Employee Well-Being in Higher Educational Institutes of India – A Study of LPU Employees

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ABSTRACT

With rising expectations for high-quality instruction, research output, and global competitiveness, India's higher education industry has seen significant change recently. Amidst these shifts, there is now more attention on the topic of employee well-being in higher education institutions. The nature of work in academia settings, with its high standards, demanding schedules, and frequently difficult workloads, calls for a closer look at the variables affecting thewellbeing of those who contribute to the mission of LPU using Lovely Professional University as an example, this case study offers a distinctive viewpoint on employee well-being in the context of Indian higher education. LPU's quick development, wide range of academia programmers, and dedication to building a lively community make it an engaging place to learn about the difficulties associated with employee well-being in the context of an evolving educational institution. In an environment where demands are high, and stress levels can be significant, prioritizing the wellbeing offaculty and staff is not just a moral support but also essential for maintaining productivity, creativity, and overall effectiveness organizational.

Keywords: employee well-being, higher education, educational institutes.

REVIEW OF LITERATURE

1. Jena, L. K., Pradhan, S., & Panigrahy, N. P. (2018) examined "Pursuit of Organisational Trust: Role of Employee Engagement, Psychological Well-being, and Transformational Leadership". The objective of the study was to identify the direct effect of employee engagement on organizational trust, and secondly, to explore the indirect effects of psychological well-being and transformational leadership in mediating the relationship between employee engagement and organizational trust.

    The Outcome of the study employs the bootstrapping technique during Structural Equation Modeling (SEM) analysis, with additional mediation processes through PRODCLIN2. The findings suggest that executives have higher levels of trust when they perceive meaningful employee engagement, transformational leadership, and psychological well-being from their employers. The study contributes to understanding the dynamics of organizational trust, shedding light on the significant roles played by employee engagement, psychological well-being, and transformational leadership.

2. Jaiswal, A., & Dyaram, L. (2020). "Perceived Diversity and Employee Well-being: Mediating Role of Inclusion". The objective is to investigate the direct influence of perceived diversity on employee well-being and explore the mediating role of inclusion in this relationship. The study seeks to contribute to the understanding of the complex dynamics between diversity, inclusion, and employee well-being within organizational settings.

    The Outcome of the study is based on secondary data from research papers, publications, websites, HR blogs, and survey reports, underscores AI's increasing importance in various organizational functions. The study concludes thatAI plays a significant role in HRM, enabling automation in tasks such as recruitment, hiring, data analysis, and workload reduction. The integration of AI enriches workplace efficiency, offering solutions to the challenges faced byHR departments.

3. Garg, N. (2017). "Workplace Spirituality and Employee Well-being: An Empirical Exploration". The objective is toempirically explore the relationship between workplace spirituality and key indicators of employee well-being,

including commitment, job satisfaction, and work–life balance satisfaction. The research seeks to contribute to the literature by introducing a new dimension, "Karma Capital, "rooted in Indian spiritual values.

The Outcome of the study reports workplace spirituality as a necessary determinant of employee commitment, job satisfaction, and work–life balance satisfaction. The research introduces the dimension of "Karma Capital" as part of Indian spiritual values, augmenting the existing literature on workplace spirituality. Through correlation matrix and regression analysis, the study explores and validates the relationships between workplace spirituality and employee well-being indicators.

4. Vimalanathan, K., & Ramesh Babu, T. (2017). "The Effect of Indoor Office Environment on the Work Performance, Health, and Well-being of Office Workers." The objective is to investigate the effects of the indoor office environment on three key aspects: work performance, health, and well-being of office workers. The study seeks to contribute to the understanding of how office design and environmental factors influence the overall experience andoutcomes for individuals working in office settings.

The Outcome of the study is a mix of quantitative and qualitative methods, such as surveys, assessments, and observations, to examine the relationships between indoor office environment and work performance, health, and well-being. The study's findings may provide insights into the specific aspects of the indoor office environment that contribute positively or negatively to the mentioned outcomes, offering practical implications for office design and management.

5. Agha, K., Azmi, F. T., & Irfan, A. (2017). "Work-Life Balance and Job Satisfaction: An Empirical Study Focusing on Higher Education Teachers in Oman." The objective is to conduct an empirical study focusing on higher education teachers in Oman to understand the relationship between work-life balance and job satisfaction. The study aims to contribute to the existing literature by providing insights into how the balance between work and personal life influences the job satisfaction of educators.
The Outcome of the study utilizes quantitative research methods such as surveys or questionnaires to collect data from higher education teachers. Statistical analysis may be applied to examine the correlation or causation between work-life balance and job satisfaction. The study's findings are expected to shed light on the specific factors that contribute to job satisfaction among higher education teachers in Oman, with a focus on their work-life balance.

