

The impact of job on the well-being of
IIST alumni

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Aim



To study the impact of job (ISRO and non-ISRO) on the wellbeing of IIST alumni. From Material living standards to Sustainability



To study specific people (through one-one interviews and written answers) who witnessed major changes in their life after getting a job.




To understand the work culture in ISRO.



To understand how prevalent is work-related stress among the alumni.

Introduction and Motivation

- We all know that job creates money and money improves our living standards. But is simply that much. NO.. There's something much more added. It improves our well being and in turn the quality of life.
- But what exactly is quality of life and social well being? Is it entirely different from living standards or is there a connection? In what all ways does job affect these?





**OUR JOB IS
IMPROVING THE
QUALITY OF LIFE, NOT
JUST DELAYING DEATH**

ROBIN WILLIAMS

PICTUREQUOTES.COM

PICTUREQUOTES

- **Well-being**, also known as **wellness**, *prudential value* or **quality of life**, refers to what is intrinsically valuable relative *to* someone. So, the well-being of a person is what is ultimately good *for* this person, what is in the self-interest of this person.
- The terms standard of living and quality of life are often believed to mean the same. While they may overlap, there is a difference between the two.
- Standard of living generally refers to wealth, comfort, material goods, and necessities of certain classes in certain areas—or more objective characteristics—whereas quality of life is more subjective and intangible, such as personal liberty or environmental quality. Characteristics that make up a good quality of life for one person may not necessarily be the same for someone else.

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- From the definitions it is obvious that both living standards and well being are connected and both are essential for a better life.
 - We tried to find the impact of job on these.
 - In the present day when the population is increasing and the jobs falling short, we tried to study the 'Impact of job on the social well being and quality of life in the life of IIST alumni'
 - With almost 15 years of inception of IIST, this project may throw some light on how well-placed the IIST alumni are, at present and also on how IIST's almost guaranteed job has an impact on its students and contribute to development of our nation.



THE QUALITY OF LIFE IS MORE IMPORTANT THAN LIFE ITSELF

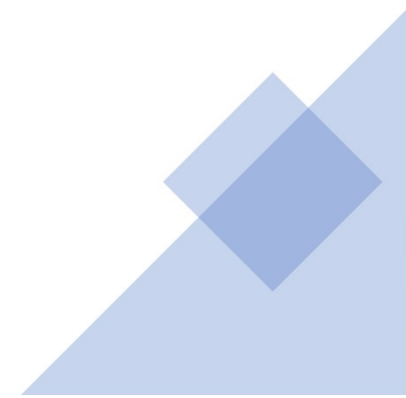
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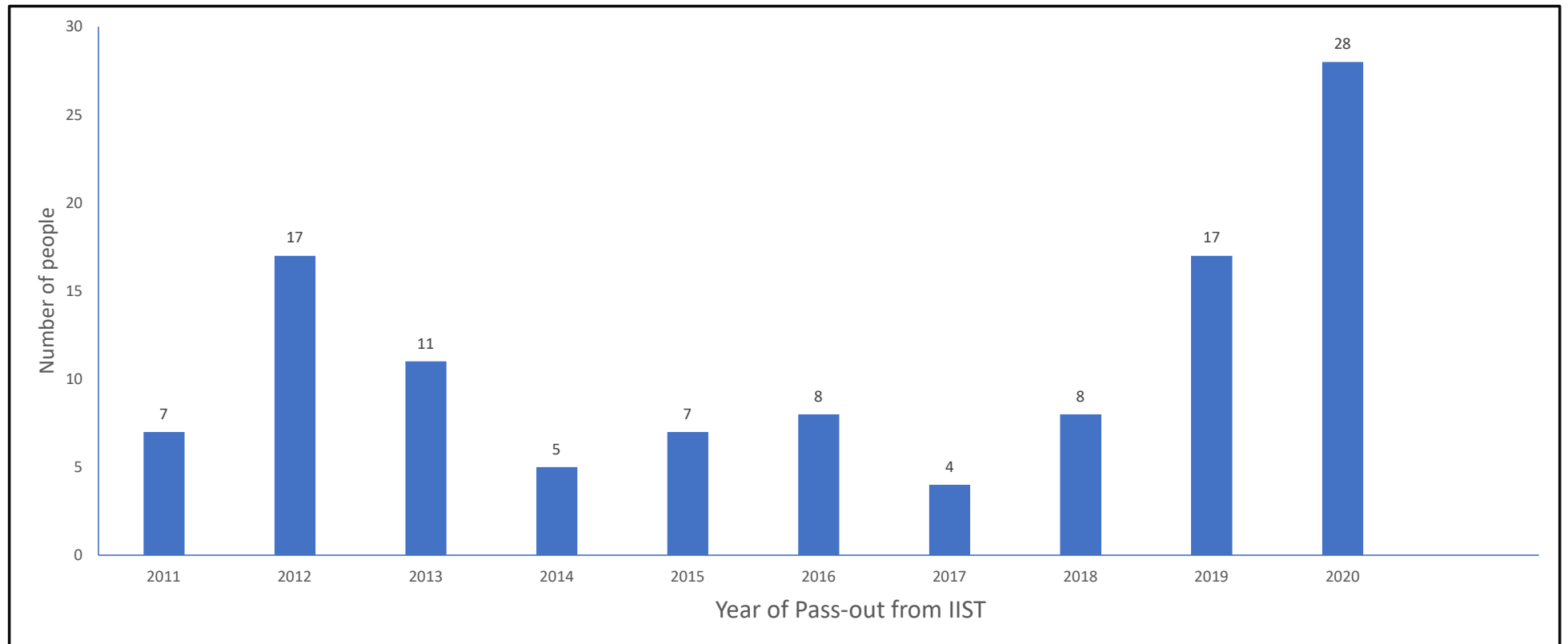


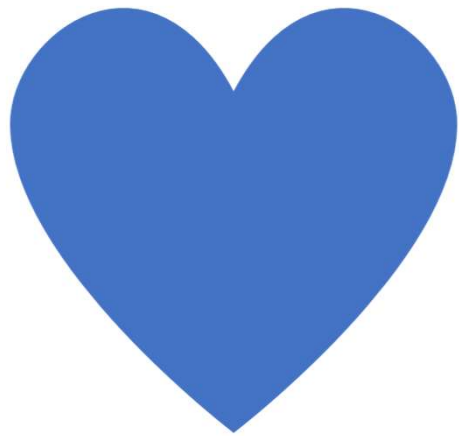


Survey Statistics

- We've received 113 responses for the questionnaire
 - 99 were from alumni working in ISRO and 14 non-ISRO responses.
 - ISRO
 - 77 male, 20 female, 2 preferred not to say
 - Non-ISRO
 - 10 male, 3 female, 1 preferred not to say
- 

Pass-out years





Well-Being

Objective Well Being



This aspect captures a societal rather than an individual perspective on well-being that is based on material, tangible and quantitative indicators.




Higher levels of objective well-being are usually characterized by higher educational attainment, safe neighbourhoods, as well as economic sufficiency and stability, for instance.



Thus, objective well-being is assessed using indicators that measure aspects of education, physical and built environment, community, and economy.



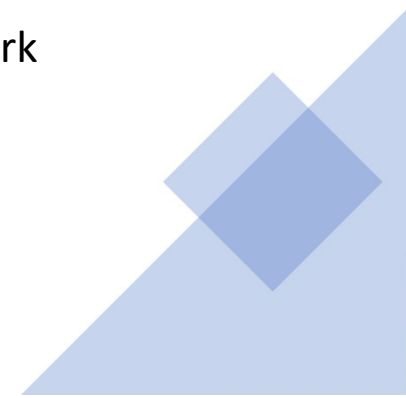
Subjective Well Being


- Subjective well-being is characterized by the individual's internal subjective assessment, based on cognitive judgments and affective reactions, of their own life as a whole.
 - There are various sub-dimensions that investigators consider within the domain of subjective well-being. These include psychological, social, and spiritual aspects of well-being.
 - One area where various subjective measures of people's well-being agree is in pointing to the high costs of unemployment for people's quality of life.
- 

- People who become unemployed report lower life-evaluations, even after controlling for their lower income, and with little adaptation over time; unemployed people also report a higher prevalence of various negative affects (sadness, stress and pain) and lower levels of positive ones (joy). These subjective measures suggest that the costs of unemployment exceed the income-loss suffered by those who lose their jobs, reflecting the existence of non-pecuniary effects among the unemployed and of fears and anxieties generated by unemployment in the rest of society.
- **Note that both objective and subjective factors are interlinked.**




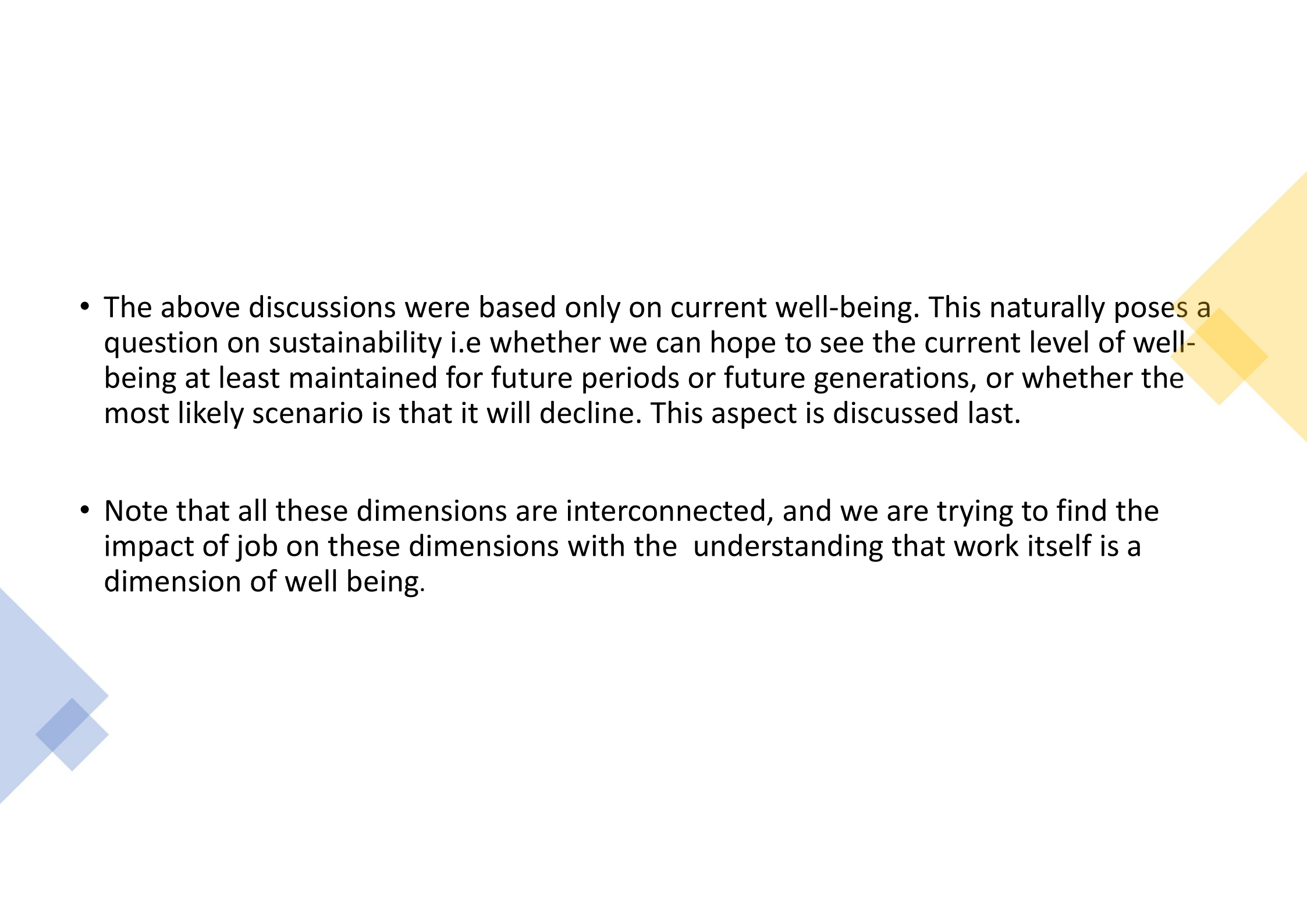
Multidimensional Aspects of Social Well-Being

