

## Well-Being Among Administrators: An Empirical Study



DR. SUMANTH S. HIREMATH\*

\*Associate Professor, Department of Sociology, Rani Channamma University, BELAGAVI, Karnataka, INDIA  
Email: [sumanthhiremath@gmail.com](mailto:sumanthhiremath@gmail.com), ORCID ID: <https://orcid.org/0000-0003-4818-5801>

### Abstract

Well-being, encompassing mental, physical, and social dimensions, is essential for the effective functioning of administrators who have moved to urban area due to career demands and official postings. This study explores the mental well-being of administrators residing in Belagavi city (India), emphasizing the interplay of migration-related challenges, occupational stress, and living conditions. Employing a descriptive-analytical design with primary data from 19 administrators, the research examines demographic factors, subjective well-being indicators, housing adequacy, and sources of stress relief. The findings reveal that administrators aged 31–40 and female migrants experience heightened stress due to work demands and dual responsibilities, compounded by inadequate housing and limited social support. The study applies functionalist, conflict, and symbolic interactionist perspectives to interpret these outcomes, highlighting structural inequalities and social identity negotiations. Recommendations call for gender-sensitive workplace policies, institutional wellness programmes, affordable housing solutions, and strengthened social networks to improve well-being and sustain urban administrative efficiency.

**Keywords:** Well-being, administrators, migration, urban, stress, quality of life

### Introduction

Well-being is a multifaceted notion that is crucial to an individual's overall health and performance. Beyond one's physical well-being, it involves mental, emotional, and social life that determines life satisfaction as well as functioning socially (Diener, Oishi, & Tay, 2018). In the wake of rapid urbanization and mobility, migration has emerged as a determinant factor influencing well-being, particularly among professionals whose jobs are critical to the functioning of institutions. Administrators in urban setup are a classic case of this group, frequently relocating for professional needs and official duties.

Urban migrants have particular vulnerabilities, including social isolation, housing insecurity, cultural differences, and occupational stress. These are likely to cause mental harm, leading to anxiety, depression, and burnout. Not only does this decrease individual well-being, but it also impacts organizational performance and service delivery. Even though administrators play a pivotal role in governance and urban management, their well-being tends to go unnoticed, especially for cities such as BELAGAVI city, which lack the large support structures present in megacities.

This research is designed to explore the well-being of Belagavi city (India) administrators. It will examine how migration pressures interact with job and environmental stressors. Through exploration of demographic variables, work and residence conditions, and support from others, the paper hopes to discover principal factors that affect well-being and propose a means of enhancing resilience and productivity in this vital professional community.

### Conceptual Framework

This study is informed by a conceptual framework that synthesizes three major dimensions of well-being to get the fullest possible picture of the complicated circumstances facing migrant administrators.

**1. Subjective Well-Being (SWB):** Drawing from Diener's (1984) research, SWB encompasses how individuals perceive and evaluate their own lives in emotional and cognitive ways. It encompasses life satisfaction and the ratio of positive to negative emotions. It is a concept centered on individual happiness, which is crucial in understanding mental health outcomes in periods of occupational and migration stress.

**2. Psychological Well-Being (PWB):** Based on Ryff's (1989) model, PWB emphasizes six critical factors: autonomy, environmental mastery, personal growth, being close to others, purpose in life, and self-acceptance. This model perceives well-being as a process of growth through self-realization and competence that is usually tried during migration and occupational transitions.

**3. Quality of Life (QoL):** The WHO's (1997) quality of life model situates well-being in social, cultural, and environmental contexts. It concentrates on how people perceive their position in life with regard to their goals, expectations, and cultural values. This dimension captures how external elements such as housing, social support, and urban infrastructure affect mental health.

By integrating these views, the study considers both individual experiences and environmental conditions, which cater to the intricate nature of migrant administrators' well-being.

### **Sociological Theoretical Views and Interpretation**

Sociological theories offer useful paradigms to analyze how social structure, power relations, and human interaction influence the well-being of Belagavi city's migrant administrators.

