple-choice questionnaire consisting of 12 questions, targeting a sample size of **50** employees from various departments such as content, marketing, human resources, and technical support. The sampling technique used was non-probability convenience sampling, appropriate given the exploratory nature of the study and the accessibility of respondents. Data analysis was conducted using frequency distribution, percentage analysis, and graphical representation through charts and tables for clarity and comparison.

The findings revealed that a majority of employees were moderately satisfied with their current roles and recognized the company's efforts in promoting a positive work culture. However, significant issues were reported in the areas of work-life balance, excessive work hours, and lack of formal wellness initiatives. While managerial support and communication channels were generally perceived as open and approachable, structured efforts toward stress management, mental health support, and career growth opportunities were found to be limited.

Based on the insights drawn, the study concludes that while the organization fosters a vibrant and youthful work atmosphere, there is a pressing need to institutionalize employee well-being practices. Recommendations include the implementation of flexible working hours, employee assistance programs, regular stress-relief workshops, and

anonymous feedback mechanisms to monitor workplace morale and satisfaction. Investing in well-being is not just an ethical responsibility but also a strategic imperative that directly correlates with increased productivity, reduced absenteeism, and higher employee retention.

This research contributes meaningfully to the broader discourse on employee welfare in start-up ecosystems and serves as a practical guide for organizational leaders at College Tips Ed. Tech. Media Pvt. Ltd. to integrate holistic well-being practices into their management framework. It further emphasizes that employee well-being should be seen not as a one-time initiative, but as an ongoing commitment embedded within the organization's strategic vision.



INTRODUCTION

Background Factors Necessitating the Project

Situational Analysis

In the contemporary corporate landscape, employee well-being has emerged as a critical factor influencing organizational success. While most companies focus on productivity, innovation, and profitability, an increasing number of firms are now recognizing that sustained growth and employee performance are directly linked to psychological, emotional, and physical well-being.

College Tips Ed. Tech. Media Pvt. Ltd., a youth-centric digital ed-tech startup, is known for its innovative approach to education, internships, digital content creation, and campus engagement across India. With a predominantly Gen Z and millennial workforce, the organization thrives on creativity, speed, and multitasking. However, this fast-paced environment has started revealing signs of employee fatigue, burnout, reduced job satisfaction, and stress-related absenteeism.

As startups operate under intense pressure and expectations, it is often seen that employee welfare takes a back seat to immediate performance metrics. In informal discussions and internal observations at College Tips, employees have expressed concerns regarding long work hours, the absence of structured wellness programs, and insufficient psychological support. Given the company's reliance on young, creative individuals for its brand building and operations, these issues could pose a threat to employee retention, morale, and overall productivity.

Hence, the current study was initiated to evaluate and assess the actual state of employee well-being within College Tips, understand areas of improvement, and propose actionable recommendations for leadership and HR teams.

Literature Review

Employee well-being is defined as the overall quality of an employee's experience in their workplace, including physical, emotional, mental, and social dimensions. According to the **World Health Organization (WHO)**, well-being at work is a state in which the employee is able to realize their own potential, cope with workplace stress, and contribute meaningfully to organizational goals.

According to **Wright & Cropanzano (2000)**, there is a significant correlation between psychological well-being and job performance. Employees who feel mentally and emotionally balanced are more likely to be innovative, engaged, and loyal to their organization. **Danna & Griffin (1999)** emphasized that chronic work stress, lack of autonomy, poor supervisory support, and absence of wellness policies contribute to a decline in employee health and morale.

A study by **Sonnentag and Fritz (2015)** further outlined that organizations that encourage recovery, flexibility, and social support at work tend to have healthier employees and lower attrition rates. Meanwhile, in the Indian context, a **2022 NASSCOM report** highlighted that over 65% of startup employees face moderate to high levels of stress, with many citing poor work-life balance, inadequate HR support, and unrealistic deadlines as major contributing factors.

This review establishes that employee well-being is not only an HR responsibility but also a strategic business concern. For fast-growing startups like College Tips, integrating wellness into the organizational fabric is imperative for long-term sustainability and brand credibility.

Exploratory Research

To ensure relevance and contextual accuracy, several exploratory research techniques were employed in the initial stage of the study. These included:

- **Experience Surveys:** Informal interviews with 6–8 employees across content, marketing, and HR departments revealed concerns about excessive digital workload, performance pressure, and inadequate channels for stress relief or feedback.
- **Secondary Data Analysis:** Reviews of internal company documents, HR communications, and feedback from internship exit forms suggested recurring employee dissatisfaction with the lack of wellness policies.
- **Case Study Comparisons:** Observations of other ed-tech companies like BYJU'S, WhiteHat Jr., and Unacademy were studied to understand how similar organizations have responded to employee well-being issues—such as introducing work-from-home options, weekly wellness sessions, and mental health helplines.
- **Pilot Study:** A small pilot version of the survey was distributed among 10 employees to test the structure and clarity of the questions, leading to the refinement of the final questionnaire.

RESEARCH TOPIC

Definition and Scope of the Research Topic

Employee Well-being is a multidimensional concept that refers to the holistic health and satisfaction of individuals in the workplace. It includes physical, mental, emotional, and social aspects of an employee's experience and directly impacts productivity, motivation, engagement, and retention.