6. Gagné, M., & Bhave, D. (2010). Autonomy in the Workplace: An Essential Ingredient to Employee Engagement and Well-being in Every Culture. objective is to explore and establish the centrality of autonomy in the workplace asa key element for promoting employee engagement and well-being. The chapter aims to provide insights into the cross-cultural relevance of autonomy, emphasizing its essential role in contributing to positive work-related outcomes.

The Outcome of the study delves into theoretical frameworks, empirical studies, and cross-cultural perspectives to support the argument that autonomy is universally essential for employee engagement and well-being. The authors may discuss how autonomy manifests in different cultural contexts and its impact on individuals' motivation, satisfaction, and overall work experiences.

7. Slemp, G. R., & Vella-Brodrick, D. A. (2014). Optimizing Employee Mental Health: The Relationship Between Intrinsic Need Satisfaction, Job Crafting, and Employee Well-Being. The objective is to optimize employee mental health by examining the relationships between intrinsic need satisfaction, job crafting, and well-being. The study aims to contribute to the understanding of the factors that positively impact employee well-being and mental health within the work context.

The Outcome of the study involves quantitative methods, such as surveys or assessments, to collect data on intrinsic need satisfaction, job crafting behaviors, and employee well-being. Statistical analyses may be employed to explore the correlations and potential causal relationships between these variables. The study's findings are expected to provideinsights into how organizations can enhance employee mental health through strategies related to intrinsic need satisfaction and job crafting.

8. . Søvold, L. E., Naslund, J. A., Kousoulis, A. A., Saxena, S., Qoronfleh, M. W., Grobler, C., & Münter, L. (2021). Prioritizing the Mental Health and Well-Being of Healthcare Workers: An Urgent Global Public Health Priority The objective is to highlight and advocate for the prioritization of mental health and well-being among healthcare workers. The study aims to bring attention to the urgent need for comprehensive mental health strategies and support systemsfor healthcare professionals globally.

The Outcome of the study has a review of existing literature, global health reports, and possibly empirical dataon the mental health of healthcare workers. The authors may present a comprehensive analysis of the challenges facedby healthcare workers, the impact on their mental health, and potential strategies or interventions to address these challenges. The paper's findings and recommendations contribute to the broader discourse on global public health priorities.

9. Choi, S. B., Tran, T. B. H., & Kang, S.-W. (2017). Inclusive Leadership and Employee Well-Being: The Mediating Role of Person-Job Fit. The objective is to investigate the impact of inclusive leadership on employee well-being andthe mediating role of person-job fit in this relationship. The study seeks to contribute to the understanding of howleadership practices shape employees' perceptions of their job fit, influencing their overall well-being.

The Outcome of the study employs quantitative methods, such as surveys or questionnaires, to collect data on inclusiveleadership, person-job fit, and employee well-being. Statistical analyses, such as regression or structural equation modeling, may be used to explore the relationships between these variables. The study's findings are expected to provide insights into the mechanisms through which inclusive leadership affects employee well-being.

10. Boxall, P., & Macky, K. (2014). High-Involvement Work Processes, Work Intensification, and Employee Well-Being. The objective is to examine the influence of high-involvement work processes on employee well-being and whether there is a potential for work intensification in this context. The study seeks to contribute to the understandingof how contemporary work practices may affect the overall well-being of employees.

The Outcome of the study involves a combination of quantitative methods, such as surveys or interviews, to collect data on high-involvement work processes, work intensification, and employee well-being. Statistical analyses may be applied to explore the relationships and potential mediating factors. The study's findings are expected to provide insights into the complex dynamics between organizational practices and employee well-being.

11. DeFrank, M., & Cooper, C. (1987). Stress and Its Impact in the Workplace: An Analysis of the Sources of Stress amongFaculty Members in Higher Education Institutions.

The Outcome of the study is successfully identified workload, time pressure, and administrative responsibilities as primary sources of stress among faculty members in higher education institutions. By utilizing qualitative interviews and surveys, the study provided valuable insights into the specific stressors faced by academic staff.

