

RELATIONSHIP BETWEEN AGE AND WELL-BEING

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ABSTRACT

This research paper delineates how the course of Psychological Wellbeing changes throughout the life span. In a large, cross-sectional study of middle-aged, we examined learning on a widely used concept of midlife and its association with psychological wellbeing. Individual perception of Psychological Wellbeing during Mid-life among administrative service officers has become imperative for any organization in order to ensure enhanced performance efficiency, particularly in this era of highly competitive business environment. It is no wonder that the mid-life has attracted numerous contributions from researchers and HR practitioners that attempt to investigate on various factors influencing mid-life, their interrelationship and possible outcomes of different stages of mid-life prevailing among administrative service officers. This paper is an attempt to find out the relationship between Mid-Life and Psychological Well-being among Administrative service officers. This descriptive study investigated the moderating effect of midlife on Well-being in a population of aging professionals in Administrative officers in the state of Jammu & Kashmir. The questionnaire survey is used in the present study and was created for a larger study conducted for the Administrative service officers on middle Aging. One hundred participants (73 men and 27 women) recruited as full time employee lists completed a questionnaire survey. An independent t-test showed that there are differences between male and female on the basis of various demographic variables. An ANOVA showed the differences among various group. The correlation had run which showed that relationships were the most important source of meaning across all groups (males and females). It is revealed from the current study that the mid-life administrative officers had the highest level of work life imbalance of meaning across all sources. Correlation showed that relationship between Mid-life and Well-being of aging employees also showed a possible interaction and has significant relationship. The discussion suggests that people, who are in their mid age, are facing work life imbalance which is having significant association with the Well-being.

KEYWORDS: *Mid-Life, Crisis, Work-Life Balance, Administrative Officers, Well-Being.*

Introduction

Throughout the history of man, work and life were basically mixed with each other. Balancing the demands of work in family roles is a principle daily task for working employee today. Occupying multiple roles provides employees with important psychological benefits such as status, ego gratification and increased self esteem but there are also potential costs associated with such role accumulation, including role strain, psychological distress and somatic complaints. The employee of today has over strained themselves in the struggle to manage both domestic and work spheres effectively. Studies have reported that over 70% of working professionals reported experiencing conflict between work and family responsibilities every day. On the one hand, domestic responsibilities slow down concentration of employee as well as his career growth while shouldering the multiple responsibilities during mid-life, employee have broken themselves into two to rise to the challenges, functioning in the work place exclusively committed to their jobs and careers while continuing to shoulder a major share of the work

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