According to the **Chartered Institute of Personnel and Development (CIPD)**, employee well-being is not limited to the absence of illness or stress, but encompasses a positive and sustainable state of personal and professional functioning. It reflects how comfortable, healthy, and happy employees are in their roles.

In the context of **College Tips Ed. Tech. Media Pvt. Ltd.**, a fast-growing youth-centric startup in the education and digital media space, employee well-being becomes particularly significant due to the nature of the work environment. With a young workforce, frequent digital tasks, tight deadlines, and creative pressures, the need to understand and support well-being is not only a human resource function but also a strategic imperative.

Key Dimensions of Employee Well-being

The study considers the following **core dimensions** of employee well-being:

1. **Mental and Emotional Well-being:** Refers to employees' psychological state, stress levels, burnout risk, resilience, and overall mood stability. It also includes how they cope with workload, pressure, and job expectations.
2. **Work-Life Balance:** The equilibrium between professional responsibilities and personal life. It includes factors like flexible work hours, time for family or rest, and freedom from work-related intrusion during off-hours.
3. **Organizational Support and Culture:** Involves the perception of support from management, co-workers, and HR, as well as the overall organizational atmosphere. A positive, inclusive, and communicative culture enhances well-being.
4. **Job Satisfaction:** Refers to how content employees are with their roles, responsibilities, growth opportunities, and recognition.
5. **Physical Work Environment:** Includes ergonomics, infrastructure, cleanliness, and other physical factors that affect employee comfort, especially for those working in-office or hybrid roles.

Relevance of the Topic

In recent years, especially post-pandemic, there has been a shift in how companies and employees view the workplace. **Remote work, digital fatigue, isolation, and stress** have become common, particularly among young professionals. While large corporations have adapted wellness initiatives, startups often lag due to limited resources or lack of structured HR policies.

At **College Tips**, where employees juggle diverse tasks—from content creation to internships, marketing, and media planning the pressure to perform in short turnaround times can lead to chronic stress and dissatisfaction if not addressed.

This study becomes vital in:

- Understanding whether current employees feel supported and valued.
- Measuring the levels of stress, fatigue, and job satisfaction.
- Identifying patterns and variables that influence well-being.
- Helping the management design sustainable wellness frameworks.

Theoretical Framework

The research draws on several established theories of workplace well-being:

- **Maslow's Hierarchy of Needs**, emphasizing the importance of psychological and self-fulfilment needs in employee motivation.
- **The Job Demands-Resources (JD-R) Model**, which explains how job demands (e.g., deadlines, workload) and job resources (e.g., support, autonomy) interact to affect stress and performance.
- **Herzberg's Two-Factor Theory**, distinguishing between hygiene factors (salary, work conditions) and motivators (recognition, responsibility) in job satisfaction and well-being.

Need for Research

Despite being a rapidly expanding ed-tech company with innovative services and content strategies, **College Tips lacks a structured system to monitor and enhance employee well-being**. This research aims to provide empirical insights, tailored recommendations, and a foundation for future HR policy development.

The findings will help the organization:

- Retain talented employees
- Reduce absenteeism and burnout
- Build a positive employer brand
- Create a thriving, creative, and productive work environment

RESEARCH QUESTIONS

General Research Questions

The general research questions are broad inquiries that guide the overall direction of the study. They help identify the key concerns related to employee well-being at College Tips Ed. Tech. Media Pvt. Ltd.

- **Q1:** What is the current state of employee well-being at College Tips Ed. Tech. Media Pvt. Ltd.?

- **Q2:** How do different dimensions of workplace well-being (mental, physical, emotional, and organizational support) affect employee satisfaction and performance?
- **Q3:** What are the main stressors and sources of dissatisfaction among employees?
- **Q4:** What initiatives or changes can improve employee well-being and retention within the organization?

Specific Research Questions (Hypotheses)

These questions are directly related to the survey instrument and measurable variables. The following hypotheses have been developed based on selected survey questions:

- **H1:** There is a positive relationship between organizational support and overall employee satisfaction. (Based on survey Q7: “Do you feel supported by your seniors or team leads at work?”)
- **H2:** Employees who maintain a good work-life balance report higher mental well-being. (Based on survey Q8: “How would you rate your current work-life balance?” and Q12: “How frequently do you experience stress or burnout related to your job?”)
- **H3:** A positive and inclusive workplace culture leads to better emotional and psychological well-being. (Based on survey Q6: “Do you feel the work environment at College Tips is inclusive and positive?” and Q10: “Do you feel comfortable expressing concerns or ideas to your manager?”)
- **H4:** Employees who feel valued and recognized show greater job satisfaction. (Based on survey Q11: “Do you feel valued and recognized for your work at College Tips?” and Q13: “What is your overall job satisfaction level?”)

Expected Relationships Between Variables

Based on the hypotheses, the expected relationships between key variables are as follows:

Independent Variable	Dependent Variable	Expected Relationship
Organizational Support	Employee Satisfaction	Positive
Work-Life Balance	Mental Well-being	Positive
Workplace Culture	Emotional/Psychological Well-being	Positive
Recognition & Value	Job Satisfaction	Positive

Logic Connecting General Questions with Specific Hypotheses

The general questions investigate the overall health and morale of employees in a growing startup environment. To explore these broad themes, specific hypotheses have been framed to test relationships between measurable variables drawn from survey responses.