- Its obvious from the previous discussions that social well-being, and quality of life will be composed of many factors.
 - Since living standards contribute significantly to well being we consider it as the first factor.
 - There may be many other factors, but we broadly classify them into:
 1. Material Living Standards
 2. Health
 3. Education
 4. Personal Activities including Work
- 

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5. Political Voice and governance
 6. Social Connections and Relationships
 7. Environment
 8. Insecurity, of an economic as well as physical nature

These factors will be studied by us.

- Till now apart from material living standards we discussed only objective well being. We include some factors of subjective well being in the miscellaneous section towards the end.
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- The above discussions were based only on current well-being. This naturally poses a question on sustainability i.e whether we can hope to see the current level of well-being at least maintained for future periods or future generations, or whether the most likely scenario is that it will decline. This aspect is discussed last.
 - Note that all these dimensions are interconnected, and we are trying to find the impact of job on these dimensions with the understanding that work itself is a dimension of well being.

Material Living Standards

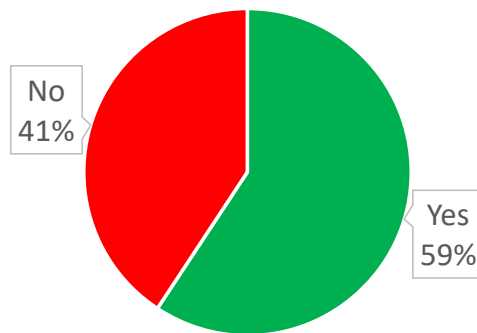
- Material living standards **refer to our access to physical goods and services**. The car we drive, the house we live in and the food we eat are all examples of physical possessions that contribute to our material living standards.
- It is typically measured using **gross domestic product (GDP) per capita**. Thus, it not only affects individual well being but also has an impact on the country.
- Income is direct measure of material living standards since most of the household assets come from net income.

Did you buy a new vehicle
after getting salary?

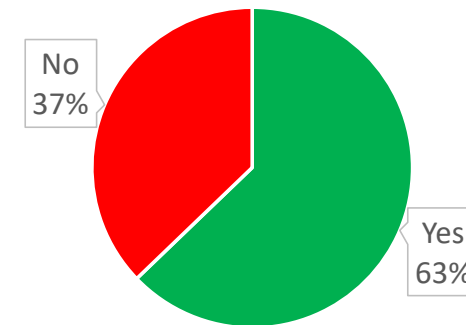
Did you buy a new house/
improved the physical
conditions of existing house?

- 59% of the respondents bought a new vehicle
- 63% either bought a new house or improved the physical conditions of existing house.

Bought new vehicle



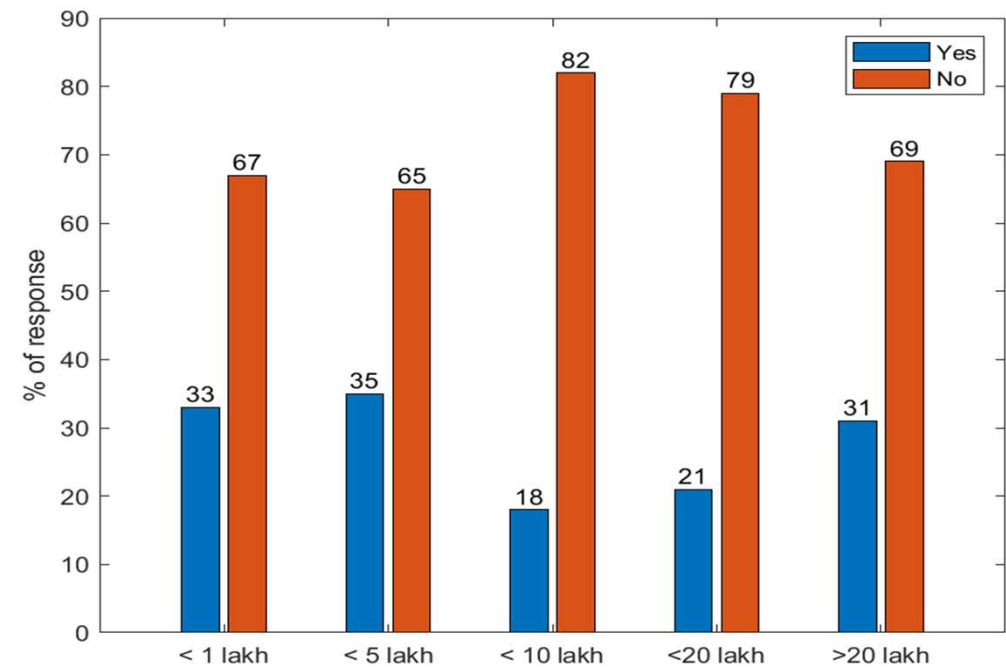
Bought new house or improved the
physical conditions of existing house



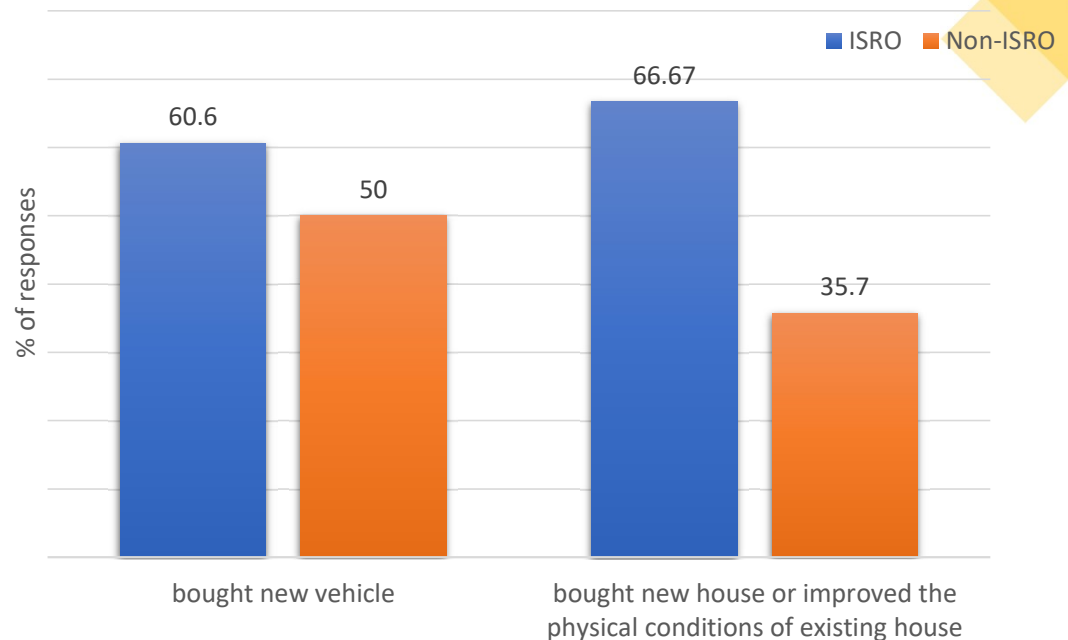
Did you buy a new house/
improved the physical
conditions of existing house?

Considering their earlier family income

- More alumni with earlier family income of <1 lakh, <5 lakh and >20 lakhs bought a new house or improved their existing house
- This data doesn't consider the joining year.
- The least percentage of people who bought a house are those whose initial family income was between 5 and 15 lakhs.
- In all the cases a vast majority of the respondents responded negatively.



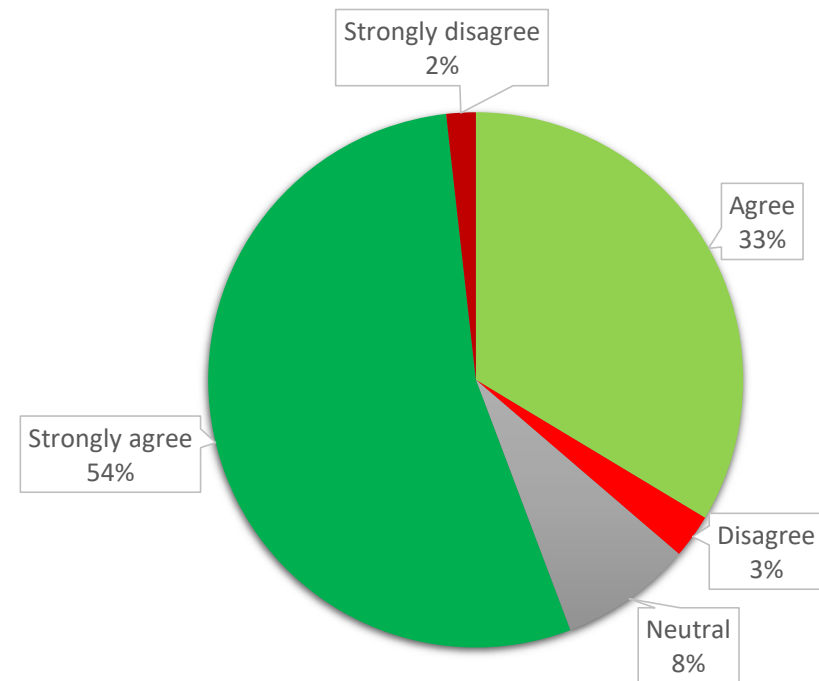
- 60% of ISRO respondents and 50% of non-ISRO respondents have bought a new vehicle.
- Around 66% of ISRO respondents and 35.7% of non-ISRO respondents have either bought a new house or improved the physical condition of existing house.
- We can see that there is much difference between ISRO and non-ISRO responses in buying house option.
- One possible reason for this maybe that the ISRO respondents work in different ISRO centres across India and may not be in their hometown. So they buy a new house/apartment in their place of work.
- Also the number of non-ISRO responses are low.



