

Chapter 3

Are Employees Satisfied and Positive Towards Life?

From the Perspective of Subjective Wellbeing

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ABSTRACT

Most of the organizations are mainly focusing on both the physical and mental wellbeing of the employees. There is not much research happening in the concept of subjective well-being. The chapter mainly focuses on the conceptual definition of the term. Also, examines the effective and cognitive aspects of subjective well-being. It also focuses on the factors where the factors focus on personal and organizational factors and outcomes that are related to the concept of subjective wellbeing. This chapter also gives some insights into managers on the importance of the subjective wellbeing as a concept in the organization and how it fosters the over wellbeing of the individual as well as organization

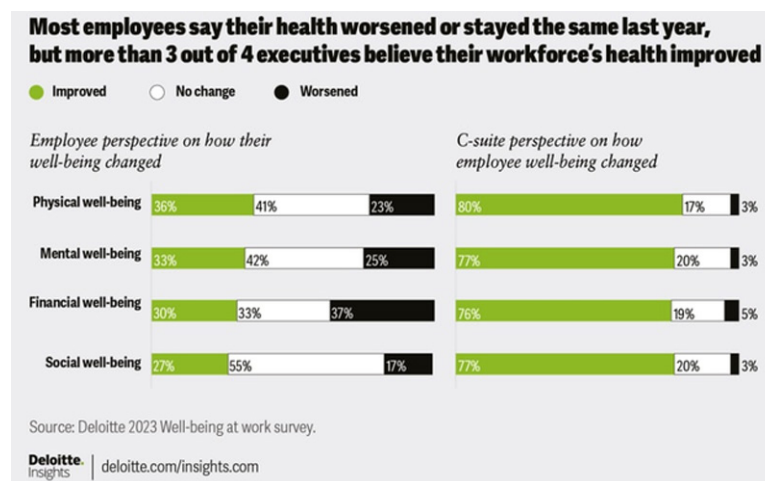
INTRODUCTION

During the post-pandemic period, employee well-being became an important focus of the area in organizational development by most of the corporate leaders. This focus is recognised after understanding the crisis faced by employees due to well-being, which leads to mental health and work dynamics. Considering the condition of employees as a serious concern, the organization started investing more in wellness programs, YOGA, and employee engagement programs and started the concept of flexible working arrangements. The particular initiative is mainly helping the employee to adapt easily to changes after the post-COVID era. For Example, the survey conducted by Deloitte in 3150 employees by collaborating with a research firm revealed that many employees in the organization were facing very low well-being. The results of low well-being showed very low health conditions among the employees and these health conditions remained in the same form for most of the employees. This indeed effects productivity, performance, and motivation for staying in the organization by employees. It also effects their life satisfaction, and cognitive and emotional well-being. Also, detailed action plan on mental

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health between the years 2013-2030 conducted by World Health Organization specifies that one of the most important remedies to improve mental well-being among all citizens is through taking care of individuals with mental disabilities and avoiding or reducing situational factors that can cause mental disorders (WHO, 2021 cited in Martín-María, Lara & Forsman, 2023). This leads to the understanding that well-being has been traditionally viewed as a key to the creation and maintenance of healthy and productive societies. To achieve this many nations and most of the organizations rely on objective and subjective aspects of well-being.

Figure 1. The survey conducted by Deloitte named the well-being at work survey



(Fisher, Silvergate, Bordeaux, & Gilmartin, 2023)

Definition Of Subjective Well-Being

Wainer Wilson 1967 presented a paper named “Correlates of Avowed Happiness” where gives a very broad idea of subjective well-being on the basis of limited knowledge that Wilson was able to collect during that period, he stated that Happy person was “young, healthy, well educated, well paid, extroverted, optimistic, worry-free, religious, married person with high self-esteem, job morale, modest aspirations, of either sex and of a wide range of intelligence” (Wilson,1967). Based on the review of Wilson (1967) the concept of subjective well-being started evolving.

Ed Diener and colleagues in 1999 coined the term Subjective well-being (SWB) as a broad concept and defined the term as a “phenomenon that includes a person’s emotional reaction, domain satisfaction and global judgement of life satisfaction”

In the book written by Ed Deiner 2009 who is considered the leading researcher in the area of subjective well-being research area states SWB is “An individual’s feeling and thinking of one’s own life is desirable regardless of how others see it”. The brief description of the term gives more importance to the thinking and feeling aspects of SWB.

Feeling pertains to the emotional or effective aspect (EMO) of subjective well-being (SWB), where experiencing more positive emotions than negative ones results in higher SWB.

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