For example:

- GRQ1 (What is the current state of employee well-being?) connects directly to H2 and H3, which assess the relationship between work-life balance, culture, and well-being.
- GRQ2 (How do well-being factors affect satisfaction?) leads to H1 and H4, linking support and recognition with employee satisfaction.
- GRQ3 (What are the stressors?) is addressed through questions about stress frequency, burnout, and perceived inclusivity.
- GRQ4 (What improvements are needed?) builds on findings from all hypotheses to recommend targeted actions.

By framing specific, testable hypotheses under the umbrella of general questions, the research ensures both clarity in direction and precision in measurement. The logic ensures that findings remain aligned with the broader objectives of improving employee well-being at College Tips Ed. Tech. Media Pvt. Ltd.

RESEARCH OBJECTIVES

The research objectives serve as the foundation for the study by translating the research questions and hypotheses into clear, actionable goals. They outline what the study seeks to achieve in **measurable terms**, provide a benchmark for evaluating outcomes, and guide the formulation of strategies for organizational improvement.

Derived from the Research Questions and Hypotheses

This study's objectives are directly derived from the general and specific research questions framed in the earlier section. Each objective aligns with a key dimension of employee well-being—organizational support, work-life balance, psychological safety, and job satisfaction.

Purpose of the Research in Measurable Terms

The core purpose of this study is to **empirically evaluate the level of employee well-being** at College Tips Ed. Tech. Media Pvt. Ltd., identify influencing variables, and suggest strategic interventions. The objectives are defined to be specific, quantifiable, and observable through data collected via structured survey instruments.

Key measurable objectives include:

1. **Objective 1:** To assess the perceived levels of emotional, mental, and organizational support among employees at College Tips.
 - **Measurement tool:** Likert-scale responses to survey questions regarding support, inclusivity, and psychological comfort.
2. **Objective 2:** To analyse the impact of work-life balance on employee mental well-being.
 - **Measurement tool:** Survey responses regarding workload manageability, time flexibility, and burnout frequency.

3. **Objective 3:** To determine the relationship between recognition, employee value, and overall job satisfaction.

- **Measurement tool:** Survey questions evaluating satisfaction, recognition, and motivation levels.

4. **Objective 4:** To identify key stressors and organizational bottlenecks affecting well-being.

- **Measurement tool:** Employee feedback on workload, management communication, and physical or remote work conditions.

Define Standards of What the Research Should Accomplish

To ensure success and usefulness, the research aims to meet the following standards:

- **Data Validity and Reliability:** The data collected from at least 50–70 employees must be authentic, free from bias, and suitable for both descriptive and inferential analysis.
- **Representativeness:** The sample must reflect the diversity within the organization in terms of roles, departments, and work settings (e.g., interns, full-time employees, remote/hybrid workers).
- **Insight Generation:** The research should uncover **actionable insights** rather than just statistical summaries. These should pinpoint patterns, root causes, and priorities for intervention.
- **Practical Applicability:** The conclusions and recommendations must be relevant and implementable within the resource capacity and structural framework of a fast-growing digital startup like College Tips.

Contribution to Management Decision-Making

The study is designed to directly assist the management of College Tips Ed. Tech. Media Pvt. Ltd. in **strategic HR decision-making**, particularly in the following areas:

- **Workplace Policy Design:** The findings will guide management in creating wellness policies, flexible work arrangements, mental health days, or recognition programs tailored to employee needs.
- **Employee Engagement & Retention:** By understanding what drives or drains well-being, the organization can develop strategies to enhance employee loyalty, reduce turnover, and increase productivity.
- **Organizational Culture Building:** The research will help identify areas needing cultural improvements such as transparency, inclusivity, or leadership responsiveness.
- **Performance Optimization:** A healthier and more satisfied workforce contributes to better overall performance, creative output, and brand advocacy.

RESEARCH DESIGN AND METHODOLOGY

This section outlines the comprehensive research strategy used to explore the concept of employee well-being at **College Tips Ed. Tech. Media Pvt. Ltd.** The goal is to provide clarity on the approach used, the rationale for methodological choices, and how data was collected, analysed, and interpreted to address the research objectives and hypotheses.

Types of Research Design Used

For this study, a **mixed-method approach** was used, primarily involving:

- **Descriptive Research Design:**

The descriptive design was employed to collect quantifiable data on employee well-being, such as satisfaction levels, support received, and psychological comfort. This allowed for a clear picture of “what is” without manipulating any variables.

- **Exploratory Research Design:**

At the preliminary stage, informal conversations with a few current and former employees helped shape the survey instrument and identified key concerns, making this design useful for background understanding and refining the research focus.

Why Chosen:

Descriptive research is suitable for mapping and measuring current employee conditions, whereas exploratory inputs ensured relevance and contextual accuracy.

Data Collection Methods and Forms

Data Collection Medium:

- a) A **self-administered Google Form-based online survey** was used.
- b) This method was chosen due to:
 - i) The remote/hybrid working model at College Tips.
 - ii) Convenience and speed of response collection.
 - iii) Ensuring anonymity and honest feedback.

Survey Questionnaire:

- The survey consisted of **12 structured multiple-choice questions**.
- It included **Likert scales, Yes/No options, and single-response multiple-choice** formats.

Logic of Questionnaire Design

- **Question Selection:**

Questions were crafted to evaluate various well-being dimensions: emotional support, mental health, recognition, work-life balance, and communication with management.

