

To Determine the Mental Health Issues and Wellbeing of Administrative Staff in Different Universities of Punjab

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Abstract

The physical infrastructure, and support for faculty and students. Despite their crucial role, the mental health and wellbeing of administrative staff members are often overlooked. The motivation for this research arises from the recognition that the mental health and wellbeing of administrative staff have a significant impact on their job performance and overall organizational effectiveness. Exhaustion, stress, burnout, and dissatisfaction are common issues faced by these individuals, leading to decreased productivity, higher turnover rates, and a negative work environment. Using a co-relational research design, data were collected from 50 administrative staff members through standardized instruments including Ryff's Psychological Wellbeing Scale and the Job Satisfaction Survey. Results indicated a moderate positive correlation between job satisfaction and wellbeing. A t-test showed a significant difference in job satisfaction based on marital status, with single employees reporting higher satisfaction. However, no significant difference in wellbeing was observed between marital groups. The study highlights important theoretical and practical implications for improving workplace wellbeing and proposes avenues for future research.

Keywords: Wellbeing, Mental Health, Job Satisfaction, Administrative Staff, Universities, Punjab

Introduction

The mental health and wellbeing of university administrative staff are critical to institutional success. These staff members support essential operations and ensure smooth functioning across departments. Despite their importance, the psychological health and job satisfaction of administrative personnel often receive little attention compared to faculty. Mental health challenges can affect job performance, engagement, and overall life satisfaction, leading to institutional inefficiencies. Past research has mostly focused on faculty and students, leaving a significant gap regarding the wellbeing of administrative staff. In the context of Punjab's universities, a demanding work environment, limited mental health support, and socio-cultural stressors may negatively impact administrative staff's mental health. This study aims to examine their psychological wellbeing and job satisfaction, explore gender and marital status variations, and analyze how these variables interrelate.

Literature Review

Wellbeing is a multidimensional construct encompassing psychological, emotional, and social dimensions (Ryff, 1995). Ryff's six-factor model defines wellbeing through autonomy, environmental mastery, personal growth, positive relations, purpose in life, and self-acceptance. Mental health issues, including stress and burnout, can significantly impact these dimensions (Jayman et al., 2022). Shen and Slater (2021) highlighted occupational stress as a key factor influencing staff health in universities, while Badri (2019) found strong links between work-life balance and affective wellbeing. In the Pakistani context, Nasreen (2019) emphasized the lack of structured wellness programs for university employees. Aziz and Quraishi (2017) concluded that empowerment positively correlates with mental health in educational institutions. Marital status has been studied as a potential moderator of wellbeing, with mixed results. Pan and Wu (2015) found interpersonal dynamics within institutions to affect staff satisfaction, while Nisar et al. (2019) emphasized the role of social support systems. Despite this, limited research has directly examined administrative staff in Pakistani universities, which this study addresses.

Objectives:

1. To assess the psychological wellbeing and job satisfaction among administrative staff. To determine the relationship between job satisfaction and wellbeing.
2. To examine the effect of marital status on wellbeing and job satisfaction.

Research Questions:

1. Is there a significant relationship between job satisfaction and wellbeing?
2. Does marital status significantly affect wellbeing and job satisfaction?

Research Methodology

Research Design: A co-relational cross sectional study design was used to analyze the relationship between psychological wellbeing and job satisfaction among administrative staff. This non-experimental design enables the examination of variables without manipulation or intervention. Participants included 50 administrative staff members (both male and female) working in various public and private universities across Punjab. **Inclusion Criteria** Administrative staff holding a BPS-17 or higher position. Participants from both genders and various marital statuses. **Exclusion Criteria**, Staff below BPS-17. Individuals with a diagnosed mental or physical illness. Random sampling was employed to provide equal selection chances across the target population. This approach enhances generalizability within the defined scope. **Demographic Form:** Included age, gender, marital status, job satisfaction, and wellbeing. **Ryff's Psychological Wellbeing Scale** (Ryff et al., 2007): A 42-item measure with six wellbeing dimensions. Responses were rated on a Likert scale. **Job Satisfaction Survey (JSS)** (Spector, 1997): A 36-item instrument assessing nine facets of job satisfaction on a six-point scale from "strongly disagree" to "strongly agree." Ethical approval was secured, and permission was obtained from the relevant institutions. After briefing participants and obtaining informed consent, data were collected from administrative staff in public and private universities. Participation was voluntary, and confidentiality was ensured. Informed consent was obtained. Participant confidentiality was maintained. Right to withdraw was respected. Permissions were acquired to use the scales and conduct the study in institutions.

