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Jawaharlal Nehru School of Management Studies  
Assam University (A Central University), Silchar  
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INDIA

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### **Declaration**

This is to declare that the thesis entitled “Subjective Wellbeing of Employees in North-Eastern Electric Power Corporation Limited (NEEPCO): An Exploration” is a genuine and original piece of my own research work submitted for the award of the degree of Doctor of Philosophy in the Department of Business Administration, Jawaharlal Nehru School of Management Studies, Assam University. The report in full or any part has not been submitted or published to any other university or institution for award of any other research degree or for any form of academic and professional usage.

Place:

Date:

(Satabdi Roy Choudhury)



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Date: 23<sup>rd</sup> April 2015

To,

**The Director Personnel,  
North Eastern Electric Power Corporation (NEEPCO),  
Brookland Compound  
Lower New Colony, Laitumkhrach  
Shillong- 793003  
Meghalaya**

**Sub:** Request for permission and support for collection of data for academic research  
“Subjective Wellbeing of Employees in NEEPCO: An Exploration”,

- Agartala Gas Turbine Power Plant (AGTP), Tripura
- Kopili Hydro Electric Power Plant (KHEP), Assam
- Ranganadi Hydro Electric Plant (RHEP), Arunachal Pradesh
- Headquarter, Shillong, Meghalaya

**Respected Sir,**

With due honour to your good self I would like to state you that **Mis Satabdi Roy Choudhury** is a registered research scholar for the degree of doctorate of philosophy, in the Department of Business Administration, Assam University, Silchar carrying out research work under my supervision. As her research in on above mentioned theme, she has to collect the data (as input) through a self administered questionnaire (data collection tool) in the three units of yours esteemed corporation.

Therefore, I request your kind-self to permit her to collect data in the above mentioned units. Your kind permission will enable her to fulfil the requirement for analysis and interpretation of information and data.

With regard,

Faithfully Yours

(Dr. Arup Barman)



नॉर्थ ईस्टर्न इलेक्ट्रिक पावर कारपोरेशन लिमिटेड  
(मिनी रत्न, श्रेणी-I, भारत सरकार का उद्यम)

**NORTH EASTERN ELECTRIC POWER CORPORATION LIMITED**  
(Mini Ratna, Category-I, Government of India Enterprise)

No.HRD/Pers-26/T-27/2015-16/10,993

Dtd. 13-5-15

To,

✓ Dr. Arup Barman,  
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**Sub: Permission for carry out the data collection work for academic research infavour of Ms. Satabdi Roy Choudhury, Research Scholar.**

Ref: L/No. Nil Dtd. 23/4/2015.

Sir,

The competent authority is pleased to allow the data collection work for research work infavour of Ms. Satabdi Roy Choudhury, Research Scholar of Assam University, Silchar in NEEPCO of its three (3) units i.e. Agartal Gas Turbine Plant (AGTP) Tripura, Kopili Hydro Electric Power Plant (KHEP) Assam & Ranganadi Hydro Electric Plant (RHEP) Arunachal Pradesh under the following term & condition.

1. The student concerned will have to make his/her own arrangement for stay during the period of data collection.
2. No financial assistance or stipend etc. will be due to the student concerned.
3. The student concerned will abide by the rules & regulations of the corporation in so far as they are applicable.
4. It will not be obligatory on the part of the Corporation to offer any employment to the student concerned after completion of the research work or to give preferences in employment in the Corporation in future
5. In case the student concerned is required to submit any study report to the Institution after completion of her research work, the same will be submitted after duly vetted by an Officer authorized for the purpose. A copy of such report should also be submitted to the corporation for record.
6. The student concerned shall not be allowed into areas considered by NEEPCO authorities as "high security" or given access to documents/materials deemed as confidential/sensitive. In any case, the student concerned must obtain security pass from the Corporation as soon as they report.

The student concerned may please be advised to report to concerned HR Head on arrival at designated place for further assignment of research work.

