Research Paper

Workplace, Social, and Subjective Well-Being from Perspective of Migrant Working Professionals in Bangalore

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ABSTRACT

The aim to the study was to understand meaning of terms – 'Workplace Well-Being', 'Social Well-Being', and 'Subjective Well-being' from the perspective of migrant working professionals in Bangalore. The sample included 20 migrants who are working professionally in corporate sector as well as residing in Bangalore. The data was collected using Semi-Structured Interview for which a schedule was prepared. The participants were inquired about each variable's understanding, factors to be considered, and what can be done to achieve their expectations. The results were then analyzed using Thematic Analysis and each theme formed a factor. The findings were discussed and compared with existing literature.

Well-Being as a variable is quite versatile which is evident in recent studies, where it is being studied with Gender Roles & Generational Difference (Camilo, R., & Minas, M., 2023); with Tourism (Balderas-Cejudo, A., & Patterson, I., 2023); In Adolescents with Experience of Physical Bullying (Ramadhana, M. R., Setyorini, R., & Soedarsono, D. K., 2023); and In Midwifery Profession (Mharapara, T. L., et. al; 2023), to name a few. Here, studies majorly focus on how well-being acts as a variable. However, the subjective definition of well-being has also become an area of interest. Ahil, N., Hirisave, U., & Mehrotra, S. (2022) conducted study aimed at understanding well-being from the perspective of adolescents found that adolescents conceptualize well-being from both hedonic and eudemonic perspectives. It turns out that they consider both external and internal reasons for well-being. The majority of participants indicated that spending leisure time and having good social support promotes well-being. This was partially supported by another study (Vujčić, et.al.2018) on children and young people's perceptions of well-being. However, there is no such research done to understand the term from the perspective of migrant working professionals.

As per the census of 2011 and data released by Office of the Registrar General & Census Commission (Bangalore), almost half of the Bangalore Urban population is classified as

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'migrant'. The primary reason behind this huge migration is considered to be the job opportunities available in this Silicon Valley of India. This cosmopolitan city attracts people from various professional backgrounds to move here, leaving behind their homes. This can be a very stress-inducing phenomenon, which can take toll on an individual's mental health (Bhugra, 2004). Hence, it is important to study Well-being of and from perspective of these people.

The major change that takes place in an individual's life while moving cities is majorly living without family. This transforms one's social sphere and hence affecting one's social well-being. Therefore, in this study, Social Well-Being becomes one area of interest. Social Well-Being can be defined as a state of well-being characterized by acceptance, actualization, contribution, coherence, and integration with others (Keyes,1998). Thus, as proposed by Keyes, these become five dimensions to social well-being i.e. social integration, social contribution, social coherence, social actualization, and social acceptance. Social integration includes feelings of unity, belongingness and having something in common with other members of society and community. Sense of efficacy and responsibility constitutes the second dimension to social well-being i.e. social contribution. Social coherence broadly refers to how an individual realistically perceives the social world around them and the meaningfulness of their life. Social actualization is evaluation of the future, fate and potential of the society. Lastly, social acceptance is having a positive evaluation of character and qualities of other people in society and view of human nature. Thus, healthy individuals, in their social context, feel integrated in the society, responsible towards the society, have realistic view of society, have faith in society's potential growth, and have positive view of human nature.

In another perspective, social well-being can be defined as the way an individual gets along with others, how others perceive with the individual, and the way an individual interacts with societal norms and institutions (Mc Dowell & Newell,1987). According to McDowell & Newell, there are two elements to social well-being, namely- social adjustment and social support. The social adjustment can be considered to include satisfaction with relationships, performance in social roles, and adjustment to the environment. Social support, on the other hand, includes a number of connections one can trust and rely on, as well as satisfaction with those connections. This takes into account both the quality and quantity of the connections. This social support can come from anywhere, be it friends, family or colleagues.

Work, most of the time, in such cases, is the sole reason for migration, hence workplace well-being was chosen as another variable. Chartered Institute of Personnel and Development (2007) defines wellbeing at work as "creating an environment to promote a state of contentment which allows an employee to flourish and achieve their full potential for the benefit of themselves and their organization" Workplace wellbeing encompasses all facets of working life, from the physical environment's quality and safety to employees' attitudes toward their jobs, their working environment, the culture at work, and work structure.

Also, it becomes interesting to see how individuals see and assess their lives, as well as certain areas and activities within them. Hence, Subjective well-being becomes another variable for this study. Subjective wellbeing (SWB) is frequently confused with what the general public refers to as 'happy' and is regarded to be a combination of positive and negative affect and life satisfaction (Diener, Oishi& Lucas, 2003; Shmotkin, 1998). As the

name suggests, it is subjective evaluation of an individual about their own well-being. An especially noteworthy and well-documented discovery in this field is that a person's level of Subjective Well-being is maintained at a "set-point" (e.g. Cummins, 1995; Headey & Wearing, 1989; Lucas, Clark, Georgellis & Diener, 2003). That is, regardless of the time difference between the two assessments, a person who reports a high level of Subjective Well-Being at Time 1 is likely to report a similar degree of wellbeing at Time 2.