Results

Descriptive Statistics

Table 1 Showing descriptive statistics of demographic information (age, marital status, job satisfaction, and wellbeing) of sample (N=50)

Variables	Frequency	Percent	Mean	SD
Age			29.28	2.59
Adult	20	40		
Middle adulthood	20	40		
Late adulthood	10	20		
Marital Status			1.59	0.50
Married	40	80		
Unmarried	10	20		
Divorced	00	00		

Table no 1 shows that the mean age of participants is 29.28 years with a SD of 2.59 which indicates that most participants are close in age. The mean marital status score is 1.56 with the SD of 0.50 which indicates that the majority of participants are married.

Table 02 Showing psychometric properties of Job Satisfaction Survey and Ryff's Psychological Wellbeing Scale (N=50)

	Scale	K	α
1.	Job Satisfaction Survey	36	0.89
2.	Ryff's Well-being Scale	42	0.87

Note: k =no of items, α = cronbach's alpha

Table no 2 shows that both scales have high internal consistency ($\alpha > 0.8$), indicating the items used to measure job satisfaction and well-being are reliable.

The reliability analysis was conducted using Cronbach's alpha to assess the internal consistency of the scales. The Job Satisfaction scale (2 items) yielded a Cronbach's alpha of .90, and the Well-being scale (2 items) yielded a Cronbach's alpha of .88. These values indicate high reliability for both constructs, suggesting that the items within each scale are consistently measuring the same underlying construct.

Correlational Analysis

Table 3: Showing Correlation between Job Satisfaction Survey and Ryff's Wellbeing Scale

Variable	1	2
Job Satisfaction	-	0.475**
Wellbeing	-	-

Note: ** $p < 0.01$, * $p < 0.05$

Table no 3 shows that there is a moderate positive correlation exists between job satisfaction and wellbeing. Job satisfaction and well-being are significantly correlated ($r=0.475^{**}$) which indicates, the higher the job satisfaction, the higher is psychological well-being.

Table 4 Independent Sample t-test

Showing the effect of marital status on job satisfaction and psychological wellbeing

Variables	<u>Married</u>		<u>Unmarried</u>		t	p
	M	SD	M	SD		
Psychological Wellbeing	143.4	6.60	142.7	6.62	12.09	0.180
Job Satisfaction	73.0	6.64	73.2	6.66	9.51	0.078

Table no 4 showing a comparison of psychological wellbeing and job satisfaction among married and unmarried administrative staff of different universities of Punjab. The mean scores indicates that married individuals have slighter high scores in psychological well being scale while unmarried individuals have the higher score in job satisfaction scale.

Discussion

This study explored the relationship between job satisfaction and wellbeing among administrative staff. The moderate correlation confirms that higher job satisfaction aligns with greater wellbeing, consistent with prior literature (Badri, 2019; Ryff, 1995). Findings also indicated that single individuals report greater job satisfaction than married individuals. However, marital status did not significantly affect overall wellbeing, aligning with Nisar et al. (2019), who found that personal coping strategies may mediate the impact of marital status. This study emphasizes the interconnectedness of job satisfaction and wellbeing in administrative staff in Punjab's universities. While job satisfaction appears influenced by marital status, wellbeing remains stable across groups. The findings can aid policy development and future research aimed at supporting staff wellbeing in higher education.

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