I enjoy more financial independence/autonomy after getting this job.

- 54% of the respondents strongly agree.
- 33% agree.
- 8% are neutral.
- 3% disagree and 2% strongly disagree.

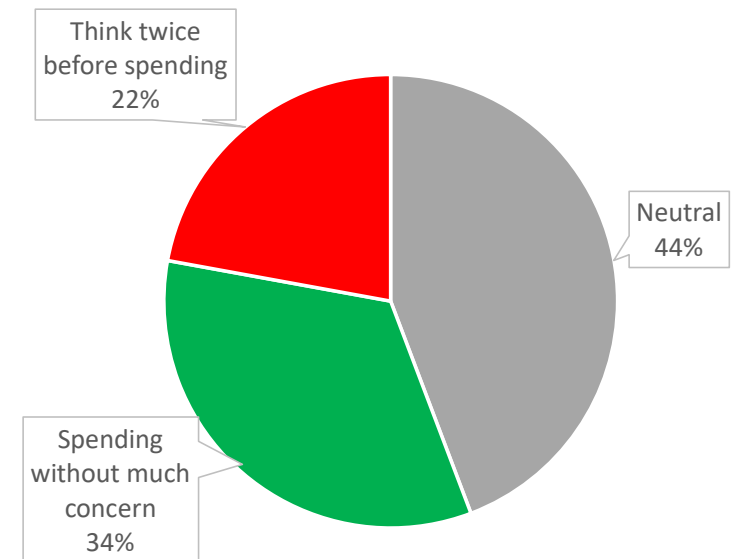
- We can see that almost 87% of the respondents agree to it that they enjoy more financial independence after getting a job.
- It was also seen from the responses that those who have disagreed, have also not bought a vehicle, house or even improved the physical conditions of existing house.
- There was not much difference between the ISRO and non-ISRO responses.



How has your attitude towards consumption (spending money) change?

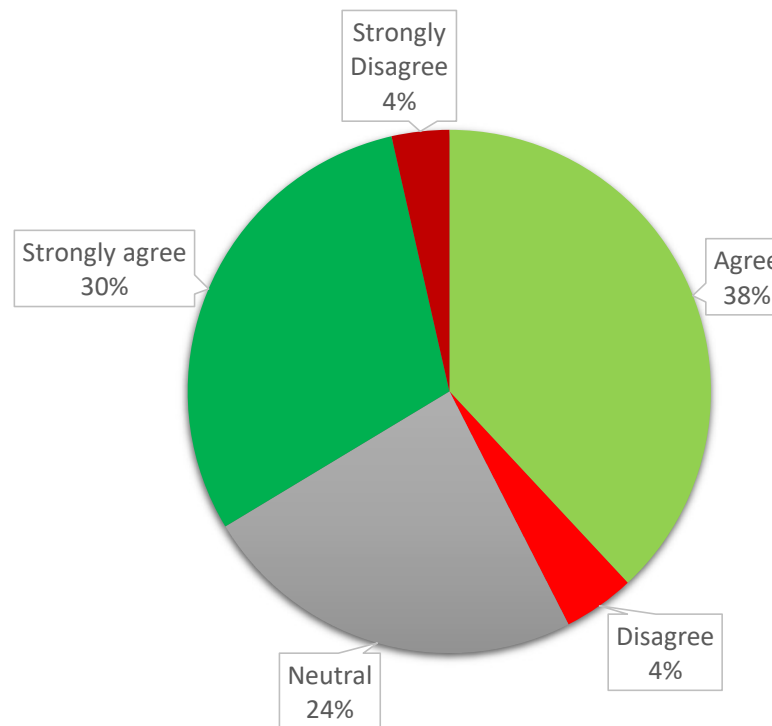
- Think twice before spending – 22%
- Spending without much concern – 34%
- Neutral – 44%

- Studies shows that people who have trouble spending money don't allow themselves to enjoy their resources.
- They may be a little less happy in their lives, because they have foregone some purchases or experiences that would have made them happy.
- They also tend to have more self-control, act more rationally and plan more.
- On the other hand, people who have trouble limiting their spending are more carefree and focused on the present.
- Over time these people might develop a sense of pride or status around buying items that's linked to the psychological need that we have to be accepted by our peer groups.



I am able to support my parents more financially after getting this job (have enough savings, clearing debts, buying vehicle, etc.)

- 30% of the respondents strongly agree.
- 38% agree.
- 24% are neutral.
- 4% disagree and 4% strongly disagree .



Conclusion on Material Living Standards:

- Material living standards have a great impact on the Quality of Life.
- Since income is a direct measure of material living standards, job becomes a crucial factor.



Health

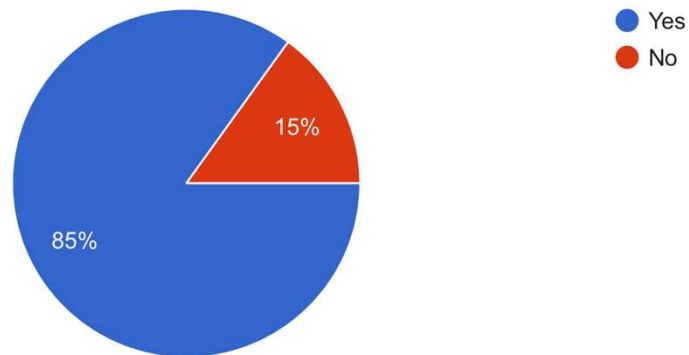
- Health is perhaps the most fundamental component of capabilities as, without life, none of the other components has any value.
- Health impacts on both the length of life and its quality.

I am able to take care of the health needs of my family and myself without any difficulty because of this job.


- A big majority of the respondents(85%) responded positively.
- Unfortunately, 15% of them responded negatively.

I am able to take care of the health needs of my family and myself without any difficulty because of this job.

113 responses



Conclusion on Health

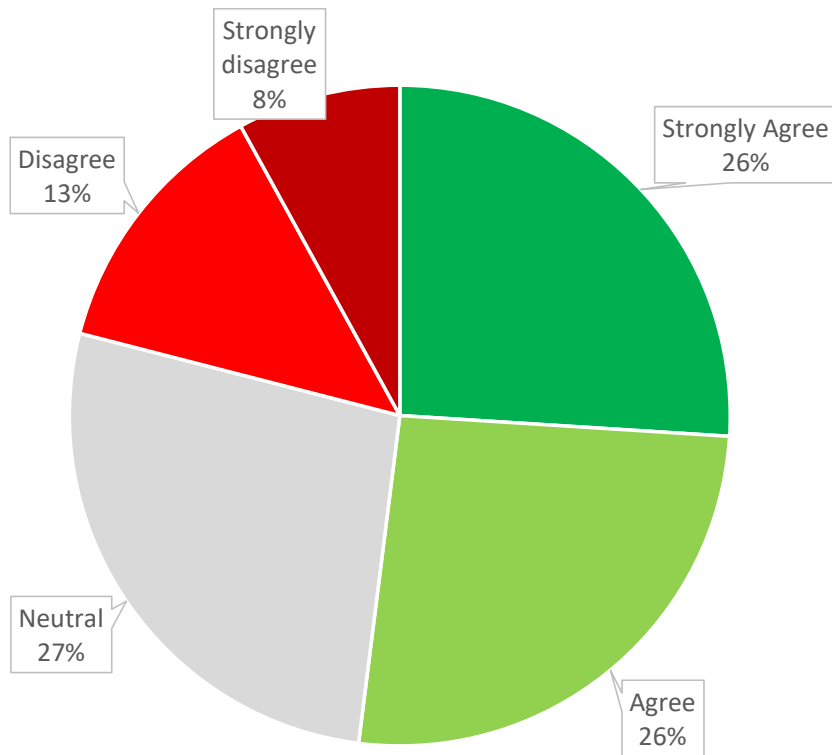
- Most of them agreed that they are now capable of taking care of themselves and their family health.
 - This proves after getting a job health affordability improves.
- 
- A large yellow triangle is positioned in the bottom right corner of the slide, pointing towards the top right.

Education

- A long tradition of economic research has stressed the importance of education in providing the skills and competencies that underpin economic production.
- But education matters for quality of life independently of its effects on people's earnings and productivity.
- Education is strongly associated with people's life-evaluations, even after controlling for the higher income it brings.
- Further, better-educated people typically have better health status, lower unemployment, more social connections, and greater engagement in civic and political life.

- While the available evidence does not always allow conclusions about the directionality of causation between education and these other dimensions of quality of life (e.g. less healthy children may miss school more often), there is a consensus that education brings a range of returns (monetary and non-monetary) that benefit both the person investing in the education and the community in which they live.
- What is recognized less often is that education, literacy, reasoning and learning are also important for QoL. They are important in their own right, as better cognitive functioning expands individuals' freedoms and opportunities, independently of any effect that it may have on people's earnings or on countries' economic activity.
- Indeed, as argued by Adam Smith, the father of human capital theory, the role of education and skills acquisition for the quality of life is distinct from its contribution to economic output. This implies that the neglect of education for a boy who is put to work at an early age has important non-economic consequences: "When he is grown up he has no ideas with which he can amuse himself." Smith also noted that the lack of education deprives people from participating in religious activities and can lead to "riot and debauchery"

Do you think the job impacted your decision in opting for higher education?