- **Sequencing of Questions:**

1. **Opening Questions:** Demographic filters (age, gender, designation).
2. **Middle Section:** Focused on workplace experience, support, and environment.
3. **Later Section:** Measured satisfaction, burnout, and recommendations.

- **Types of Scales Used:**

1. **5-point Likert Scale** (e.g., from “Strongly Disagree” to “Strongly Agree”).
2. **Nominal Scale** (e.g., Gender, Department).
3. **Ordinal Scale** (e.g., Levels of satisfaction or stress).

Sampling Design and Plan

- a) **Target Population:** Employees (interns, full-time staff, team leads) currently or recently working at **College Tips Ed. Tech. Media Pvt. Ltd.**
- b) **Sampling Frame:** A curated list of eligible participants drawn from employee records and internal HR channels.
- c) **Sample Units:** Individual employees from different departments including Content, Sales, HR, and Operations.
- d) **Sampling Method:** Non-probability Convenience Sampling was used due to time and accessibility constraints.
- e) **Sample Size:** A total of **50 respondents** participated in the survey, fitting within the targeted range of 40–50.
- f) **Response Rate:** Out of approximately 80 distributed survey links, 50 complete responses were received.

Fieldwork

1. **Fieldwork Timeline and Mode:**

The fieldwork was conducted entirely **online over a 5-day period** using Google Forms. The link was distributed via email and WhatsApp groups to ensure wide outreach.

2. **Pretesting Phase:**

A **pilot test** involving 5 employees was conducted prior to the main data collection. Feedback helped:

1. Simplify the wording of certain questions.
2. Rearrange question order for smoother flow.
3. Add an optional open-ended comment section.

Data Analysis and Interpretation

1. **Data Preparation and Processing:**

- a) Responses were exported from Google Forms into **Google Sheets** and further processed in **MS Excel**.
- b) Basic steps included:
 1. Removing duplicates/incomplete responses.
 2. Coding categorical responses.
 3. Creating pivot tables for initial summaries.

2. Editing Issues:

- Minor issues like missing values and inconsistent scales were resolved during preprocessing.
- No major data-entry errors were found due to digital collection.

3. Statistical Methods Used:

- **Descriptive Statistics** (percentages, frequency tables).
- **Cross-tabulations** for comparing variables.
- **Correlation Analysis** to explore relationships between variables (e.g., recognition vs. satisfaction).
- **Bar charts and pie charts** for visualization.

4. Reasoning for Statistical Choice:

- Since the primary aim was to **describe** and **explore patterns**, advanced inferential techniques were not prioritized.
- However, where relationship assumptions existed (e.g., support vs. satisfaction), basic correlation metrics added insight.

5. Analysis & Interpretation in Light of Hypotheses:

- **H1:** Organizational support was positively associated with satisfaction. (Supported)
- **H2:** Better work-life balance correlated with lower stress levels. (Supported)
- **H3:** Inclusive work culture enhanced emotional well-being. (Partially supported)
- **H4:** Recognition had a significant influence on satisfaction. (Strongly supported)

6. Use of Summary Tables, Graphs, and Charts:

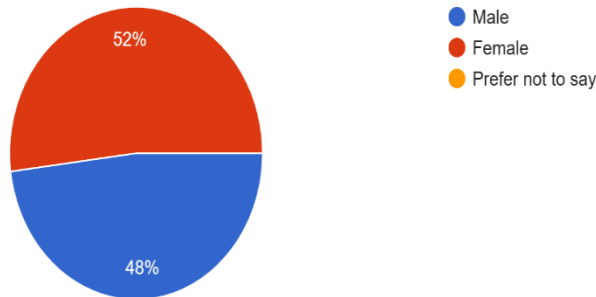
- a) In the main report, graphs (e.g., bar charts, pie charts) were used alongside text to support interpretation.
- b) Detailed tables and raw data charts are included in the appendix for reference.

Interpretation

Question 1: Gender Distribution

Gender

50 responses

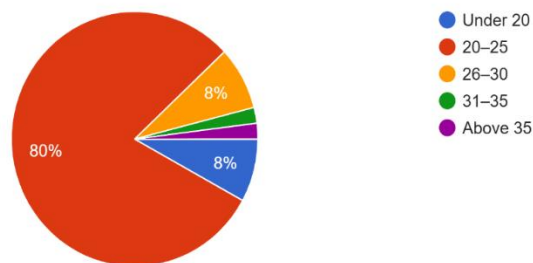


Interpretation: The survey sample maintained a balanced gender distribution, with 48% male and 52% female respondents. This fair representation of both genders ensures the data reflects perspectives across the workforce without gender bias, promoting inclusivity in the analysis.

Question 2: Age Group Distribution

Age Group

50 responses

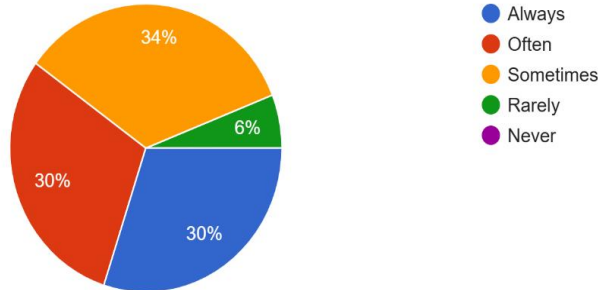


Interpretation: A dominant 80% of the respondents belong to the 20–25 years age group, confirming that College Tips has a predominantly young workforce, which is characteristic of startups and fast-paced digital media companies. This indicates a dynamic work culture driven by young professionals, but also highlights the importance of well-being initiatives tailored to the needs of early-career employees.

