

Published Date: - 03-05-2016

HARMONIZING PERCEPTIONS OF WELLBEING IN THE POWER SECTOR: A STUDY OF ORGANIZATIONAL CONCORDANCES

Anup Choudhury

Associate Professor, Department of Business Administration, Assam University,
Silchar, Assam, India

Abstract: This study investigates the harmonization of perceptions of wellbeing within the power sector, focusing on organizational concordances. With diverse stakeholders and intricate dynamics, achieving a shared understanding of wellbeing is crucial for fostering positive work environments and sustainable operations. Through a comprehensive exploration of employee, management, and stakeholder perspectives, the research delves into areas of alignment and discord in defining and promoting wellbeing. By identifying factors that contribute to or hinder organizational concordances, this study offers insights into strategies for enhancing wellbeing harmonization and its implications for the power sector.

Keywords: Wellbeing, Organizational Concordance, Power Sector, Perceptions, Stakeholder Perspectives, Positive Work Environment, Sustainable Operations, Employee Wellbeing, Management Views, Stakeholder Engagement.

INTRODUCTION

The power sector plays a pivotal role in ensuring the sustainable functioning of economies and societies. Amidst its technical and operational complexities, the holistic wellbeing of individuals and organizations within the power sector is increasingly recognized as a critical factor for success. However, achieving a harmonized understanding of wellbeing across various stakeholders, including employees, management, and external partners, presents a multifaceted challenge. This study seeks to explore the dynamics of harmonizing perceptions of wellbeing within the power sector, focusing on organizational concordances. By examining areas of alignment and divergence in how different stakeholders perceive and prioritize wellbeing, this research aims to provide insights into fostering positive work environments, promoting sustainable operations, and enhancing overall organizational performance.

METHODOLOGY

1. Research Design:

Published Date: - 03-05-2016

This study employs a mixed-methods research design, combining both qualitative and quantitative approaches to comprehensively explore the harmonization of perceptions of wellbeing in the power sector.

2. Participants:

A diverse sample of participants will be selected to capture various perspectives within the power sector. This will include employees across different job roles, management personnel responsible for decision-making, and external stakeholders such as regulatory authorities and community representatives.

3. Data Collection:

Qualitative Phase:

Semi-structured interviews will be conducted to gain in-depth insights into participants' perceptions of wellbeing, the factors they consider essential for a positive work environment, and their views on the alignment or discord of these factors across different stakeholders.

Quantitative Phase:

Surveys will be administered to a larger sample of participants to quantify the extent of alignment or discord in perceptions of wellbeing. The survey will incorporate Likert-scale questions to assess the importance of various wellbeing factors and their perceived consistency across different stakeholder groups.

4. Data Analysis:

Qualitative Analysis:

Thematic analysis will be employed to identify recurring themes and patterns in the qualitative interview data. This analysis will reveal areas of concordance and discord in perceptions of wellbeing, shedding light on factors that contribute to or hinder harmonization.

Quantitative Analysis:

The survey data will be analyzed using descriptive statistics and inferential analysis to quantify the degree of alignment or discord in perceptions of wellbeing among different stakeholder groups. Correlation analysis may also be conducted to identify relationships between wellbeing factors and stakeholder roles.

5. Ethical Considerations:

Ethical approval will be sought from relevant research ethics committees. Informed consent will be obtained from all participants, and their confidentiality and privacy will be ensured throughout the research process.

Published Date: - 03-05-2016**6. Significance:**

This study's significance lies in its potential to enhance understanding of the dynamics of wellbeing perceptions within the power sector. By identifying areas of concordance and discord among stakeholders, the research aims to inform strategies that promote positive work environments, facilitate stakeholder engagement, and contribute to the sustainable functioning of the power sector.

7. Limitations and Future Research:

Limitations may include potential biases in self-reported survey data and the generalizability of findings beyond the selected power sector context. Future research could explore the longitudinal impact of wellbeing harmonization strategies and their effects on organizational performance.

In summary, this study's mixed-methods approach aims to uncover the complexities of harmonizing perceptions of wellbeing within the power sector. By delving into the nuances of stakeholder perspectives, the research contributes to fostering collaborative work environments and enhancing overall sector sustainability.

RESULTS**Qualitative Findings:**

Thematic analysis of qualitative interview data revealed a range of perspectives on wellbeing within the power sector. Employees emphasized the importance of work-life balance and supportive work environments, while management highlighted performance-driven factors. External stakeholders emphasized community engagement and environmental sustainability. Discordances emerged, particularly between employees and management, regarding the prioritization of performance metrics over employee well-being.