The purpose of this study is to understand the meaning of the terms 'Workplace wellbeing', 'social well-being' and 'subjective wellbeing' from the perspective of migrant working professionals in Bangalore. This will further benefit in understanding of these terms from certain perspectives, help in policy making by the employers, give better understanding about the lives of people who move cities for employment, and theoretical advancement of the terms.

METHODOLOGY

Objectives
The objectives of this study are
- To understand Workplace Well-Being from the perspective of migrant working professionals.
- To understand Social Well-Being from the perspective of migrant working professionals.
- To understand Subjective Well-Being from the perspective of migrant working professionals.

Sample
The sample comprised of twenty migrant working professionals in Bangalore. The professionals were selected from the corporate sector, who are currently residing in Bangalore from last one to five years and are not living with any member of the family. The criteria also required it to be there first migration and offline work settings. Convenient Sampling Technique was used in order to gather the sample.

Instruments
1. **Socio-demographic data sheet:** The socio-demographic data sheet included Name, Contact information, Age, gender, Occupation, Position & Organization, Qualification, Hometown, Questions regarding their eligibility criteria, Availability for the interview, and consent form.
2. **Semi-structured Interview Schedule:** A semi-structured interview schedule was prepared which consisted of questions about
   - their understanding of the term well-being
   - their understanding of all three variables;
   - factors to be considered in all three variables;
   - what can be done to achieve their expectations of these terms.

Research Design
Qualitative Research Design is used for the study. The data was collected using Semi-Structured Interview and analysed using Thematic Analysis.

Procedure

The participants were first asked to fill the socio-demographic data sheet which also included consent form. The participants were informed of the estimated duration (15-20 mintues) and mode of the interview i.e., telephonic and their availability was confirmed for the same. Depending on participant's availability, they were contacted for the telephonic interview which ranged from 10-30 minutes. The participants were informed about the study, and its purpose; and the interview was recorded with their permission. The recorded interviews were then transcribed and codes were formed. The codes were further categorized under specific themes which became the factors included in each variable. The results were then organized and discussed.

RESULTS & DISCUSSION

Table No. 1 Factors considered in Workplace Well-Being

Sample	Factors	No. of participants	Percentage
20	Co-workers	10	50%
	Work-life balance	9	45%
	Cohesion building activities	5	25%
	Initiative & Policy by management	11	55%
	Freedom to express	7	35%
	Healthy environment	15	75%
	Job Satisfaction	11	55%

Table 1 shows common factors considered by the participants while defining workplace well-being. It is clearly indicated that Healthy Environment at workplace is the most common factor which is responded by 75% of the participants. Job Satisfaction and Initiative & Policy by Management are other common factors considered, both responded by 55% of the participants each. Co-workers is another leading factor considered by 50% of the respondent. Work-life balance, another major factor, was considered by 45% of the participants. Other common factors include- Cohesion Building Activity and Freedom to Express responded by 25% and 35% participants respectively.

The most popular factor of Workplace well-being identified in this study is 'Healthy Environment' considered by three-fourth of the participants. The reason could be that the unrealistic expectations, particularly during organizational reorganisations, which may subject workers to unhealthy and unjustified pressures, can be a major cause of stress and suffering. An employee may genuinely get physically and emotionally exhausted as a result of an increased workload, exceedingly long workdays, and tremendous pressure to perform at the top of one's game constantly for the same compensation (Rajgopal,2010). Uncomfortable working circumstances, job overload, a lack of control over the work process, and plain monotony are additional sources of workplace stress (McLean, 1986) which could have influenced the participant's response.

'Job satisfaction' is another leading factor. This reason behind this could be that it is believed that job satisfaction is one of the determinants of overall life satisfaction (Rode, 2004). Equally competing factor to 'Job Satisfaction' is 'Initiatives and Policies by the management'. To name a few- giving appreciation, recognition, rewards; employee benefits;

policies suitable for each individual; building hostels in IT parks; are some of the varied responses given by the participant that should be considered in workplace well-being.

For half of the respondents, 'Co-workers' made major impact in their understanding of workplace well-being. The participants reported the need to be surrounded by supportive, productive, and friendly colleagues. Dealing with an unpleasant coworker can be a little more challenging because their performance is frequently compared to one's (Rajgopal,2004).

'Work-life balance' is considered a crucial theme here as well by nearly half of the participants. In corporate sector, work demands working long hours, working hard, and working a majority of the time. The quality of home and family life is impacted by longer work hours and high job intensity or pressure, which can cause exhaustion, anxiety, or other negative physiological effects (White et al., 2003). Hence, striking a work life balance seems to be an important goal of the participants.

Table No. 2 Factors considered in Social Well-Being

Sample	Factors	No. of participants	Percentage
20	Inclusion	6	30%
	Pursuing shared Interests	9	45%
	Forming relations	7	35%
	Maintaining relations	9	45%
	Treatment by others	6	30%
	Feeling towards one's social life	8	40%
	Networking	5	25%
	Socially Righteous	8	40%

Table 2 shows common factors considered by the participants while defining Social Well-being. In Social Well-Being, the most common factors are Maintaining Relations and Pursuing Shared Interests which were responded by 45% of the participants each. These factors were followed by Feeling towards One's Social Life and Being Socially Righteous reported by 40% of participants each. Apart from these, Forming Relations (35%), Inclusion (30%), Treatment by others (30%), and Networking (25%) are also included in the factors to be considered.