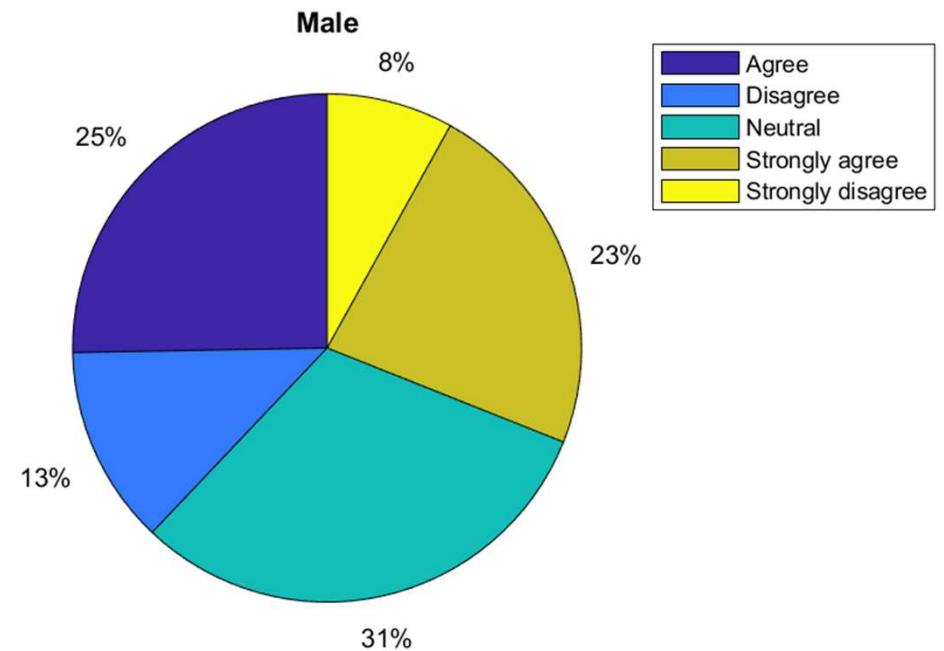
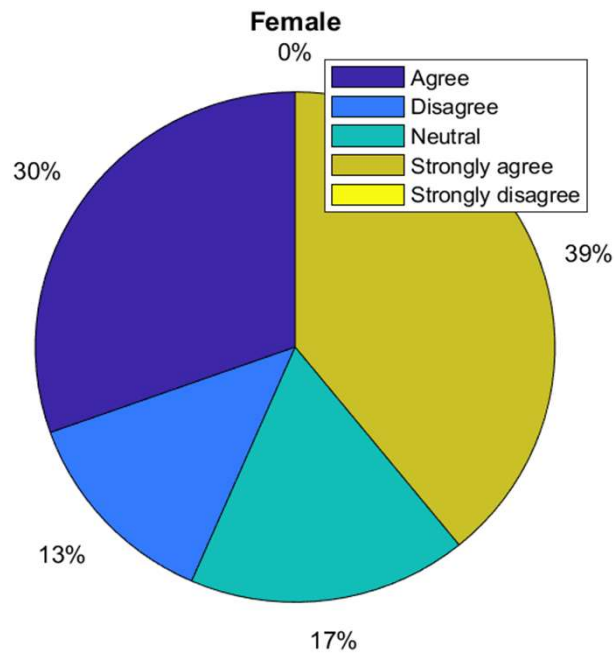


- Half agree or strongly agree.
- 27% are neither agree nor disagree .
- 27% of responder disagree with this.
- 8% of responder strongly disagree with this question.

Do you think the job impacted your decision in opting for higher education?/ Do you think working in the job motivated you to go for higher education?

Gender

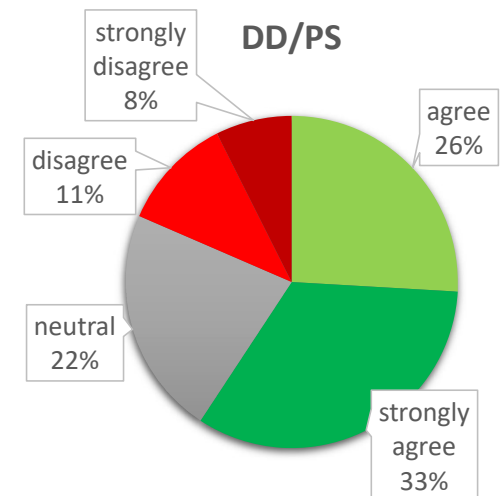
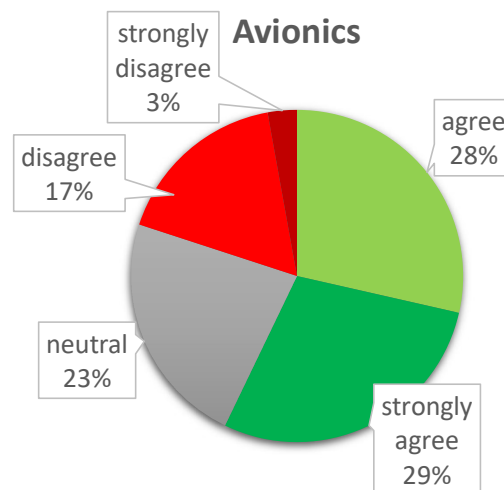
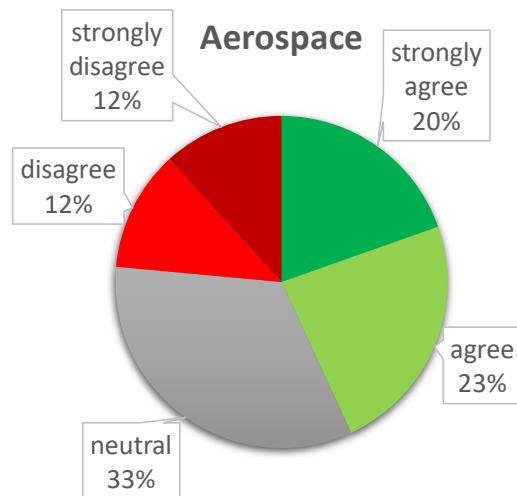
- **70% females** agree that their job impacted their decision of higher education.
- **Less than half** males agree the same.
- **21% males** disagree the same whereas **13% females** disagree.



Do you think the job impacted your decision in opting for higher education?/ Do you think working in the job motivated you to go for higher education?

Branch-wise

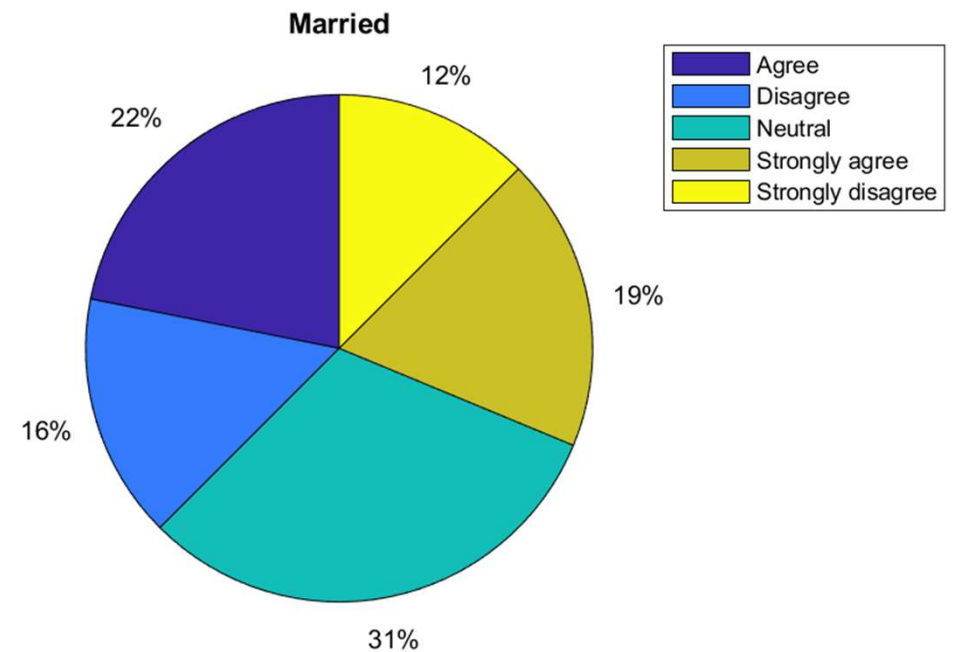
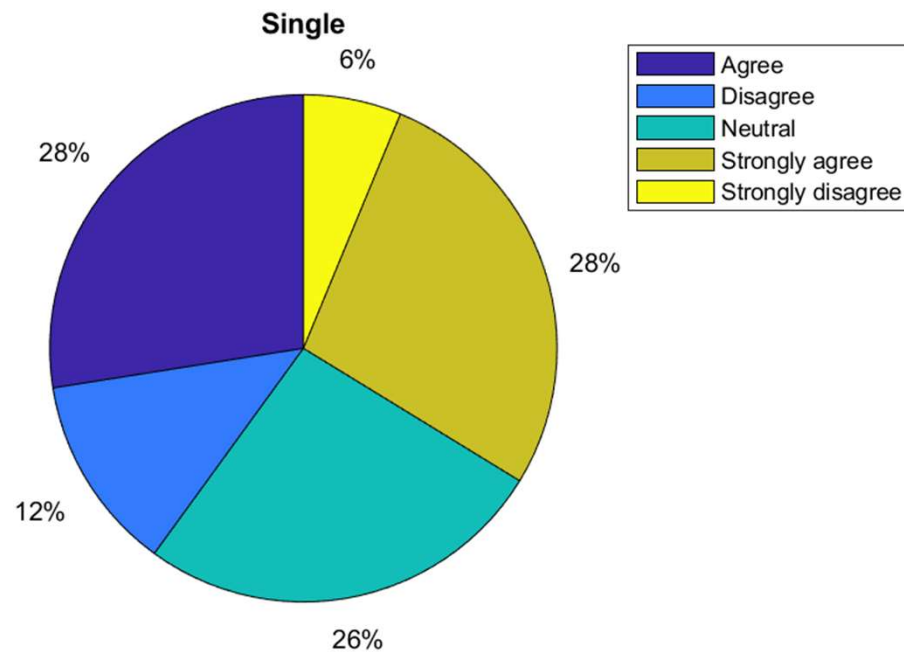
- Both avionics and DD/PS graduates responded positively by great amount(57% Avionics and 59%DD/PS).
- The number is slightly less in aerospace graduates(43%).
- But almost equal amount(around 1 in 5) disagree from all the 3 branches.



Do you think the job impacted your decision in opting for higher education?/ Do you think working in the job motivated you to go for higher education?

Marital Status

- More than half (56%) of the single people responded positively but only 41% married people responded positively.
- The neutral percentage however remains almost the same in both cases.



Conclusion on Education:

- We can make the inference that people who are not married have more freedom for higher education.
- Avionics and DD/PS are more inclined to go for higher education.
- Gender plays a minor role.

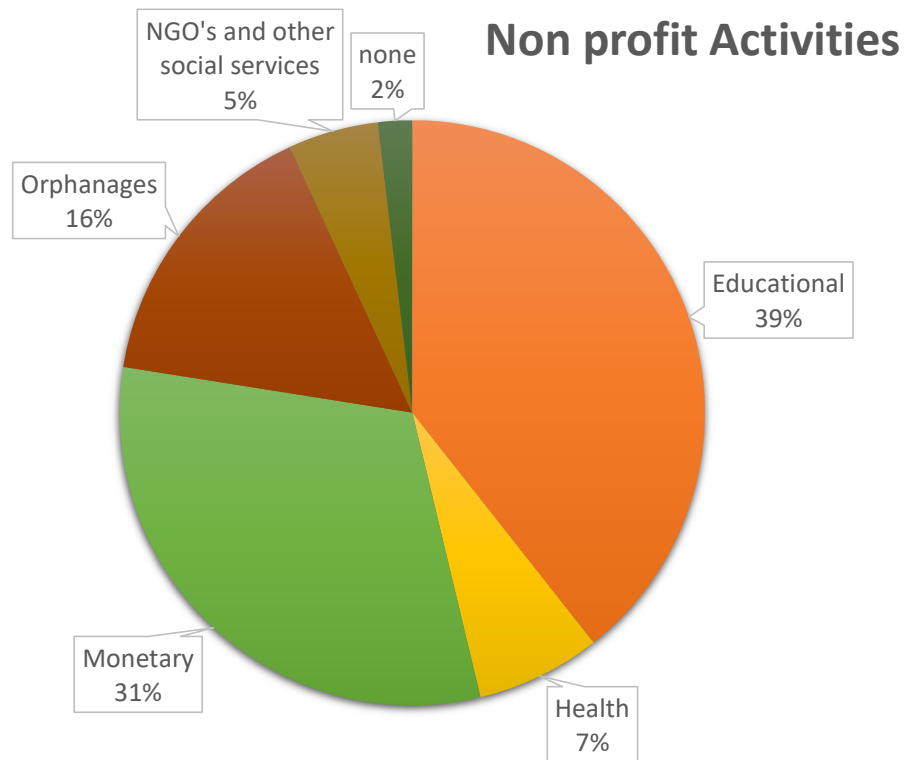
Personal Activities

- How people spend their time, and the nature of their personal activities matters for quality of life, irrespective of the income generated.
- The activities that people engage in have effects on their subjective well-being, in terms of both their hedonic experiences and their evaluative judgements.
- More generally, people do not always “choose” among these activities in the same way as they allocate their budget among various goods, due to a lack of effective alternatives. Further, these choices will generally affect other people within the family and community, with some of these personal activities effectively representing indirect costs to production (e.g. commuting) rather than consumption.