Thanking you,

Yours faithfully,

Ms. Maisnam Ingaleima,  
Personnel officer HRD,  
NEEPCO, Shillong.

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**SATABDI ROY CHOUDHURY**

**(i)**

## Preface

Subjective Well-Being as a concept of 'greater good' and sensitive to measurement methodology is relatively much younger subject that attempts to seek knowledge about 'what', 'why' and 'how' of human behaviour events related to happiness. However, the concept shares the features with somewhat evolutionary evidences from past researches relating to the numerous questions based on 'where', 'when' and for 'whom' life is getting better. Subjective Well-Being aims to measure society's happiness in terms of how people think about their life experiences which mainly based on income, job, health, standard of living, housing, civic engagement and environment. Therefore, to make happiness level more scientific and useful to government institutions, the wellbeing data need to be collected with large and representatives samples and in a consistent way across different population groups over time. However, a large part of this collected data are measured under some key related issues and a degree of standardisation for understanding dimensions of well-being to provide a full and rounded picture of how life is.

As subjective well-being discovers more and more dimensions about the good life and what makes people happy. Along, with many other well-being researchers, my mind often surfaced by the questions as –Does the well-being theories can have practical usage within the working corporate environment? Does the well-being practice can be designed in such a way that more cooperation can be get from employees' for increased productivity? How to enable management to understand the core need of employees' real problems other than the professional issue? Does it possible to retain employees even when company is in unstable state? Therefore, with the help of theoretical linkage through literature review, I too tried to search for the dimensions which affect a person's life and status of well-being especially within the working arena. I could understand that there are linkages between provided well-being facilities to the employees' and their discretionary behaviour and professional outcome.

Hence, this thesis presents a four dimensional holistic model to form a systematic body of value research work and to provide invaluable indicators which can be used for monitoring employees' subjective well-being. Moreover, the research work also

provides a benchmark for guiding the today's corporate sectors on efficiency of on-going well-being practices and as well as for designing and delivering well-being related policies. For practical purview of the issue the power corporation, North-Eastern Power Sector Corporation Limited (NEEPCO) is selected where the well-being practices are redefining to increase the productivity and supremacy especially with the North-Eastern Region of INDIA. Thus, I found, this was the right time to explore with justification that the well-being practices has a deep influence over the productivity, employee loyalty, work motivation and stable organisation at large. By the time I have completed the literature review and survey as well-being researcher, I came to know that dimension of well-being is an imperative element of workplace yet unnoticed by many of the organisations. Thus, I immediately conducted a research leading to award of Ph.D. on the topic 'Subjective Wellbeing of Employees in North-Eastern Electric Power Corporation Limited (NEEPCO): An Exploration'.

**SATABDI ROY CHOUDHURY**

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## **List of Abbreviation Used**

SWB	Subjective Well-Being
NEEPCO Ltd.	North-Eastern Electric Power Corporation Limited
PhWB	Physical Well-Being
PsyWB	Psychological Well-Being
SoWB	Social Well-Being
SpWB	Spiritual Well-Being
OE	Organisational Environment
OC	Organisational Culture
CHM	Components of Holistic Model
AF	Antecedent Factors
KHEP	Kopili Hydro Electric Plant
RHEP	Ranganadi Hydro Electric Plant
DHEP	Doyang Hydro Electric Plant
AGTP	Agartala Gas Turbine Power Project
AGBP	Assam Gas Based Power Plant
HQ	Headquarter
MOA	Memorandum of Association
MOU	Memorandum of Understanding
CDA	Cannonical Discriminant Analysis
CSR	Corporate Social Responsibility
NHPC	National Hydro-Electric Power Corporation
NTPC	National Thermal Power Corporation
PGCL	Power Grade Corporation of India
BHEL	Bharat Heavy Electricals Limited
SEB	State Electricity Board
Govt.	Government
OTPC	ONGC Tripura Power Company Limited

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