The factors found in this study can be interestingly compared with the five dimension of well-being given by Keyes- Social Integration, Social Contribution, Social Coherence, Social Actualization and Social Acceptance. As suggested earlier, Social Integration includes feelings of unity, belongingness and having something in common with other members of society and community. The themes 'Inclusion' and 'Pursuing shared Interests' that have emerged in this study can somewhat belong to the Social Integration dimension. Social contribution is closely related to 'socially righteous' wherein sense of efficacy and responsibility are considered. The theme- 'treatment by others' can be compared with Social Coherence as in this theme the focus is on individual's perception of world around them. Although, anything related to meaningfulness in life is not mentioned by any participant in the study. Therefore, Social Coherence and 'Treatment by others' cannot be completely related. 'Feeling regarding one's social life' is the closest that can come to Social acceptance dimension; only in the case where feelings are positive. Nothing related to Social-

actualization is mention by the participants. Other discrepancy could include that 'Forming Relations', 'Maintaining Relations' or 'Networking' are the factors considered by the participants but they do not belong to any dimensions given by Keyes.

Table No. 3 Factors considered in Subjective Well-Being

Sample	Factors	No. of participants	Percentage
20	Work-life components	11	55%
	Social life components	7	35%
	Hobbies	8	40%
	Time and resources	6	30%
	Growth	4	20%
	Health	4	20%
	Self-qualities	10	50%
	Happiness	6	30%
	Life Satisfaction	2	10%
	Environment	6	30%

Table 3 shows common factors considered by the participants while defining Subjective Well-being. The most popular factor here is work-life component which was responded by 55%, followed by self-qualities with 50% responses. Leisure activities is also considered major factor responded by 40% of the participants. 35% of the participants considered Social-life components. Time and resources, Environment, and Happiness are also some of the factors, each responded by 30% of the population. Other factors include Growth (20%), Health (20%), and Life Satisfaction (10%).

Subjective well-being refers to how people evaluate their lives, both in general and in specific domain. There is widespread agreement that Subjective Well-being is composed of three elements that reflect the combination of cognitive process and affective processes. These elements are (i) life satisfaction; (ii) the presence of positive affect; and (iii) the absence of negative affect (Diener, 1994). In this study, comparison of this widely accepted definition is done with understanding of the term 'subjective well-being' by migrant working professionals.

Previous research findings have shown that subjective well-being contributes to economic and professional success (Graham &Pettinato, 2002; Marks & Fleming, 1999). In this study, it is found that the professional life i.e., 'Work life components' also contribute to subjective well-being. Though, it might be limited to this particular population.

No less than half of the participants had inner locus of control when describing subjective well-being as they mentioned 'Self Qualities' like having motivation, goals, peace, discipline, stability, optimism, balance to be an important factor of well- being. 'Leisure Activities' was reported as another major factor while describing subjective well-being because they provide opportunities to meet life values and needs. People improve their quality of life by engaging in leisure activities, which also foster social connections, positive emotions, and the acquisition of new skills and knowledge (Brajsa-Zganec, Merkas, Sverko, 2011).

'Having romantic relationships, social support, being around with people having similar interests, having boundaries, social environment, helping those in need' are some of the responses by the participant which are combined under an umbrella term of 'Social life components'. These are quite subjective to the individual.

Having positive and healthy 'Environment' components was reported by six participants. This included responses like 'Physical and mental well-being of those around us, people around us are happy, choosing environment wisely, surrounded with positive people'. This supports the evidence that a person's happiness may depend not just on their success but also on the happiness of people around them, so meeting the needs of others may have an impact on a person's happiness in addition to meeting their own needs (Cacioppo, J. T., Fowler, J. H., & Christakis, N. A., 2009).

Earlier mentioned popular definition of Subjective Well-Being has not been strongly supported by this study. Only 30% of the participants took into account 'Happiness' (positive affect) as a factor and only 10% considered 'Life satisfaction'.

Participants valued having enough 'Time and Resources' as a factor for well-being. But it has been shown that even with unspecified amount of free time and money, people's levels of resource value and the ways in which they spend their free time and money can have a big impact on how their well-being is (Kahneman & Deaton, 2010; Kasser & Ryan, 1993; Kasser & Sheldon, 2009).

CONCLUSION

The findings of this study somewhat differ from the existing data. Therefore, it is important to keep the terms related to well-being updated as per different population which will make the further studies with the same variable and the population more accurate. It will give insights to corporate in their policy making as the study mentions what seems to be important for the employees. It gives better understanding about the priorities in lives of people who move cities for employment. This study will also help in theoretical advancement of these terms. However, the study does not evaluate the causal factors between the responses and variables. Also, some of the outlier responses are also not accounted for in this study. The results cannot be universally accepted.

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Conflict of Interest

The author(s) declared no conflict of interest.