

Addressing The Wellbeing of Administrative Employees in Church Schools in Malta. A Qualitative Study.

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Introduction

This research is focused on the administrative employers and employees in the education sector. The researcher studied, if administrative employees are being taken care of and if administrative employees are content, efficient, motivated and resourceful.

Every employee's wellbeing is a fundamental concern that all companies should strive to address and adopt, ensuring that their employees are happy, motivated and smart (Great Place to Work For All, 2017).

Research Approach

The researcher used the inductive approach to reason out, deliver meanings, search for patterns from the administrative employees' observations and from the data collected identified relationships and related to Abraham Maslow's Theory. This will be helpful for both administrative managers and their employees. With a grounded theory approach, the researcher will classify this information, provide facts, lead to recommendations which will be an asset and beneficial for all managers who strive daily to make sure that the well-being of their employees is taken care of.

Study review

In this research, administrative roles were studied and analysed to understand if all workers are being taken care of and if they have enough resources in their working environment.

Methodology

- A qualitative methodology was used to examine the wellbeing of this cohort of employees. An inductive approach was utilised to understand and observe similar patterns and what actions could be taken, and made conclusions which were derived from this qualitative research.
- Interviews were done with administrative employees in the education sector in different level and different church schools. Data was collected from the interviews and were transcribed, analysed, to convey findings with the various informative and inferential statistics using MAXQDA software.

Research Objectives

- To examine how administrative managers and employees are being recognized and appreciated in the education sector.
- To know what actions can be taken by employers and employees to instil work processes that are efficient and which contribute to their wellbeing.
- To understand how employees can contribute to promoting change in their work environment to provide a better wellbeing to educational administrators.

Research Variables Propositions

This research studied:

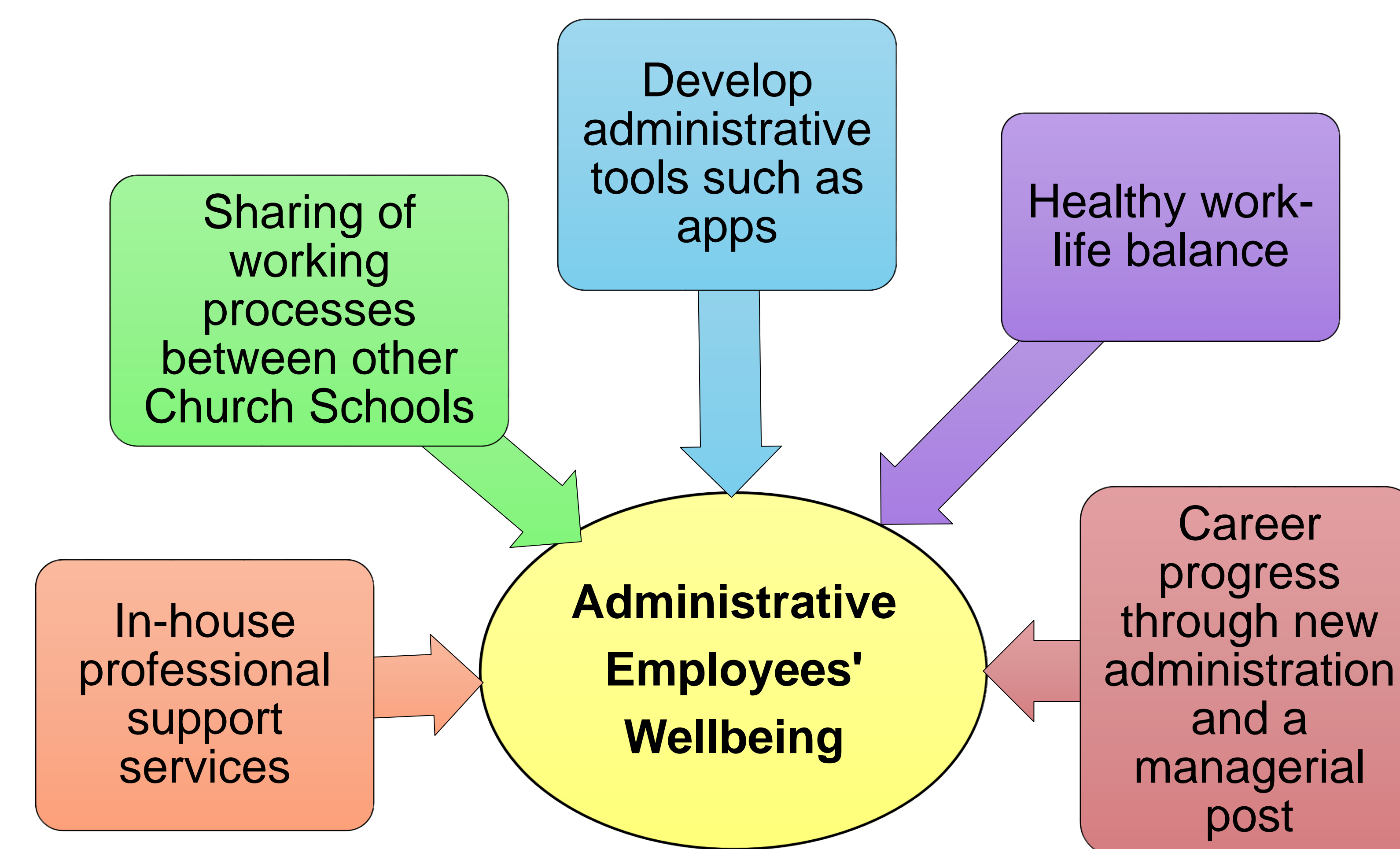
- How employers and employees instil work processes that are efficient and which contribute to their wellbeing.
- How school management invest in their administrators to promote their wellbeing, such as training, support, monitoring and providing feedback to all employees.

Past Studies

Below is a past study from the Anna Freud National Centre for Children and Families (AFNCCF). It was suggested that effective support for school staff needed to ensure that personalised interventions for individuals were underpinned by an overarching approach and consistent support available to all staff (UK Research Report 2019).

Major Findings

From this study, below are some Indicators for the wellbeing of administrative employees in Church Schools.



References

- [A Great Place To Work For All \(2017\)](#), Barrett-Koehler Publishers
- [Cooper Gibson Research \(2019\)](#), Research Report, Department of Education UK
- [MDPI Economics Journal \(2021\)](#), Workplace Health Promotion, Employee Wellbeing