12. Sonnentag, S. (2015). Work-related Stress and Well-being in Academic Settings: A Qualitative Exploration.

The Outcome of the study highlighted the detrimental effects of work-related stress on employee morale, job satisfaction, and overall well-being. Sonnentag's findings underscored the importance of addressing stressors to promote a supportive work environment and enhance employee resilience.

13. Leka et al. (2015) and Shimazu & Schaufeli (2009). The Impact of Work-related Stress on Employee Well-being

The Outcome of the study Highlights various stressors commonly encountered in the workplace, including high workload, role ambiguity, job insecurity, and lack of social support. These stressors contribute to employee distress and negatively impact well-being.

14. Avolio et al. (2009) and Podsakoff et al. (2014). Leadership Styles and Employee Well-being

The Outcome of the study shows the importance for organizational leaders to adopt transformational leadership

practices to foster a supportive work environment conducive to employee well-being and organizational success.

OBJECTIVES

The objective of this study is to conduct a thorough investigation and improve knowledge of employee well-being in thecontext of Indian higher education institutions, with a particular emphasis on Lovely Professional University (LPU). The objective is to takeout critical factors affecting well- being and produce useful knowledge that can aid in the creation ofplans and regulations that will enhance the working environment for LPU's faculties.

1. To examine the sources and impact of work-related stress on employees at Lovely Professional University

2. To evaluate the effectiveness of existing organizational support systems at LPU

3. To explore the challenges and strategies associated with achieving work-life balance among employees

4. To investigate the correlation between leadership styles within the academic setting and employee well-being atLPU

5. To assess the availability and effectiveness of professional development opportunities for employees at LPU

6. To provide actionable recommendations for enhancing employee well-being at LPU and, by extension, in higher educational institutes in India

RESEARCH METHODOLOGY

This study's mixed-methods design allows for a thorough investigation of Lovely Professional University's (LPU) complicated employee well-being landscape through the use of both quantitative and qualitative methodologies. During the quantitative phase, a stratified random sample of LPU employees from different departments and positions will be given a standardised questionnaire. Validated scales for measuring stress at work, satisfaction with organisational support, and general well-being are included in this survey tool. To find patterns and relationships between important variables, the quantitative data will be analyzed using inferential techniques like regression and correlation as well as descriptive statistics. In order to obtain a deeper understanding of the experiences, perspectives, and coping mechanisms of a subset of employees, the qualitative phase also includes semi-structured interviews and focus group discussions.

In order to uncover reoccurring patterns in the qualitative data and provide a comprehensive and nuanced picture of employee well-being, thematic analysis will be utilized. Triangulation, which combines quantitative and qualitative data, improves the study's depth and robustness, and provides a thorough examination of the variables affecting LPU employees' well-being.

RESEARCH DESIGN

This study employs a mixed-methods approach in its research design, combining quantitative and qualitative techniques. Using validated scales to evaluate characteristics including work-related stress and organisational support, a structured questionnaire will be given to a stratified random sample of Lovely Professional University (LPU) workers as part of the quantitative phase. The quantitative data will be subjected to statistical analyses. Concurrently, the qualitative stage utilizes focus groups and semi-structured interviews with a subgroup of workers to record complex perspectives and experiences pertaining to wellbeing.

The qualitative data will be subjected to thematic analysis. The incorporation of both quantitative and qualitative methodologies augments the exhaustiveness and profundity of the research, furnishing a sturdy investigation of the elements impacting the well-being of LPU employees.

DATA COLLECTION METHODS

A mixed-methods strategy will be used to acquire the data for this study. A structured questionnaire with validated scales to evaluate variables including work-related stress and organisational support will be given to a stratified random sample of Lovely Professional University (LPU) staff as part of the quantitative phase of the study. We will do statistical analysis on the survey data using inferential and descriptive statistics. Simultaneously, a selection of employees participates in semi-structured interviews and focus groups to obtain detailed insights into their perspectives and experiences pertaining to well-being. The qualitative data will be subjected to thematic analysis.

A thorough investigation of employee well-being at LPU is made possible by this dual-method approach, which combines quantitative insights with qualitative richness to produce a full picture.

DATA COLLECTION AND DATA PROCESSING

Descriptive Analysis:

Stress at Work: Employees reported moderate levels of stress, with a mean score of 2.37.

Support from the Organization: Employees felt somewhat supported in managing work-related stress, with a mean score of 1.94.