Personal Activities

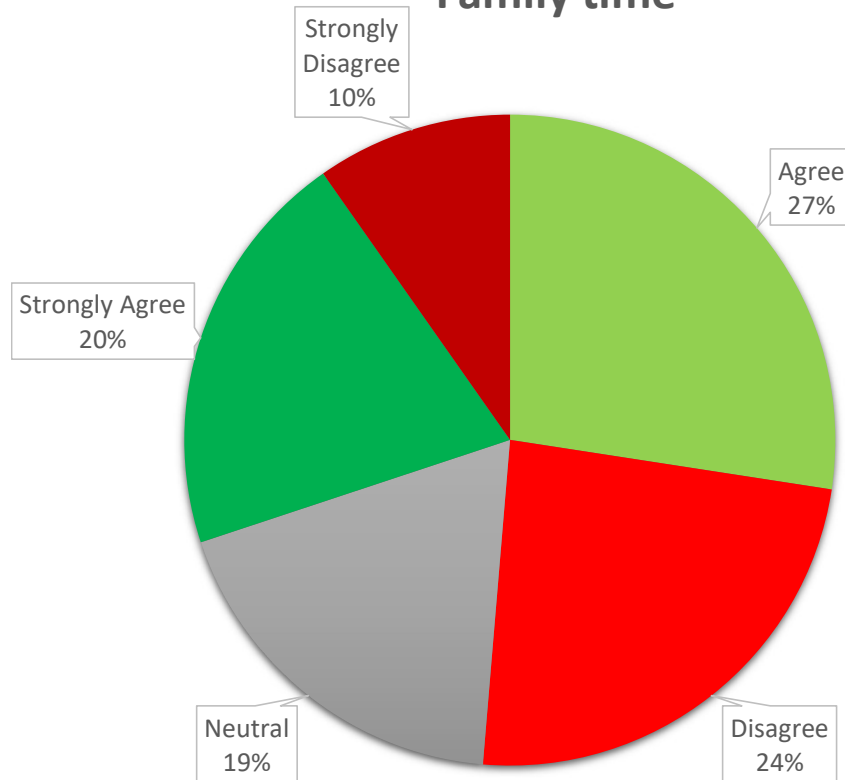
- A long tradition of research has emphasised the importance of leisure-time for quality of life. This research points to the importance of developing indicators of both leisure quantity (number of hours) and quality (number of episodes, where they took place, presence of other people), as well as of measures of participation in cultural events and of “poor leisure” (such as the share of children who did not take a holiday away from home in the previous year).

Any kind of non-profit activities towards society you did/ are doing/ wish to do?



- **4 in 10** persons have worked towards educational activities
- **16** % of persons worked for the orphanages
- **31**% worked for monetary
- **5**% persons give their contribution to NGO's and other social services
- **7**% responders worked towards health of society
- **2**% of people have not given their contribution towards society

Family time



- **1 in 5 persons** can give sufficient time to family
- **More than a quarter** can take out time for family
- **Almost a quarter** are not able to give proper time to family
- **10%** said that they are struggling for family time

Conclusion on Personal activities

- In the aspect of contribution to the society we had observed that after getting the job almost all have contributed towards society.
- In the aspect of giving time to family, we had seen that even if a group of people doing same job, even then some are able to give proper time to family and some not, this shows that giving time to family depends upon a person's personality and hence is a non-objective factor.

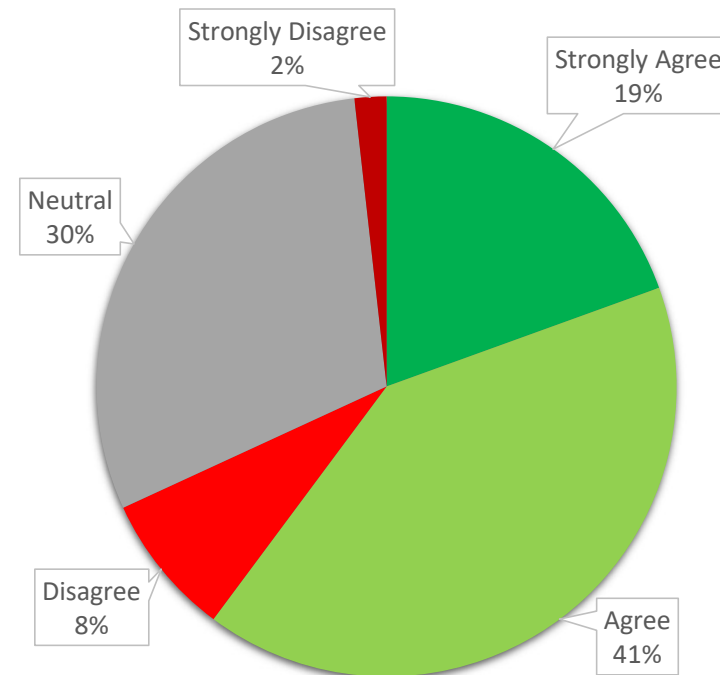
Political voice and Governance



- Political voice is an integral dimension of the quality of life.
- Intrinsically, the ability to participate as full citizens, to have a say in the framing of policies, to dissent without fear and to speak up against what one perceives to be wrong are essential freedoms.
- Instrumentally, political voice can provide a corrective to public policy: it can ensure the accountability of officials and public institutions, reveal what people need and value, and call attention to significant deprivations.
- Political voice also reduces the potential for conflicts and enhances the prospect of building consensus on key issues, with pay-offs for economic efficiency, social equity, and inclusiveness in public life.

Your say/opinion in the society-related issues faced by the people or on decision making, is being valued due to this job.

- 60% of the people agree showing a good amount of change in their confidence and respect given by other.
- Only 10% disagree.

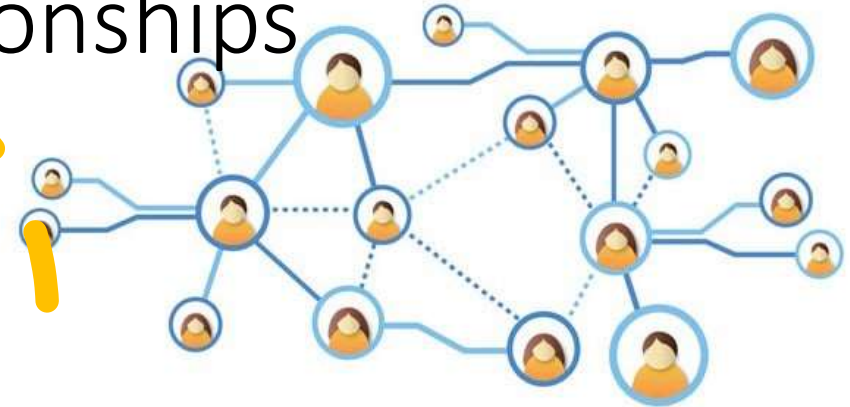


Conclusion on Political voice and governance

- We can conclude that after getting job, individual's opinion in the society gains importance.

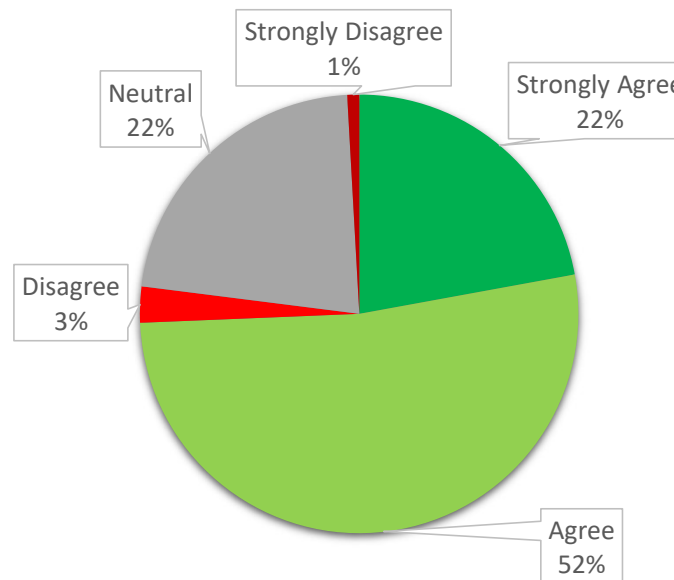
Social Connections and Relationships

- Social connections improve quality of life in a variety of ways.
- People with more social connections report higher life-evaluations, as many of the most pleasurable personal activities involve socialising.
- The benefits of social connections extend to people's health and to the probability of finding a job, as well as to several characteristics of the neighbourhood where people live (e.g., the prevalence of crime and the performance of local schools).
- These social connections are sometimes described as “social capital” to highlight the benefits (direct and indirect) that they bring.
- As with other types of capital, the externalities stemming from social capital can sometimes be negative: for example, belonging to a group may strengthen a sense of unique personal identity that fuels a climate of violence and confrontation with other groups.
- This, however, underscores the importance of better analysing the nature of these social connections and the breadth of their effects, rather than underestimating their significance.
- The available evidence suggests that social connections benefit people in the networks, with effects on non-participants that depend on both the nature of the group and the effects being considered.