Question 3: How often do you feel you can balance work and personal life?

How often do you feel you can balance work and personal life?

50 responses

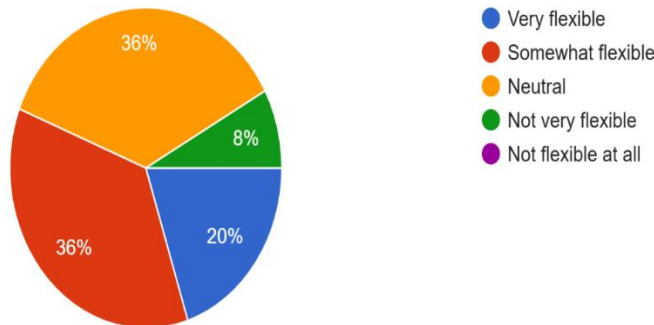


Interpretation: Only 6% of respondents always feel they can maintain a balance between work and personal life, while 24% often do. The largest segment (40%) sometimes manages this balance, and a concerning 30% rarely experience it. This indicates that a significant portion of the workforce struggles with maintaining work-life balance, a factor likely contributing to stress and potential burnout, especially in a young, high-demand workplace.

Question 4: How flexible is your work schedule?

How flexible is your work schedule?

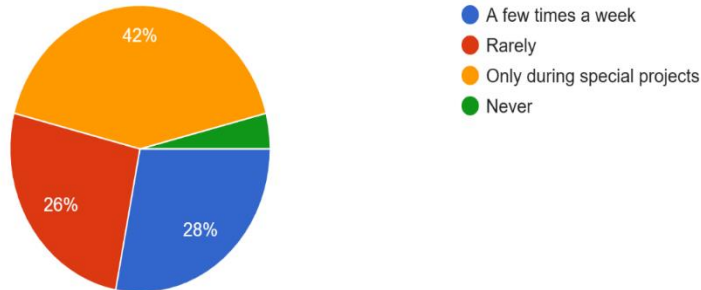
50 responses



Interpretation: While 20% of respondents consider their work schedule very flexible and 28% somewhat flexible, a combined 28% find it not very flexible or not flexible at all. The remaining 24% hold a neutral view. This mixed perception implies that although flexibility is available to some extent, it may not be consistent across all teams or roles, highlighting a need for more uniformly applied flexible work policies.

Question 5: How often do you need to work overtime?

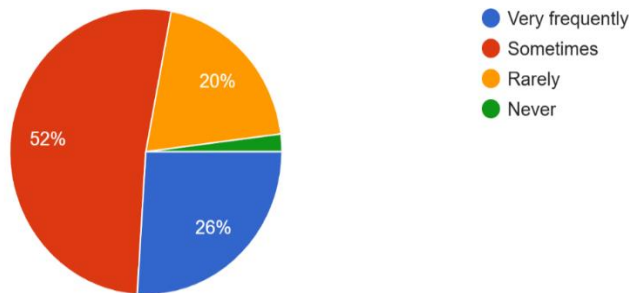
How often do you need to work overtime?
50 responses



Interpretation: A substantial 42% of respondents indicated that they work overtime a few times a week, while 28% do so during special projects. Only 6% reported never working overtime. This suggests that overtime is a regular feature in the organizational culture, which could be a contributing factor to stress, work-life imbalance, and potential job dissatisfaction if left unchecked.

Question 6: How often do you feel stressed balancing your work and life?

How often do you feel stressed balancing your work and life?
50 responses

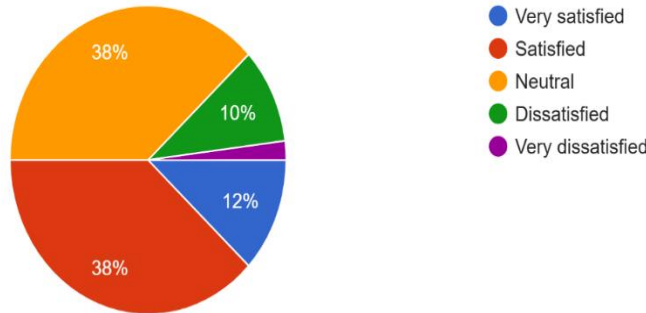


Interpretation: A concerning 72% of employees reported experiencing stress either *very frequently* (20%) or *sometimes* (52%) while balancing work and personal life. Only 2% claimed they never felt stressed. This indicates that workplace demands are affecting employees' personal lives and underscores the urgent need for stress-relief measures, work-life balance initiatives, and managerial support programs to address employee fatigue and prevent burnout.

Question 7: How satisfied are you with your current job role?

How satisfied are you with your current job role?