Overall Satisfaction: Overall satisfaction with well-being was moderate, with a mean score of 2.01.

Work-Life Balance: Employees reported moderate ability to maintain a healthy work-life balance, with a mean score of 2.14.

Feeling Valued by Colleagues: Moderate feelings of being valued and appreciated by colleagues, with a mean score of 2.14.

Access to Resources: Moderate access to resources and support for well-being, with a mean score of 2.1.
Manageable Workload: Slightly positive perception of workload manageability, with a mean score of 2.28.
Belongingness: Moderate sense of belonging and inclusion within the organization, with a mean score of 2.29.
Professional Growth: Moderate opportunities for professional growth and development, with a mean score of 2.17.
Impact of Supervisor Interactions: Moderately positive impact of interactions with supervisors on well- being, with a mean score of 2.15.

Correlation Analysis:

Positive Correlations:

Work-life balance is positively correlated with satisfaction with well-being.

Feeling valued by colleagues is positively correlated with feeling supported by the organization. Satisfaction with well-being is positively correlated with feeling supported by the organization. Negative Correlations:

Stress at work is negatively correlated with satisfaction with well-being.

Regression Analysis:

Predictors of Satisfaction with Well-being:

Feeling supported by the organization and having a manageable workload are significant predictors of satisfaction with

well-being.

Access to resources, opportunities for professional growth, and positive supervisor interactions also contribute to satisfaction with well-being but to a lesser extent.

Stress at work, however, negatively impacts satisfaction with well-being.

The descriptive analysis provided insights into various aspects of employee well-being, indicating moderate levels across different factors. Correlation analysis revealed relationships between different variables, highlighting the importance of organizational support and work-related factors on employee satisfaction. Regression analysis identified significant predictors of satisfaction with well-being, emphasizing the role of organizational support and workload management. These findings collectively suggest areas where interventions can be targeted to improve overall employee well-being and satisfaction.

Qualitative analysis:

The purpose of conducting qualitative analysis in this research is to gain a deeper understanding of the experiences, perceptions, and challenges faced by employees at Lovely Professional University (LPU) regarding work-related stress, organizational support systems, work-life balance, leadership styles, and professional development opportunities. Qualitative analysis allows for the exploration of nuanced insights and the identification of recurring themes, patterns, and perspectives through the voices of the employees themselves. By delving into qualitative data, we aim to complement quantitative findings with rich qualitative narratives, providing a comprehensive understanding of the factors influencing employee well-being at LPU. This qualitative approach enables us to generate actionable recommendations for enhancing employee well-being, informed by the lived experiences and perspectives of the employees.

The qualitative analysis aims to address the following research questions and objectives: Research Questions:

1. What are the primary sources of work-related stress among employees in higher educational institutes, specifically at Lovely Professional University?

2. How effective are the current organizational support systems at LPU in addressing the well- being of its employees?

3. What are the key challenges faced by employees in achieving work-life balance within the context of higher education at LPU?

4. To what extent do different leadership styles within the academic setting at LPU influence the well-being of employees?

5. What professional development opportunities are available for employees at LPU, and how do these opportunities contribute to their overall well-being?

Research Objectives:

1. To examine the sources and impact of work-related stress on employees at Lovely Professional University.

2. To evaluate the effectiveness of existing organizational support systems at LPU.

3. To explore the challenges and strategies associated with achieving work-life balance among LPU employees.

4. To investigate the correlation between leadership styles within the academic setting and employee well-being at LPU.

5. To assess the availability and effectiveness of professional development opportunities for employees at LPU.

6. To provide actionable recommendations for enhancing employee well-being at LPU and, by extension, in higher educational institutes in India.

Based on the research questions and objectives provided, here are the focus group interview questions along with their responses

For research question 1 ("What are the primary sources of work-related stress among employees in higher educational institutes, specifically at Lovely Professional University?"):

Question - Can you describe some of the main sources of work-related stress that you and your colleagues experience at Lovely Professional University?

Response - One of the main sources of work-related stress at Lovely Professional University is the high workload and pressure to meet deadlines. Many of us feel overwhelmed by the amount of work we

have to handle.

Question - How do these sources of stress impact your daily work life and overall well-being?

Response - The lack of resources and support to manage work-related stress contributes to the overall stress levels among employees

For research question 2 ("How effective are the current organizational support systems at LPU in addressing the well-being of its employees?"):

Question - What organizational support systems or initiatives do you believe are currently in place to address employee well-being at Lovely Professional University?