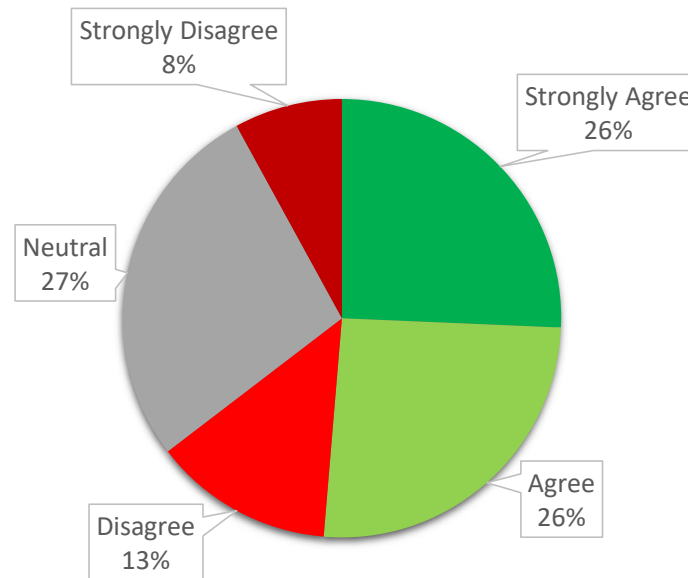
The job has increased
the status of my
family in society.

- **3 in 4** feel their family status improved
- **Only 4%** responded in negative



The relationship with my peers has improved through this job.

- **Nearly half** of people agree(52%).
- Surprisingly, **21%** disagree.



Conclusion on social connections and relationships:

- Family relationship with relatives and society **increase** after getting job of the individual.
- Relationship with friends and peers is somewhat **neutral** even after getting job.

Environment

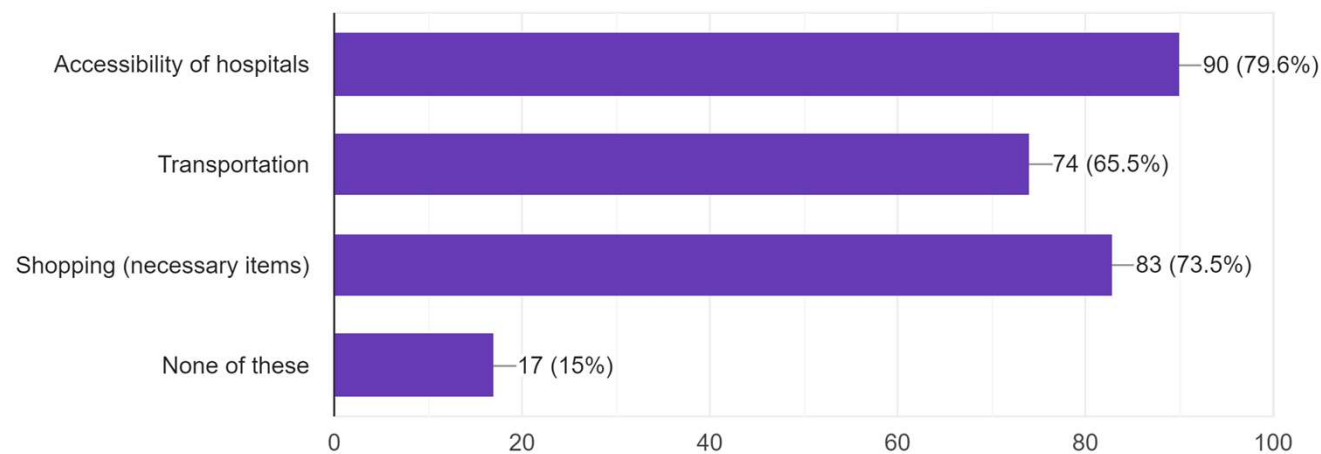
- Environmental conditions are important not only for sustainability, but also because of their immediate impact on the quality of people's lives.
- First, they affect human health both directly (through air and water pollution, hazardous substances and noise) and indirectly (through climate change, transformations in the carbon and water cycles, biodiversity loss and natural disasters that affect the health of ecosystems).
- Secondly, people benefit from environmental services, such as access to clean water and recreation areas, and their rights in this field (including rights to access environmental information) have been increasingly recognized.
- Third, people value environmental amenities or dis-amenities, and these valuations affect their actual choices (e.g., of where to live).
- Lastly, environmental conditions may lead to climatic variations and natural disasters, such as drought and flooding, which damage both the properties and the lives of the affected populations.

Are you satisfied with the location? (Tick the facilities that are easily accessible)

- **3 in 4** are satisfied with **accessibility of hospitals** and **necessary items**.
- **Nearly 35%** aren't satisfied with **transportation facilities**.

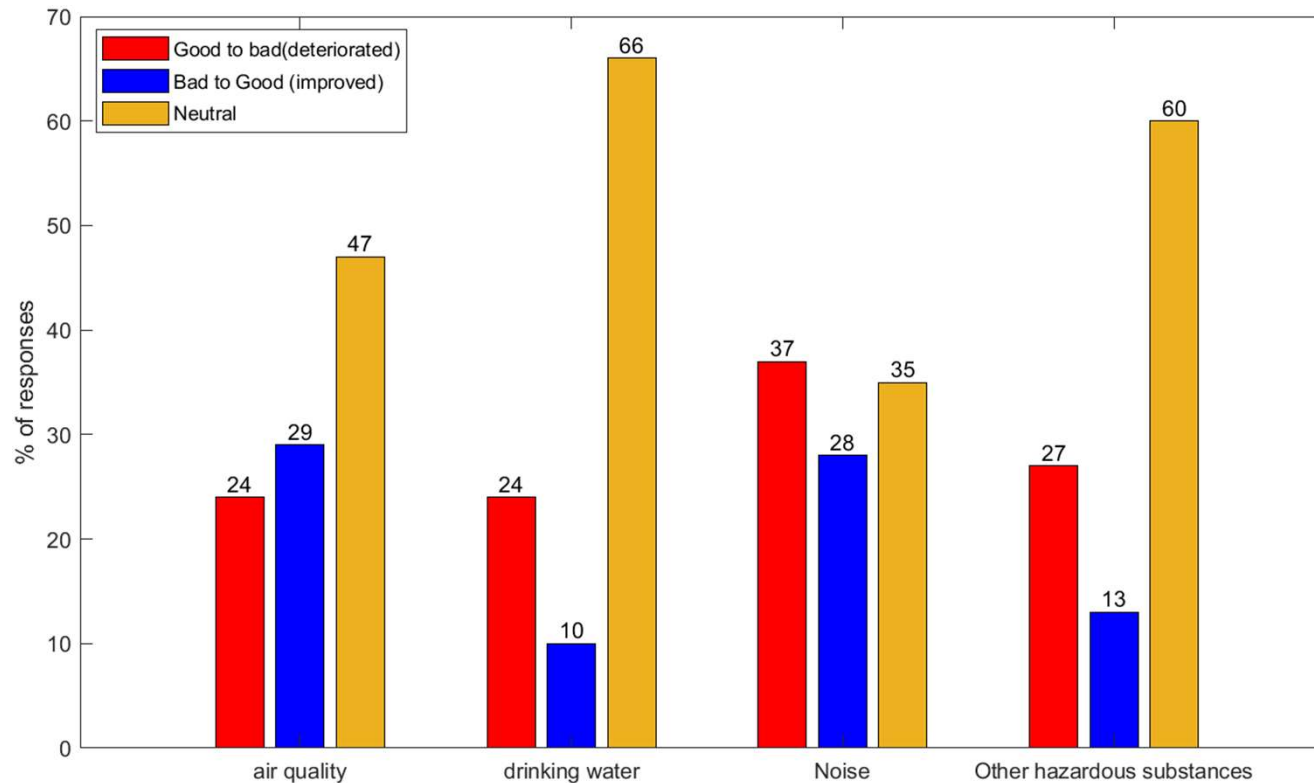
Are you satisfied with the location? (Tick the facilities that are easily accessible) (Multiple choice)

113 responses



In which of the following did you experience a considerable change after getting this job? (at home or workplace)

- Air quality:
 - **more than a quarter** feel it has **improved**
 - Nearly a quarter feel it has deteriorated
- Drinking water:
 - Nearly a **quarter** agree **water quality declined**
 - Most of them experienced no change
- Noise:
 - Over a **one-third** live in **noisy areas**
 - **Every fourth** person lives in **calm areas**

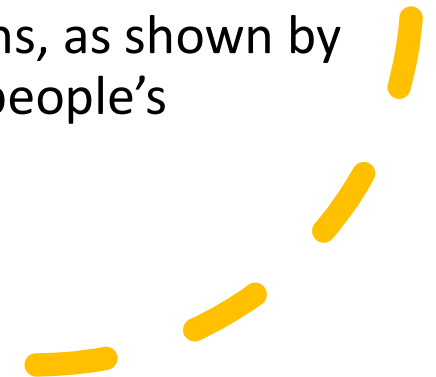


Conclusion on Environment

- We can conclude that most of the alumni have access to many necessary facilities.
- It is noticeable that some alumni are facing water quality issues, noise pollution in their workplace or living area.

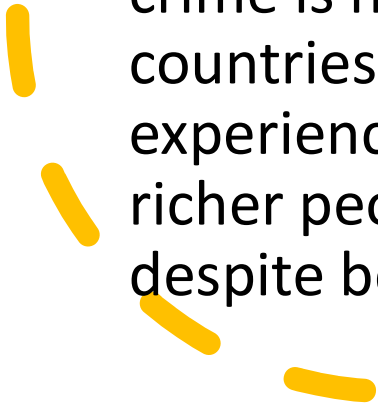
Insecurity of an economic as well as physical nature

- Personal insecurity includes external factors that put at risk the physical integrity of each person: crime, accidents, natural disasters, and climate changes are some of the most obvious factors.
- In extreme cases, these factors can lead to the death of the person involved.
- While these elements account for only a minority of all deaths, and they are captured by general mortality statistics, one rationale for having specific measures of their frequency is that their effect on people's emotional lives is very different than that of deaths related to medical conditions, as shown by the large impact of bereavement on people's subjective well- being.





- Less extreme manifestations of personal insecurity such as crime affect quality of life for a significantly larger number of people, with even larger numbers reporting fear of being a victim of a physical aggression.
- One of the most remarkable feature of reports on subjective fear of crime is how little they are related to experienced victimisation: countries with a higher share of people reporting fear of crime do not experience a higher victimisation while, within countries, older and richer people feel more unsafe than younger and poorer people, despite being less likely to be a victim of crime.





- Uncertainty about the material conditions that may prevail in the future reflects the existence of a variety of risks, in particular for unemployment, illness, and old age. The realisation of these risks has negative consequences for the quality of life, depending on the severity of the shock, its duration, the stigma associated with it, the risk aversion of each person, and the financial implications.
- Job loss can lead to economic insecurity when unemployment is recurrent or persistent, when unemployment benefits are low relative to previous earnings, or when workers have to accept major cuts in pay, hours or both to find a new job. The consequences of job insecurity are both immediate (as replacement income is typically lower than the earnings on the previous job) and longer term (due to potential losses in wages when the person does find another job).