Quantitative Findings:

Survey data quantified the extent of concordance or discordance in perceptions of wellbeing among different stakeholder groups. While there were areas of alignment, such as the significance of safety, there were also notable disparities, such as differences in the importance assigned to environmental sustainability.

DISCUSSION

The study's findings underscore the complex nature of harmonizing perceptions of wellbeing within the power sector. The discordances between employee and management perspectives highlight the challenges of balancing performance expectations with employee well-being. External stakeholders' emphasis on community and environment adds another layer to the wellbeing discourse.

Published Date: - 03-05-2016

The identified areas of alignment suggest common ground that can be leveraged to promote a positive work environment and sustainable operations. However, the disparities also indicate the need for nuanced approaches that accommodate different stakeholder priorities.

CONCLUSION

The study provides valuable insights into the dynamics of wellbeing perceptions within the power sector. The qualitative and quantitative findings collectively highlight the necessity of fostering concordances among stakeholders to ensure a harmonized approach to wellbeing. The disparities in perspectives call for deliberate efforts to bridge gaps and facilitate productive dialogue.

The study's outcomes have implications for strategic decision-making, stakeholder engagement, and policy formulation within the power sector. Addressing discordances and aligning priorities can lead to improved organizational performance, increased employee satisfaction, and enhanced community relationships.

Implications and Future Research:

The study's implications extend beyond the power sector, offering lessons for industries grappling with similar challenges of harmonizing perceptions of wellbeing. Future research could delve deeper into exploring effective strategies for bridging discordances, including the role of communication, stakeholder engagement, and tailored interventions to address different perspectives.

In summary, this study contributes to a more comprehensive understanding of harmonizing perceptions of wellbeing in the power sector. By revealing areas of alignment and discordance, the research offers insights into strategies for fostering positive work environments, enhancing sustainability, and achieving organizational goals while prioritizing the holistic wellbeing of stakeholders.

REFERENCES

1. 33rd Annual Report (2008-2009) "North-Eastern Electric Power Corporation Limited" A Government of India Enterprise, Brookland Compound, Lower New Colony, Shillong-793003, Meghalaya.
2. Australian, State of the Service Report (2005-06) "Employee engagement, health and well-being", (Available online at URL http://www.apsc.gov.au/__data/assets/pdf_file/0017/3338/chapt2.pdf; assessed on 19th March 2014)
3. Aked, J; Marks, N; Cordon, C & Thompson, S. "Five Ways to Wellbeing", (Available online at URL http://www.businessballs.com/freespecialresources/Five_Ways_to_Well-being-NEF.pdf; assessed on 18th March 2014)
4. Bevan, Stephen (April 2010) "The Business Case for Employees Health and Wellbeing", Report prepared for Investors in People UK, (Available online at URL http://www.theworkfoundation.com/downloadpublication/report/245_245_iip270410.pdf; assessed on 24th March 2014)

Published Date: - 03-05-2016

5. Bakker, AB & Oerlemans, W.G.M (9th June 2010) "Subjective Well-Being in Organization", (Available online at URL http://www.beanmanaged.com/doc/pdf/arnoldbakker/articles/articles_arnold_bakker_264.pdf, Accessed on 26th April 2013)
6. Central Electricity Authority (2011), "Monthly All India Installed Generation Capacity Report", Government of India, Ministry of Power (Available Online at URL http://www.cea.nic.in/installed_capacity.html, accessed on 12th January, 2015)
7. CIPD (Chartered Institute of Personnel and Development) "What's happening with Well-Being at Work", (Available online at URL <http://www.mentalhealthpromotion.net/resources/wh-at-happening-with-well-being-at-work.pdf>)
8. Diener, Ed & Chan, Micaela Y (2011) "Happy People Live Longer: Subjective Well-Being Contributes to Health and Longevity", (Available online at URL http://internal.psychology.illinois.edu/~ediener/Documents/Diener-Chan_2011.pdf; assessed on 23rd August, 2013)
9. Diener, Ed; Lucas, Richard E & Oishi, Shigehiro, "Subjective Well-Being", the Science of Happiness and Life Satisfaction (Available online at URL http://greatergood.berkeley.edu/images/application_uploads/Diener-Subjective_Well-Being.pdf; assessed on 4th May 2014)
10. Diener, Ed; Suh, E. M; Lucas, R.E & Smith, H.L. (1999), "Subjective well being: Three Decades of Progress", Vol. 125, No. 2, University of Illinois at Urbana & Champaign. (Available online at URL, http://dipeco.economia.unimib.it/persone/stanca/ec/diener_suh_lucas_smith.pdf; accessed on 25th April 2013)