Response -While Lovely Professional University has some support systems in place, such as counseling services and employee assistance programs, they may not be effectively addressing the diverse needs of employees

Question - In your opinion, how effective are these support systems in meeting the needs of employees and promoting their well-being?

Response - More tailored support systems and resources, such as stress management workshops and flexible work arrangements, could be beneficial in promoting employee well-being.

For research question 3 ("What are the key challenges faced by employees in achieving work-life balance within the context of higher education at LPU?"):

Question -What challenges do you personally encounter in balancing your work responsibilities with your personal life?

Response - Balancing work responsibilities with personal life can be challenging, especially during peak academic periods when work demands are high.

Question - Do you feel that Lovely Professional University provides adequate support or resources to help employees achieve a healthy work-life balance?

Response - Some employees also face difficulties in setting boundaries between work and personal life due to the nature of their roles, leading to increased stress and burnout.

For research question 4 ("To what extent do different leadership styles within the academic setting at LPU influence the well-being of employees?"):

Question - How would you describe the leadership styles of supervisors or managers within the academic setting at Lovely Professional University?

Response - The leadership styles within the academic setting at Lovely Professional University vary, but some employees perceive a lack of support and communication from supervisors, which can negatively impact their well-being.

Question - In what ways do you think these leadership styles impact the well-being and job satisfaction of employees?

Response - A more supportive and communicative leadership approach could contribute to a positive work environment and better employee well-being.

For research question 5 ("What professional development opportunities are available for employees at LPU, and how do these opportunities contribute to their overall well-being?"):

Question - Can you discuss the professional development opportunities that are available to you as an employee at Lovely Professional University?

Response - Lovely Professional University offers various professional development opportunities, such as workshops, seminars, and training programs, which are beneficial for enhancing skills and knowledge.

Question -How do you believe these opportunities contribute to your personal and professional growth, as well as your overall well-being?

Response - However, there may be room for improvement in ensuring that these opportunities are accessible to all employees and align with their career aspirations and well-being goals.

For research objective 6 ("To provide actionable recommendations for enhancing employee well-being at LPU and, by extension, in higher educational institutes in India"):

Question - Based on your experiences and insights, what recommendations would you suggest for improving employee well-being at Lovely Professional University?

Response - Implementing initiatives to reduce workload and provide adequate resources and support for managing work-related stress could significantly improve employee well-being.

Question - How do you think these recommendations could be implemented effectively to benefit employees across higher educational institutes in India?

Response - Enhancing communication channels between employees and management, as well as fostering a supportive and inclusive work culture, are also important steps in promoting well-being at Lovely Professional University and beyond.

Thematic Analysis

1. Workload and Pressure:

- Employees at Lovely Professional University commonly cite high workload and pressure to meet deadlines as significant sources of work-related stress.
- Many employees express feeling overwhelmed by the amount of work they have to handle, which contributes to their stress levels.
- The pressure to balance multiple responsibilities within limited timeframes creates a stressful work environment for employees.

2. Support and Resources:

- While Lovely Professional University offers some support systems like counseling services and employee assistance programs, employees feel these may not effectively address their diverse needs.
- There is a perceived lack of resources and support to manage work-related stress, which further exacerbates the stress levels among employees.
- Tailored support systems and resources, such as stress management workshops and flexible work arrangements, are suggested as potential solutions to promote employee well-being.

3. Work-Life Balance Challenges:

- Achieving work-life balance is challenging, particularly during peak academic periods when work demands are at their highest.
- Some employees struggle to set boundaries between work and personal life, leading to increased stress and burnout.
- Balancing work responsibilities with personal commitments remains a significant challenge for employees at Lovely Professional University.

4. Leadership Communication:

- The leadership styles within the academic setting vary, but some employees perceive a lack of support and communication from supervisors.
- Effective communication channels between employees and management are highlighted as crucial for fostering a positive work environment and supporting employee well-being.
- A more supportive and communicative leadership approach is recommended to improve employee
- morale and well-being.

5. Professional Development Opportunities:

- Lovely Professional University offers various professional development opportunities such as workshops, seminars, and training programs, which are valued by employees for enhancing skills and knowledge.
- However, there may be room for improvement in ensuring these opportunities are accessible to all employees and align with their career aspirations and well-being goals.
- Enhancing professional development programs could further contribute to employee satisfaction and well-being.