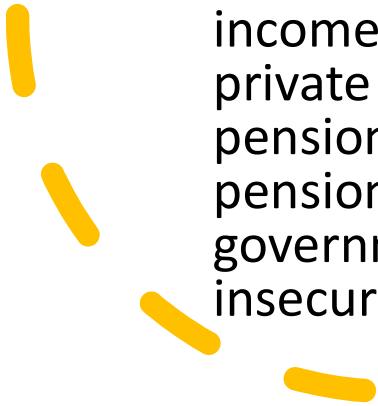


- The fear of job loss can have negative consequences for the quality of life of the workers (e.g., physical and mental illness, tensions in family life) as well as for firms (e.g., adverse impacts on workers' motivation and productivity, lower identification with corporate objectives) and society as a whole.
- Illness can cause economic insecurity both directly and indirectly. For people with no (or only partial) health insurance, medical costs can be devastating, forcing them into debt, to sell their home and assets, or to forego treatment at the cost of worse health outcomes in the future.





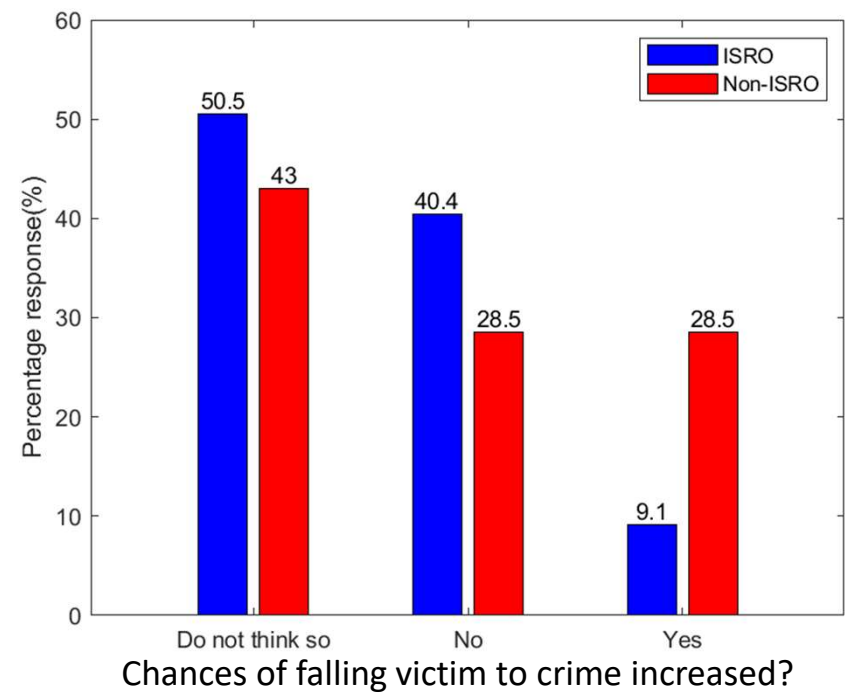
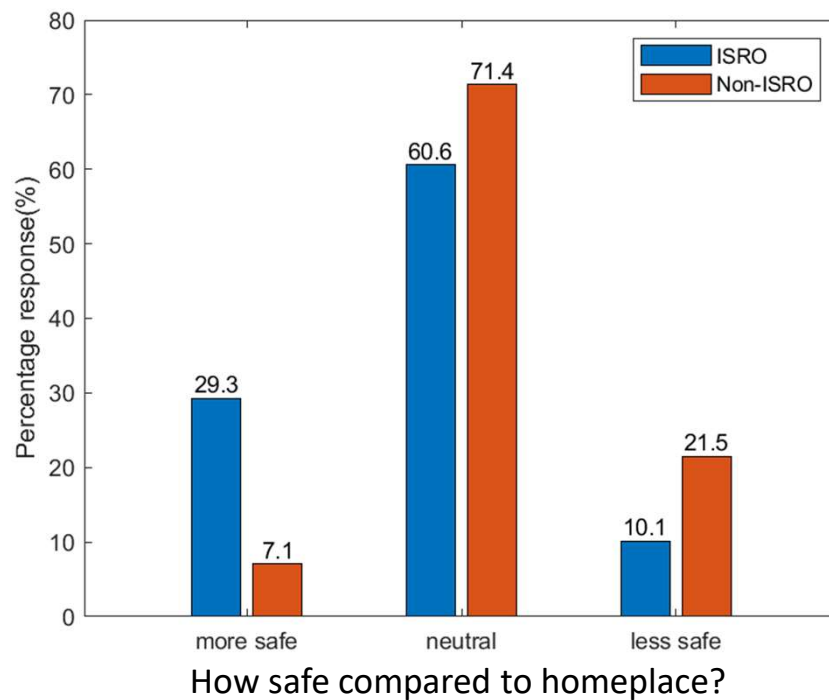
- Old age is not a risk per se, but it can still imply economic insecurity due to uncertainty about needs and resources after withdrawal from the labour market.
- Two types of risk, in particular, are important.
 - The first is the risk of inadequate resources during retirement, due to insufficient future pension payments or to greater needs associated with illness or disability.
 - The second is the risk of volatility in pension payments: while all retirement-income systems are exposed to some types of risk, the greater role of the private sector in financing old-age pensions (in the form of both occupational pensions and personal savings) has made it possible to extend the coverage of pension systems in many countries but at the cost of shifting risk from governments and firms towards individuals, thereby increasing their insecurity.



After getting job, how safe do you feel compared to your homeplace?

Did chances to fall victim to crime increase after getting this job?

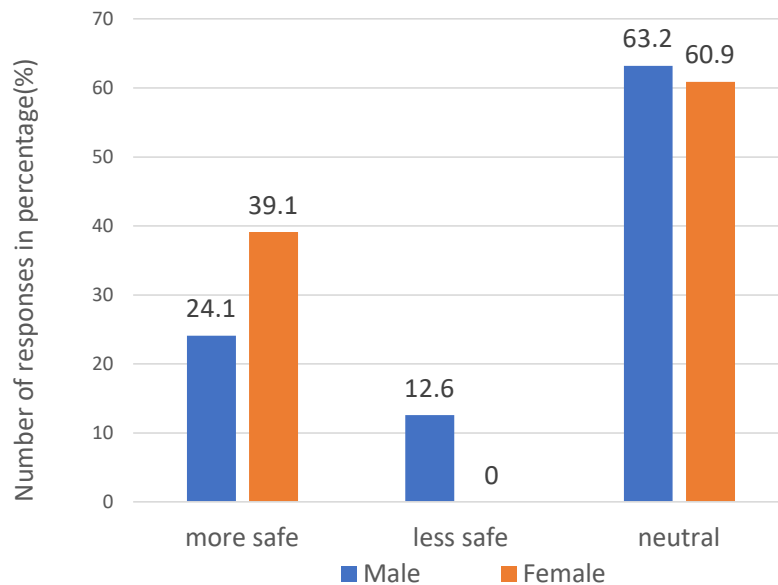
- Majority people played safe by pressing neutral option.
- Only **9.1%** of ISRO people say they are more prone to falling victim as crime but **28.5%** of non ISRO people feel the same.



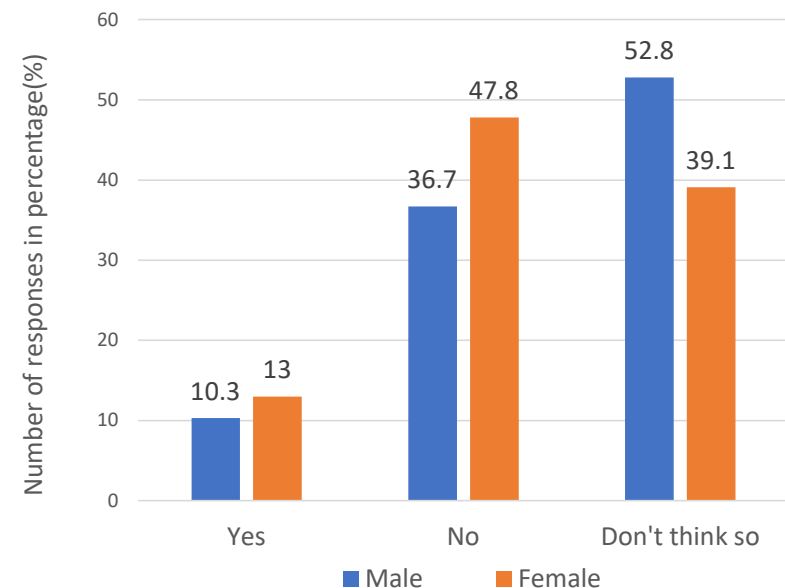
After getting job, how safe do you feel compared to your homeplace?

Did chances to fall victim to crime increase after getting this job?

- **4 out 10 females** agree that they are more safe compared to homeplace.
- **0** females feel less safe than homeplace.
- **Majority** feel **no change** in terms of safety.
- Interestingly, **13%** females do feel their chances of falling victim to crime increased after getting this job.
- **Almost half** of females said **no** for chances of falling victim to crime



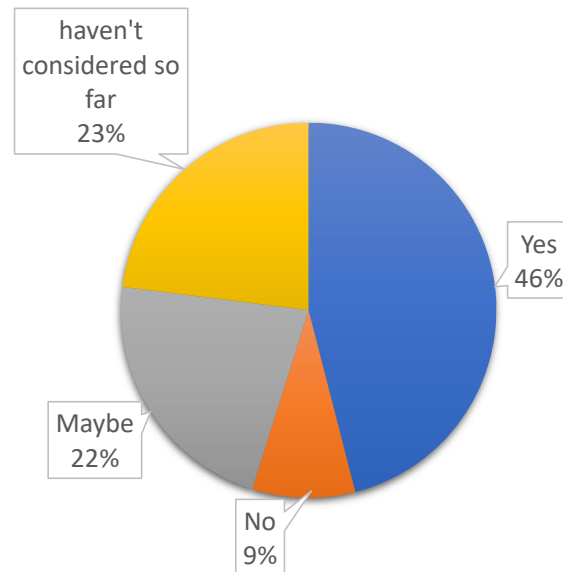
How safe compared to homeplace?



Chances of falling victim to crime increased?