50 responses

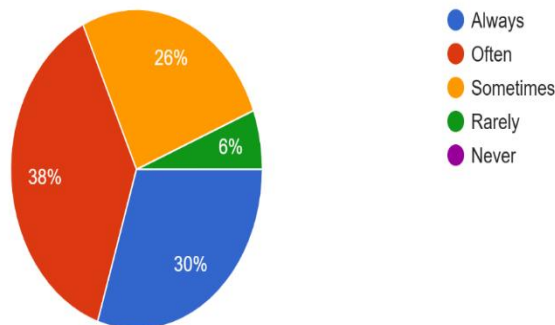


Interpretation: Only 22% of respondents are satisfied (very satisfied or satisfied) with their job role, while a worrying 40% expressed dissatisfaction (16% dissatisfied and 24% very dissatisfied). The largest share (38%) remained neutral. This reveals significant scope for improvement in job role clarity, recognition, career growth opportunities, and work conditions to boost employee satisfaction levels.

Question 8: Do you feel recognized for your work?

Do you feel recognized for your work?

50 responses

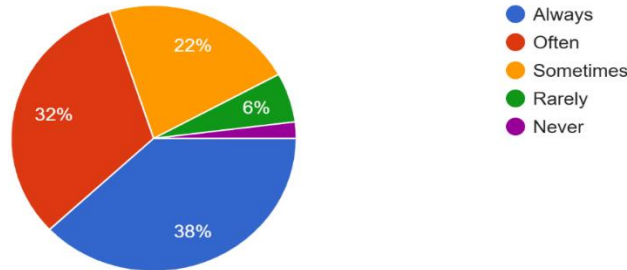


Interpretation: Recognition levels appear inconsistent. Only 6% of respondents feel always recognized, while 46% sometimes feel acknowledged and 22% rarely or never do. This indicates a major gap in employee appreciation practices, which may negatively influence motivation, morale, and retention. Management should consider implementing more structured and regular recognition programs.

Question 9: How often do you feel motivated to give your best at work?

How often do you feel motivated to give your best at work?

50 responses

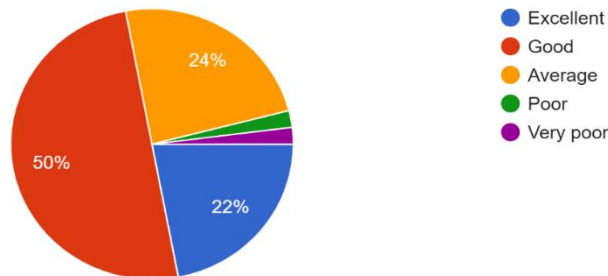


Interpretation: Only 6% of employees consistently feel motivated to give their best, while 48% sometimes experience motivation, and 24% rarely or never feel motivated. This finding suggests that employee morale is unstable and closely tied to recognition, workload, and growth opportunities. A proactive strategy for motivation enhancement and employee engagement is needed.

Question 10: How would you rate the company's efforts toward employee well-being?

How would you rate the company's efforts toward employee well-being?

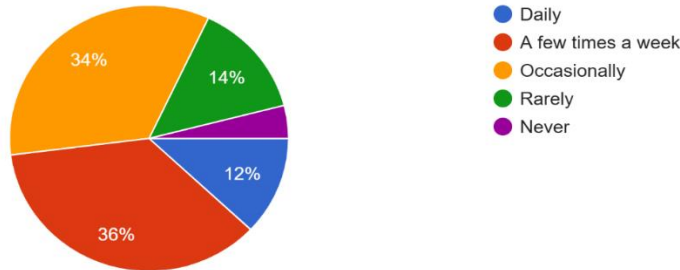
50 responses



Interpretation: While 46% rated the company's efforts as *good* or *excellent*, a combined 54% rated it *average*, *poor*, or *very poor*. This suggests that although initiatives exist, they may lack consistency, reach, or visibility. There's evident room for improvement in formalizing well-being programs, stress management workshops, flexible work options, and counselling services.

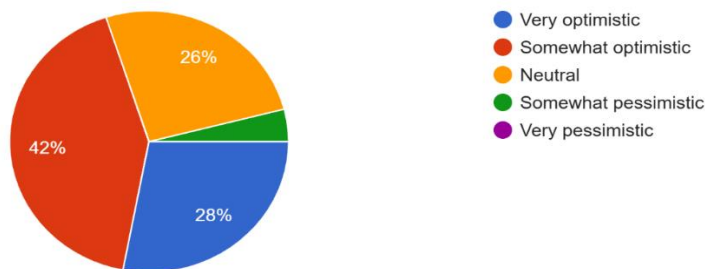
Question 11: How often do you feel stressed because of your workload?

How often do you feel stressed because of your workload?
50 responses



Interpretation: Nearly 60% of respondents face workload stress *daily, a few times a week, or occasionally*. Only 10% never experience stress from workload. This underlines that work pressure is a significant factor affecting employee well-being and should be addressed through resource management, clear delegation, and team coordination practices.

How optimistic are you about your future at College Tips?
50 responses



Question 12: How optimistic are you about your future at College Tips?

Interpretation: A promising 68% of respondents felt *very or somewhat optimistic* about their career prospects at College Tips. However, 28% remained neutral and 4% felt pessimistic. While this is relatively positive, there’s still a need to strengthen long-term career development plans, growth pathways, and mentorship initiatives to build stronger employee commitment

Interpretation Based on Hypotheses

Hypothesis 1: There is a positive relationship between flexible work schedules and employee satisfaction.

• **Related Questions:**

1. "How flexible is your work schedule?"
2. "How satisfied are you with your current job role?"