6. Well-being Recommendations:

- Implementing initiatives to reduce workload, provide adequate resources, and support for managing work-related stress are suggested to significantly improve employee well-being.
- Enhancing communication channels between employees and management, fostering a supportive and inclusive work culture, and promoting work-life balance are recommended steps to enhance employee well-being.
- Tailoring professional development opportunities to meet the diverse needs of employees and aligning them with their well-being goals could further contribute to enhancing overall satisfaction and engagement.

RESULT AND DISCUSSION

Primary Sources of Work-Related Stress:

Participants identified high workload, pressure to meet deadlines, and inadequate resources as significant sources of work-related stress at LPU.

These findings align with the research objective of examining the sources and impact of work-related stress on employees, highlighting specific challenges faced by staff members in managing their workload and coping with workplace demands.

Effectiveness of Organizational Support Systems:

While LPU has some support systems in place, such as counseling services and employee assistance programs, participants indicated that these may not effectively address the diverse needs of employees.

The findings suggest a gap between existing support systems and employees' well-being needs, emphasizing the importance of evaluating and enhancing organizational support mechanisms, as outlined in the research objective to evaluate the effectiveness of existing support systems.

Challenges in Achieving Work-Life Balance:

Participants discussed challenges in balancing work responsibilities with personal life, particularly during peak academic periods.

The findings underscore the complexities of achieving work-life balance within the context of higher education at LPU, aligning with the research objective to explore challenges and strategies associated with work-life balance among employees.

Influence of Leadership Styles:

Employees perceived varying leadership styles within the academic setting at LPU, with some expressing concerns about a lack of support and communication from supervisors.

These findings suggest a potential link between leadership styles and employee well-being, supporting the research objective to investigate the correlation between leadership styles and well-being outcomes.

Professional Development Opportunities:

workshops and training programs, which were viewed positively in terms of skill enhancement and career development.

However, suggestions were made to ensure that these opportunities are accessible and aligned with employees' well-being goals, addressing the research objective to assess the availability and effectiveness of professional development opportunities.

Recommendations for Enhancing Employee Well-Being:

Based on the findings, recommendations were made to implement initiatives aimed at reducing workload, providing tailored support systems, fostering better communication between employees and management, and enhancing the accessibility and relevance of professional development opportunities.

These recommendations align with the overarching research objective to provide actionable recommendations for enhancing employee well-being at LPU and in higher educational institutes in India.

Comparing the findings of the qualitative analysis with existing literature and theories in the field provides valuable insights into areas of convergence and divergence, which can contribute to a deeper understanding of employee well-being in higher educational institutes like Lovely Professional University (LPU).

Convergence with Existing Literature:

Work-Related Stress: The qualitative findings align with existing literature highlighting workload, time pressure, and lack of resources as significant sources of work-related stress among employees in academic settings (e.g., DeFrank & Cooper, 1987; Sonnentag, 2015).

Organizational Support: Consistent with prior research, the analysis underscores the importance of effective organizational support systems, such as counseling services and employee assistance programs, in mitigating work-related stress and promoting employee well-being (e.g., Leka et al., 2015; Shimazu & Schaufeli, 2009).

Work-Life Balance: The challenges identified in achieving work-life balance resonate with existing literature, which emphasizes the struggle to balance work demands with personal life responsibilities, particularly in demanding academic environments (e.g., Michel et al., 2011; Shockley et al., 2017).

Leadership Impact: The findings regarding the influence of leadership styles on employee well-being are consistent with prior research indicating that supportive leadership behaviors contribute to positive employee outcomes, including job satisfaction and well-being (e.g., Avolio et al., 2009; Podsakoff et al., 2014).

Divergence and Novel Insights:

While the qualitative findings generally align with existing literature, they also offer novel insights specific to the context of LPU. For instance, the analysis reveals nuances in the effectiveness of existing support systems and the unique challenges faced by employees in the institution's academic setting.

The identification of specific organizational and cultural factors impacting employee well-being at LPU may diverge from broader trends observed in the literature, underscoring the importance of context- specific investigations.

Additionally, the qualitative analysis may uncover emerging themes or perspectives not extensively addressed in existing literature, such as the role of organizational culture in shaping employee experiences of well-being.

Integration with Theoretical Frameworks:

The qualitative findings can enrich existing theoretical frameworks, such as the Job Demands-Resources Model (JD-R) and Conservation of Resources (COR) theory, by providing empirical support and context- specific insights into the mechanisms underlying employee well-being in higher educational institutes.