#### **1. Functionalist Perspective:**

As Parsons (1951) postulated, society functions through interdependent components that cooperate. Administrators play critical roles in institutions; they are agents of social order and governance. When these workers experience stress, burnout, or deteriorating well-being, this may impede bureaucratic efficiency and delivery of public services. For instance, excessive absenteeism or job dissatisfaction among stressed administrators may cause delays in public projects in the Belagavi city. This indicates social problems that call for institutional intervention such as wellness programs and proper housing programs to reestablish equilibrium.

#### **2. Conflict Perspective:**

Marx's (1867) conflict theory identifies inequality and disparities in power as significant social forces. Migrant administrators in Belagavi city face several inequalities. Women carry double burdens of professional and home jobs. Junior staff have insecure jobs and substandard housing. One female administrator stated having to decline social invitations due to unsafe travel in the evening. This is both an indicator of gender vulnerability and systemic indifference. It demonstrates the structural disadvantages which exacerbate mental health conditions among lower groups, highlighting the importance of equity-oriented policies, gender sensitivity, and the redistribution of resources.

#### **3. Symbolic Interactionist Perspective:**

Mead (1934) highlights the way individuals construct meaning through social interactions, which define their identity and well-being. Migrant administrators operate with multi-layered identities as professionals, migrants, and men or women, which affect their psychological resilience. For example, a young female administrator demonstrated how office peer support groups became central to fighting cultural alienation feelings. This indicates the way social interactions can facilitate stress reduction through feelings of belonging and positive self-concepts.

These three views collectively provide a solid basis for comprehending how institutional operations,

systemic disparities, and individual social situations shape the well-being of migrant administrators. They imply that interventions must involve not only organizational adjustments but also social support improvements.

### **Review of Literature**

Migration influences mental health via many stressors, such as social dislocation and economic alterations (Bhugra, 2004). Workplace well-being research identifies workload intensity, job control, and working relationships as primary determinants of mental health (Warr, 2013). Urban residency introduces environmental stress, housing shortages, and traffic congestion, each affecting psychological well-being (Evans, 2003). Women's migration makes it more complicated, since women tend to hold dual roles and face greater stress (Misra & McMahon, 2006). Current studies on well-being favor structural reforms over mere coping mechanisms at the individual level (Diener et al., 2018). This piece of research extends previous work in an under-researched urban-administrative context.

### **Aims of the Study**

1. To investigate and quantify the mental well-being of migrant administrators residing in Belagavi city through subjective as well as objective measures.
2. To analyze how working and living environments of administrators are associated with their health in keeping with demographic and migration factors.

### **Methodology**

The study employed a descriptive-analytical design based on primary data gathering, 19 (Nineteen) administrators currently residing in Belagavi city (India) were selected using simple random sampling, both men and women in order to reflect gender portrayal.

Data were gathered through a standardized questionnaire that captured demographic information, migration background, indicators of well-being such as stress levels and life satisfaction, work-related factors like working hours and occupation, standard of living such as housing adequacy and social support, and sources of emotional and psychological well-being in relation to work-stress.

The data was interpreted using descriptive statistics, simple averages and percentages, and qualitative insights based on open-ended remarks to enrich thematic appreciation.

### **Findings and Discussion**

#### **1. Demographic Profile and Age Structure:**

The age structure revealed:

- Age below 30 years: 5 respondents (26%)

- 31–40 years: 8 respondents (42%)
- 41–50 years: 4 respondents (21%)
- 51 years and above: 2 respondents (11%)

The 31–40 years old category administrators suffered the highest stress levels (70%), managing work responsibilities and family care requirements. The younger administrators, though optimistic and adaptable, reported chronic loneliness and inability to cope with financial pressures. The 41 years and above category had higher physical health problems, such as hypertension and arthritis, lowering general well-being.

## **2. Indicators of Well-being, Living, and Working Conditions:**

More than half of the employees (53%) indicated high levels of stress, which were generally associated with workload, long working hours, and household responsibilities. Those who gave an assessment of life satisfaction indicated that 31% were highly satisfied, 42% middle, and 27% low. Physical health was rated as good only by 68% of respondents, although those aged over 40 tended to report chronic illnesses.

Lifestyle conditions contributed greatly to well-being: 47% found their accommodation good enough, 32% as moderate, and 21% as poor due to cost and safety concerns, especially for women with mobility impairments. Social networks were uneven; while 37% had strong local or community relationships, 21% felt lonely, which increased emotional distress.