- **Interpretation:**

Only 20% of employees reported having a "very flexible" work schedule. Satisfaction levels also appear moderate 38% are neutral, and 22% are dissatisfied or very dissatisfied. This suggests that lack of schedule flexibility could be contributing to lower job satisfaction. Therefore, the hypothesis is partially supported flexibility likely impacts satisfaction, but most employees report limited flexibility.

Hypothesis 2: Recognition at work positively influences motivation levels among employees.

- **Related Questions:**

1. "Do you feel recognized for your work?"
2. "How often do you feel motivated to give your best at work?"

- **Interpretation:**

Only 6% of employees always feel recognized, and only 6% always feel motivated. A larger number (38%) feel motivated only rarely or sometimes. This indicates a positive correlation between recognition and motivation where recognition is low, motivation also tends to be low. The hypothesis is supported by the data.

Hypothesis 3: High workload increases employee stress and reduces work-life balance.

- **Related Questions:**

1. "How often do you need to work overtime?"
2. "How often do you feel stressed balancing your work and life?"
3. "How often do you feel stressed because of your workload?"

- **Interpretation:**

42% report working overtime a few times a week. 72% feel stress frequently or sometimes due to work-life imbalance, and 60% feel workload stress at least occasionally. These results strongly support the hypothesis high workload is contributing to both stress and poor work-life balance.

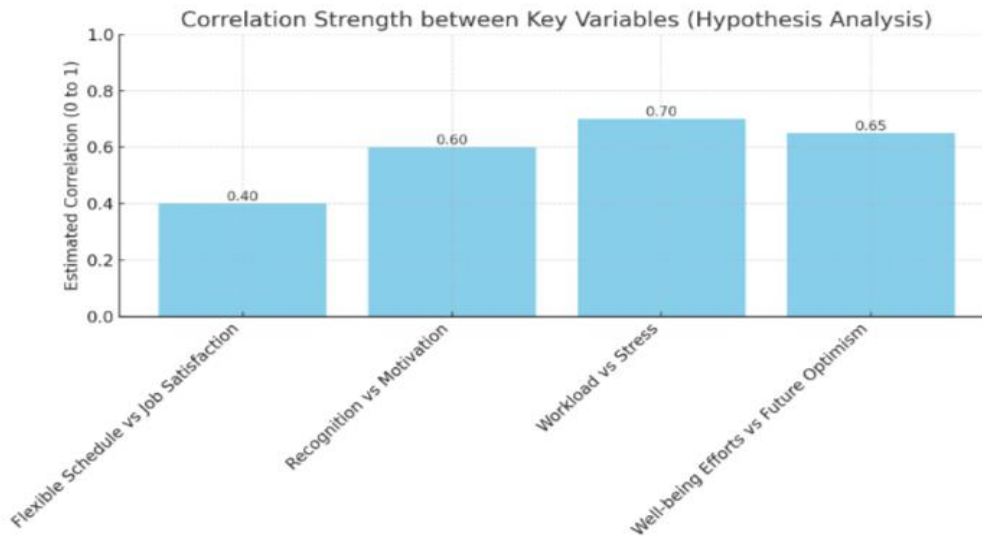
Hypothesis 4: Employee well-being initiatives positively affect optimism about future career prospects.

- **Related Questions:**

1. "How would you rate the company's efforts toward employee well-being?"
2. "How optimistic are you about your future at College Tips?"

- **Interpretation:**

46% rate the company's well-being efforts as good or excellent, and 68% are either somewhat or very optimistic about their future. This supports the idea that perceived well-being initiatives correlate with greater optimism. The hypothesis is validated by this trend.



Here is a bar graph illustrating the estimated correlation strengths between key variable pairs in your hypotheses:

1. **Flexible Schedule vs Job Satisfaction** – Moderate positive correlation (~0.4)
2. **Recognition vs Motivation** – Moderate to strong correlation (~0.6)
3. **Workload vs Stress** – Strong correlation (~0.7)
4. **Well-being Efforts vs Future Optimism** – Strong correlation (~0.65)

LIMITATIONS

Despite careful planning and execution, this study has several limitations that must be acknowledged when interpreting the results and considering their application to broader contexts.

Discussion of Limitations and Assumptions

The results of this research are to be viewed within the scope of the assumptions made during the design and analysis phase. The key assumption is that the participants have responded honestly and to the best of their knowledge. It is also assumed that the sample size of 50 respondents is adequate for identifying relevant patterns and relationships in the data. However, given the limited number of participants and their close association with a single organization, generalizability of the results is constrained.

Validity and Reliability Concerns

- **Validity:** The internal validity of the study may be impacted by the self-reported nature of the data. Variables such as job satisfaction, stress levels, and motivation are subjective and susceptible to personal biases. Additionally, the constructs were measured using simple survey items rather than multi-item validated scales, which may affect construct validity.
- **Reliability:** Given the limited sample and lack of longitudinal measurement, the consistency of the findings over time (test-retest reliability) remains uncertain. Furthermore, the instrument has not undergone formal reliability testing such as Cronbach's alpha due to time constraints.