By integrating qualitative data with theoretical models, researchers can refine theoretical constructs

and develop more comprehensive frameworks that capture the complexities of employee well-being in academic settings like LPU.

In summary, comparing the qualitative findings with existing literature and theories enhances the validity and robustness of the research findings, highlighting areas of agreement, expansion, and divergence. This integrated approach facilitates a deeper understanding of employee well-being dynamics and informs the development of targeted interventions and strategies to support employees in higher educational institutes.

Integration of Quantitative and Qualitative Findings

The quantitative and qualitative analyses provide complementary perspectives on employee well-being at Lovely Professional University (LPU), offering insights into different facets and underlying dynamics of the phenomenon.

Comparisons:

Descriptive Analysis vs. Qualitative Insights:

Descriptive Analysis: Provides numerical summaries of employee perceptions regarding stress, support, satisfaction, work-life balance, etc. It offers a broad overview of the quantitative distribution of responses.

Qualitative Insights: Offer in-depth explanations and contextual understanding of the factors influencing employee well-being. It delves into the subjective experiences, perceptions, and narratives of employees regarding their well-being.

Correlation Analysis vs. Qualitative Insights:

Correlation Analysis: Identifies statistical relationships between variables, revealing patterns of association among different aspects of employee well-being.

Qualitative Insights: Uncover nuanced interconnections and contextual factors shaping the observed correlations. It provides rich descriptions and explanations for why certain variables may be correlated based on employee experiences and perceptions.

Regression Analysis vs. Qualitative Insights:

Regression Analysis: Identifies predictors of satisfaction with well-being, quantifying the relative importance of different factors in influencing overall well-being.

Qualitative Insights: Offer deeper understanding of how identified predictors operate in real-life contexts, exploring the mechanisms through which organizational support, workload, etc., impact employee satisfaction. It may uncover additional predictors not captured in the regression model and provide insights into their significance.

Contrasts:

Depth vs. Breadth:

Quantitative Analysis: Provides breadth by examining multiple variables across a large sample, offering generalizable insights.

Qualitative Analysis: Offers depth by exploring individual experiences and narratives in detail, providing rich contextual understanding but with less generalizability.

Objectivity vs. Subjectivity:

Quantitative Analysis: Emphasizes objectivity through numerical data and statistical analyses, minimizing researcher bias.

Qualitative Analysis: Embraces subjectivity, allowing participants' subjective experiences and interpretations to shape the findings. It acknowledges the role of researcher subjectivity in data interpretation.

Generalizability vs. Contextualization:

Quantitative Analysis: Aims for generalizability by analyzing data from a representative sample, allowing for broader conclusions applicable to the population.

Qualitative Analysis: Focuses on contextualization, providing detailed insights into the specific context of LPU and the unique experiences of its employees. Findings may not be generalizable but offer rich contextual understanding.

Convergence:

Organizational Support and Well-being: Both quantitative regression analysis and qualitative insights indicate the importance of organizational support in influencing employee well-being at LPU. While quantitative analysis highlights it as a significant predictor of satisfaction with well-being, qualitative data reveal employees' perspectives on the effectiveness of existing support systems and the need for tailored resources.

Workload and Stress: Both data sets converge on the impact of workload on employee stress levels. Descriptive analysis shows a moderate level of stress, while qualitative insights elaborate on the sources of stress, such as high workload and pressure to meet deadlines.

Work-Life Balance: Quantitative correlation analysis shows a positive correlation between work-life balance and satisfaction with well-being, which aligns with qualitative findings indicating challenges in achieving work-life balance during peak academic periods.

Discrepancies:

Feeling Valued by Colleagues: While quantitative analysis suggests moderate levels of feeling valued and appreciated by colleagues, qualitative insights may reveal variations in individual experiences and perceptions regarding peer support and recognition.

Professional Growth Opportunities: Quantitative data indicate moderate opportunities for professional growth, but qualitative analysis may uncover discrepancies between perceived and actual access to relevant development opportunities, potentially highlighting areas for improvement.

Impact of Supervisor Interactions: While both data sets indicate moderately positive impacts of interactions with supervisors on well-being, qualitative insights may provide deeper understanding of specific supervisor behaviors or communication styles that influence employee perceptions.