Work demands were outstanding, since 42% worked more than 10 hours a day and nearly 60% reported work was "highly stressful." Such conditions compounded the stress and limited recreation activities; just 26% did so on a regular basis.

For instance: A 35-year-old male administrator holding a senior management position and a family to care for explained how long working hours in BELAGAVI city exhausted him, encroaching on time spent with his wife and children and making him feel more out of balance. Conversely, a 28-year-old female junior administrator who worked at home explained isolation magnified by distant family and safety concerns at night-time commutes, restricting social life and contributing to stress.

## **3. Migration Push Factors and Adaptation:**

Nearly half of them (47%) migrated for career advancement, while others were posted officially (32%), and educational assistance to family members (16%). Career-oriented migration was linked with better well-being through subjective control and optimism. Compulsion-driven or forced transfers resulted in greater discontentment and psychological tension partly due to social dislocation and loss of self-determination.

## **4. Sources of Relief from Job Stress:**

A few essential sources of relief from job stress were indicated by the administrators. Spouses were more than half (53%) who identified them as their major source of support, giving emotional support and aid. 42% identified friends and coworkers as important ones who gave socialization and affiliation that also eased work pressure. 37% were relieved by children because parental roles fostered positive emotional involvement, especially among married respondents. A smaller proportion (26%) used meditation, prayer, or religious practice as ways of coping, which is usually cited in older populations. Parents provided emotional support to 21%, namely to younger administrators who lived outside the boundaries of nuclear families.

For instance: A 38-year-old married female administrator indicated employing daily telephone calls to her husband to reassure her on pressured workdays, as well as weekend visits to local meditation classes to restore mental calm and perspective.

## **5. Gender-Specific Migration Challenges:**

Female administrators bear a disproportionate double load of juggling work demands and household responsibilities, often with accompanying limited kin support in BELAGAVI city. Perceived safety and housing problems restrict their ability to form supportive social networks. Cultural expectations of women's roles introduce additional tension and identity conflict, inhibiting integration into urban professional society. Men are under various pressures, mainly economic duty and family alienation, but with greater social liberty. These findings are in agreement with Misra and McMahon's (2006) identification of gendered migration-related well-being complexities.

## **Conclusion:**

This study provides a comprehensive explanation of migrant administrators' psychological well-being in Belagavi city, identifying the dynamic combination of demographic variables, migration experience, occupational stress, and residential conditions. Administrators who fall between 31 and 40 years old, with their difficult professional lives and family commitments, suffer the highest levels of stress and report the lowest level of life satisfaction. Female administrators are confronted with unique, gender-based problems of the double workload and household responsibilities, insecurity threats, and cultural restraints that limit social mobility and enhance psychological pressure.

Observation of living circumstances reveals that housing adequacy and availability of cheap, secure accommodation are crucial for well-being, and low quality of housing is highly associated with elevated reporting of stress and illness. Long working hours

and few organizational wellness interventions also add to occupational stress, highlighting voids in institutional support systems. Push factors of migration influence psychological adaptation, wherein voluntary career migration facilitates improved well-being outcomes over forced transfers or economic necessity, which increase vulnerability. The integration of sociological theory in this study—the functionalist emphasis on institutional support, the conflict perspective on power and inequality, and the symbolic interactionist concern with identity negotiation—affords a rich picture of both the individual and structural conditions that impact administrators' mental health. Sources of relief like family, friends, and meditation are critical buffers but are differentially accessible, and thus additional formal avenues for support are required.

Critically, the study highlights that migrant administrators' health is not a one-dimensional issue, but rather is shaped by intersecting social, occupational, and environmental determinants. Policy and organisational level reforms must then address gender-sensitive workplace changes, enhance provisions of safe and affordable housing, and construct overall wellness programs to foster resilience. Strengthening social networks and peer support at workplaces can also facilitate feeling less lonely and improve psychological outcomes. Further studies need to focus on expanding the sample size and on identifying longitudinal effects in order to develop replicable policies that benefit this critical urban workforce. Addressing these issues to well-being is not only crucial for individual health but also for effective and responsive urban governance of rapidly developing cities.

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#### Conflict of Interest:

I (The author) declare that there is no conflict of interest.

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