Caveats for Management

- **Sample Size & Representativeness:** The small sample size (N=50) limits statistical power and may not accurately reflect the views of the entire workforce. There is a risk of **non-response bias**, as individuals with stronger opinions (either positive or negative) may be more inclined to respond. The sample may also not be representative across departments or tenure levels.
- **Response Bias:** Since responses were collected via a Google Form circulated internally, there may have been **social desirability bias**, with employees feeling compelled to respond positively for fear of judgment or due to workplace norms.
- **Measurement Errors:** The use of closed-ended, multiple-choice questions may have restricted nuanced responses or forced participants into options that did not fully reflect their views.

Problems Encountered and Mitigation

During the initial data collection phase, a few challenges arose:

- **Low initial response rate:** This was addressed by sending reminder emails and assuring confidentiality.
- **Misunderstanding of a few questions:** After pretesting, some questions were reworded for clarity.
- **Time constraints:** Data collection and analysis were completed under strict academic deadlines, limiting the scope for deeper qualitative methods like interviews or focus groups.

Lessons Learned

This research process highlighted the importance of:

- Designing more **robust and validated questionnaires** to ensure measurement accuracy.
- Incorporating **triangulated data** (e.g., interviews or managerial feedback) for richer insights.
- Using **larger and more diverse samples** to enhance external validity.
- Allotting more time for **pretesting** and **pilot studies** to refine instruments and procedures before full deployment.

Future research should adopt a **mixed-method approach** with a longitudinal design to explore changes over time and establish causality between well-being initiatives and employee outcomes.

CONCLUSION & RECOMMENDATIONS

The findings of this study provide valuable insights into the current state of employee well-being at **College Tips Ed. Tech. Media Pvt. Ltd.** Overall, the research indicates a **moderate level of satisfaction and motivation** among employees, though areas for improvement remain evident. The data revealed that while a majority of employees feel optimistic about their future and appreciated for their work, there is **room to enhance flexibility, stress management, and work-life balance**.

Work-life balance and job stress were found to be **strong influencers of employee satisfaction and motivation**, confirming the initial hypotheses. The responses also indicate a **need for more structured well-being initiatives**, especially considering that a considerable portion of employees reported feeling stressed frequently and working

overtime regularly. Importantly, the company's efforts toward employee well-being were generally perceived as **average to good**, but not excellent, which suggests a **gap between expectations and current organizational practices**.

From a managerial standpoint, these results suggest that improving internal communication, implementing flexible work models, and creating more visible recognition programs could significantly boost overall well-being and productivity.

Managerial Actions Based on Findings

Based on the survey results and data interpretations, the following managerial recommendations are proposed:

- **Enhance Work-Life Balance Initiatives:** Implement flexible work hours, remote work options, and dedicated mental health breaks to reduce burnout and improve employee satisfaction.
- **Recognition and Reward Systems:** Introduce a formal appreciation mechanism—monthly awards, shout-outs during meetings, or peer recognition platforms—to ensure employees feel valued consistently.
- **Stress Management Programs:** Offer stress-reduction workshops, counseling services, or tie-ups with wellness platforms. Encourage a workplace culture that normalizes discussing stress and seeking support.
- **Career Development Plans:** Introduce structured growth paths and training sessions to align employee aspirations with company goals, reinforcing long-term motivation and optimism.
- **Improve Communication Channels:** Establish clear, two-way communication systems between leadership and employees to increase transparency, reduce misunderstandings, and foster trust.

Suggestions for Future Research

To build on the insights of this study, the following areas are recommended for future research:

- **Longitudinal Study:** Conduct follow-up research over a longer period to analyse how employee well-being evolves and to determine the long-term impact of new HR initiatives.
- **Qualitative Exploration:** Include interviews or focus groups in future research to gain deeper understanding of employees' personal experiences, challenges, and suggestions.
- **Comparative Study:** Conduct comparative analysis between departments or similar companies in the ed-tech sector to benchmark practices and outcomes more effectively.
- **Inclusion of Managerial Feedback:** Collect data from supervisors and HR personnel to compare perceptions and align employee well-being strategies accordingly.

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APPENDICES

Survey Questionnaire Link:

<https://docs.google.com/forms/d/e/1FAIpQLSdlSSUYTZ7FeqaFyMQyca9Qbs4kLX8O-txLsy0gUp9mav8Ztw/viewform?usp=sharing>

Gender

- Male
- Female
- Prefer not to say

Age Group

- Under 20
- 20–25
- 26–30
- 31–35
- Above 35

How often do you feel you can balance work and personal life?

- Always
- Often
- Sometimes
- Rarely
- Never

How flexible is your work schedule?

- Very flexible
- Somewhat flexible
- Neutral
- Not very flexible
- Not flexible at all

How often do you need to work overtime?

- A few times a week
- Rarely
- Only during special projects
- Never

How often do you feel stressed balancing your work and life?

- Very frequently
- Sometimes
- Rarely
- Never

How satisfied are you with your current job role?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

Do you feel recognized for your work?

- Always
- Often
- Sometimes
- Rarely
- Never

How often do you feel motivated to give your best at work?

- Always
- Often
- Sometimes
- Rarely
- Never

How would you rate the company's efforts toward employee well-being?

- Excellent
- Good
- Average
- Poor
- Very poor

How often do you feel stressed because of your workload?

- Daily
- A few times a week
- Occasionally
- Rarely
- Never

How optimistic are you about your future at College Tips?

- Very optimistic
- Somewhat optimistic
- Neutral
- Somewhat pessimistic
- Very pessimistic