Implications:

Integrated Approach: The convergence between quantitative and qualitative data on organizational support underscores its critical role in enhancing employee well-being. This highlights the importance of implementing targeted interventions to improve support systems based on both quantitative trends and qualitative employee feedback.

Contextual Understanding: Discrepancies between data sets emphasize the importance of contextualizing quantitative findings with qualitative insights. This underscores the need for mixed- method approaches to gain a comprehensive understanding of employee well-being, enabling organizations to address nuanced challenges effectively.

Tailored Interventions: Understanding convergence and discrepancies between data sets allows for the development of tailored interventions that address specific needs and challenges identified through both quantitative and qualitative analyses. This holistic approach can maximize the effectiveness of initiatives aimed at promoting employee well-being at LPU.

The comprehensive research on employee well-being in higher educational institutes, with a specific focus on Lovely Professional University (LPU) in India, provides valuable insights into the factors influencing the well-being of academic staff. Through a mixed-methods approach involving both quantitative and qualitative analyses, several significant

findings have emerged, shedding light on various aspects of employee well-being and its determinants within the context of higher education.

The quantitative analysis revealed moderate levels of stress among LPU employees, with workload, organizational support, work-life balance, and supervisor interactions playing crucial roles in shaping their overall satisfaction with well-being. Correlation and regression analyses further elucidated the relationships between different variables, highlighting the importance of organizational support, workload management, and positive supervisor interactions in predicting satisfaction with well-being.

Complementing the quantitative findings, the qualitative analysis provided deeper insights into the sources of work-related stress, challenges in achieving work-life balance, and the impact of leadership styles on employee well-being at LPU. The qualitative data emphasized the need for tailored support systems, effective communication from supervisors, and opportunities for professional development to enhance employee well-being effectively.

Collectively, these findings underscore the complex interplay of organizational factors, workload dynamics, leadership

styles, and personal experiences in shaping employee well-being within higher educational institutes like LPU. The research contributes to a broader understanding of the unique challenges faced by academic staff and provides actionable recommendations for improving employee well-being in similar contexts.

CONCLUSION

In conclusion, the study highlights the importance of prioritizing employee well-being in higher educational institutes and underscores the need for proactive measures to address sources of stress, promote work-life balance, and foster supportive work environments. By implementing targeted interventions informed by the research findings, academic institutions can enhance employee satisfaction, productivity, and overall organizational performance, ultimately contributing to the well-being of both faculty and the institution as a whole.

FUTURE RESEARCH DIRECTIONS

Based on the findings of our data analysis, several potential avenues for future research could be explored to deepen our understanding of employee well-being in higher education institutions like Lovely Professional University (LPU):

Longitudinal Studies: Conduct longitudinal studies to examine the trajectory of employee well-being over time. This would allow researchers to understand how various factors influence changes in well- being and identify potential interventions for sustaining or enhancing well-being in the long term.

Comparative Studies: Compare the well-being of employees across different departments or roles within LPU to identify variations in stressors, support systems, and overall satisfaction. Understanding these differences can inform targeted interventions tailored to specific employee groups.

Qualitative Exploration: Further qualitative exploration through in-depth interviews or focus group discussions can provide richer insights into the experiences of employees at LPU. Exploring individual narratives and perspectives can uncover nuances that quantitative analyses may overlook.

Intervention Studies: Implement and evaluate interventions aimed at improving employee well-being within higher education settings. These interventions could include stress management programs, leadership training for supervisors, or initiatives to promote work-life balance.

Cross-Cultural Studies: Extend the research to compare employee well-being across different higher education institutions in India or internationally. Investigating cultural differences in work-related stressors and support systems can enhance our understanding of universal versus context-specific factors influencing well-being.

Technology and Well-being: Explore the role of technology in supporting employee well-being within higher education institutions. Investigate the impact of remote work arrangements, digital communication tools, and online resources on stress levels and work-life balance.

Student-Faculty Relationships: Investigate the relationship between student-faculty interactions and employee well-being. Understanding how faculty members' interactions with students affect their stress levels and overall job satisfaction can inform strategies for improving these interactions.

Organizational Climate: Examine the organizational climate and culture at LPU and its influence on employee well-being. Assess factors such as communication channels, leadership styles, and organizational policies to identify areas for creating a supportive work environment.

By pursuing these avenues for future research, scholars can further advance our understanding of employee well-being in higher education institutions like LPU and contribute to the development of evidence-based interventions to support the well-being of faculty and staff.

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