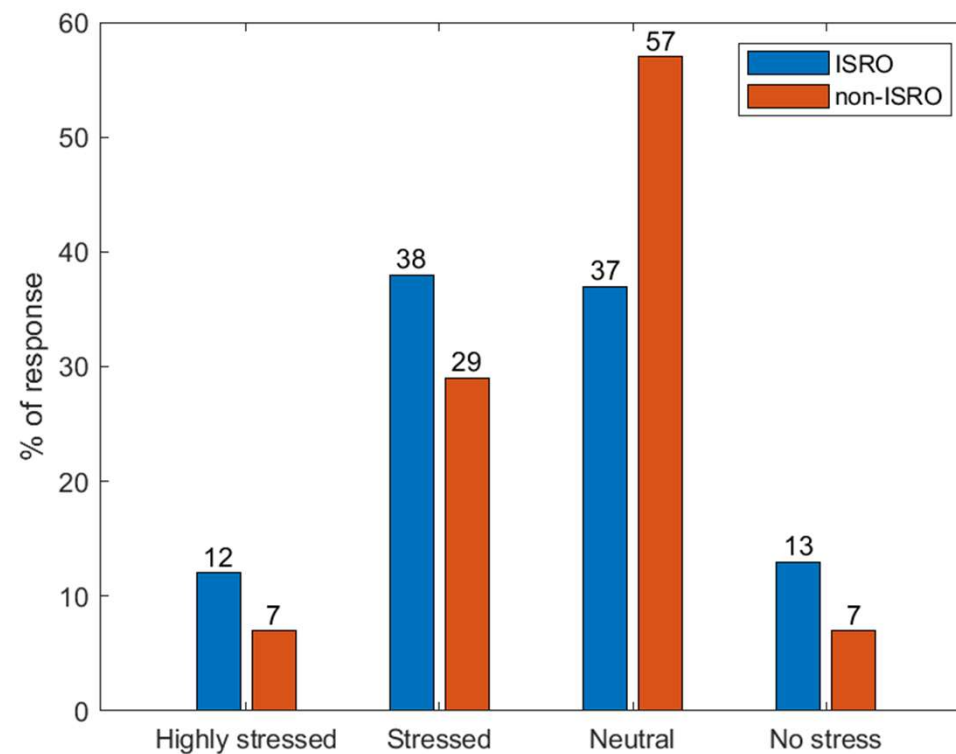
Do you think you will be secure in old age due to this job?

- **Almost a half** are **positive** in this aspect.
- **Remaining half** are either not sure or haven't considered so far (these may be freshers in workplace).
- **Very few** (9%) **disagree**.



Do you feel stressed after getting this job? (workload, working conditions)

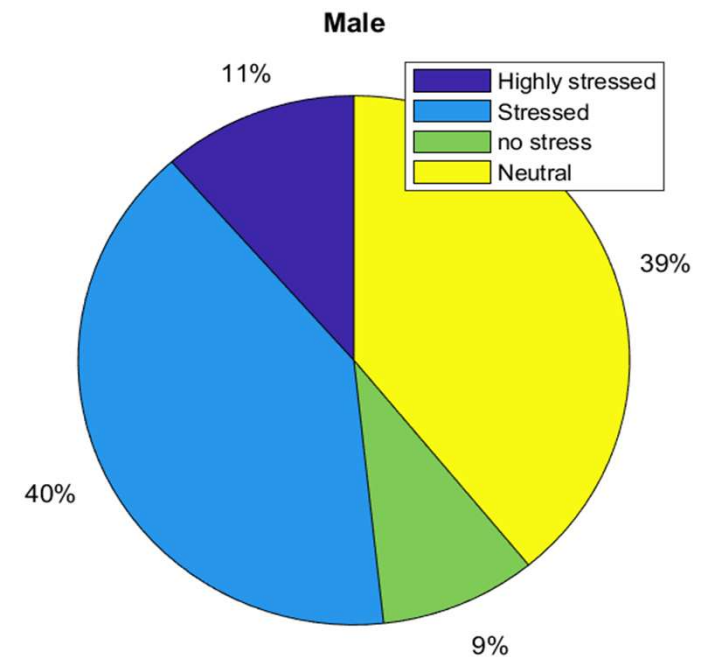
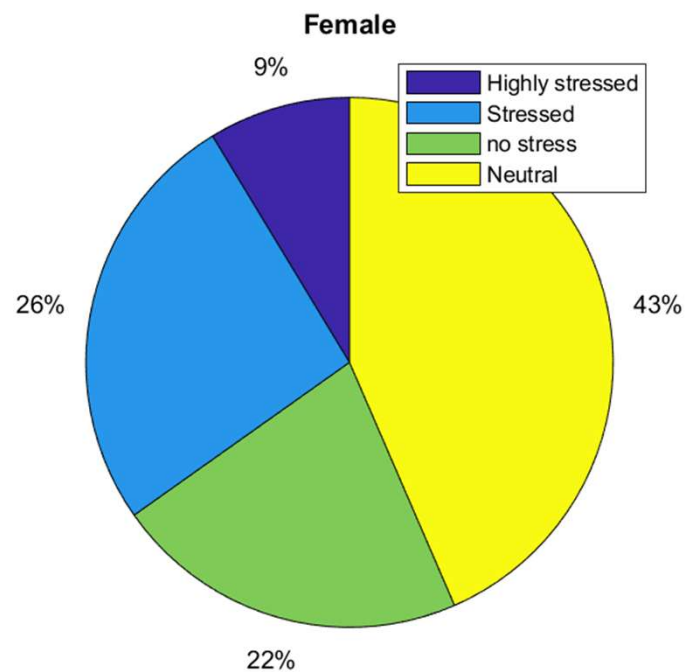
- Non-ISRO people are **better** in **managing stress** as majority of them (57%) chose neutral option.
- **Half of ISRO** people and a **third of non-ISRO** people are **stressed** after getting this job.



Do you feel stressed after getting this job? (workload, working conditions)

Gender

- The stress after getting job seems higher(55%) in male population than female(35%).
- However, the number of people who felt highly stressed or expressed neutral opinion remains almost the same.

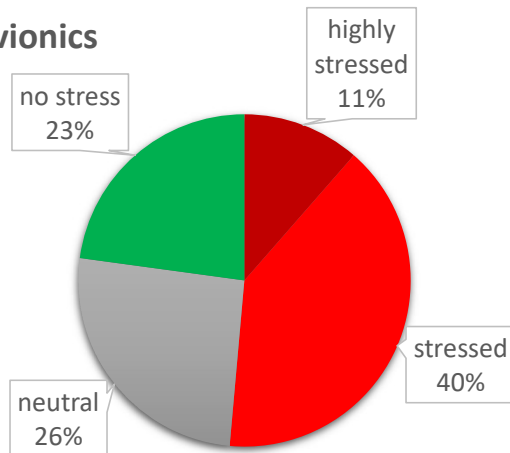


Do you feel stressed after getting this job? (workload, working conditions)

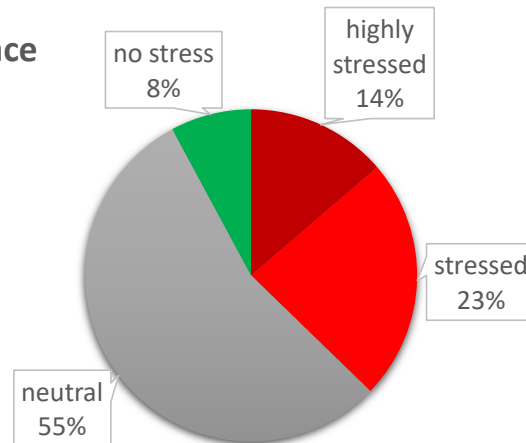
Branch-wise

- **DD/Physical sciences** people are the **highest** among stressed with nearly **67%** stressed.
- **Avionics** people come next with **every second person** being stressed.
- **Aerospace** people are **least** among the stressed with **37%**
- Among the **no-stress** people, **avionics** people are the **highest**.

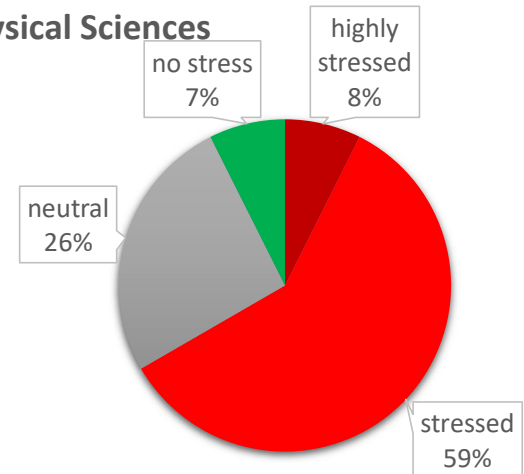
Avionics



Aerospace



DD/Physical Sciences

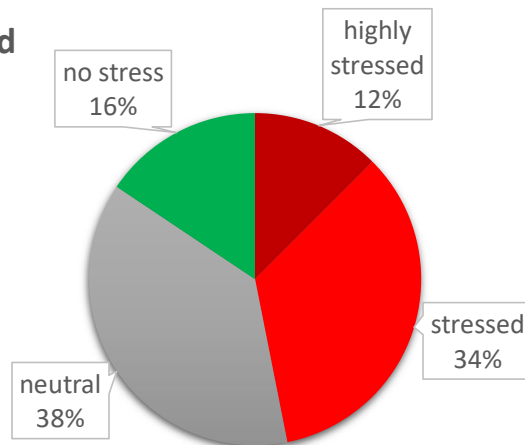


Do you feel stressed after getting this job? (workload, working conditions)

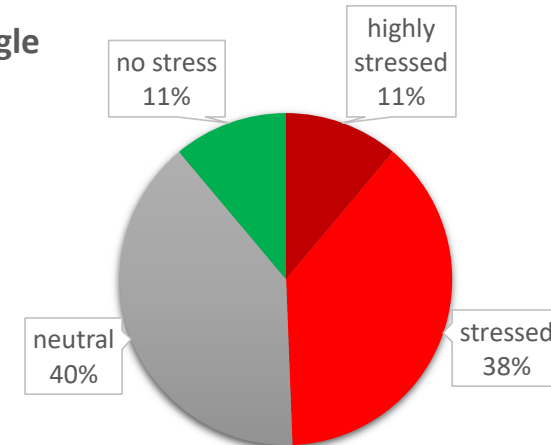
Marital status

- Among the **singles**, **nearly 50%** are stressed
- Among the **married**, **46%** are stressed
- **No significant difference** in stress levels between married and single.

Married

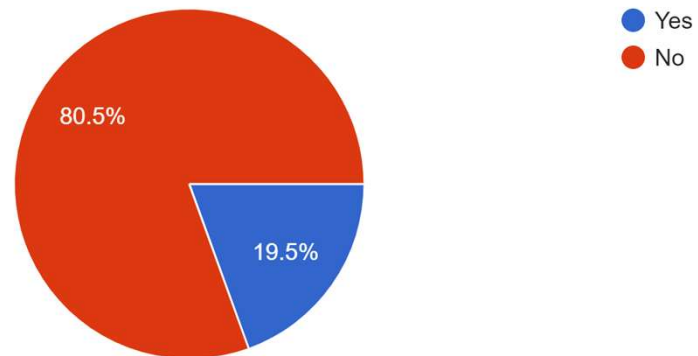


Single



Do you think you are more prone to natural disasters after getting this job? (location wise)

- **4 in 5** feel they are safe from natural disasters.



Conclusion on insecurity

- More of non-ISRO people feel unsafe than of ISRO people and their chances to fall victim to crime also increased after getting job.
- No female respondents feel less safe than their homeplace. Surprisingly, 1 out of 10 women do feel their chances of falling victim to crime has increased after getting the job. This may be due to uncomfortable workplace.
- Most of the people irrespective of job, believe their future is secure.
- Non-ISRO people are better stress-managers compared to ISRO people
- More number of ISRO people are stressed than non-ISRO people

Conclusion on insecurity

- Order of stress in workplace branch-wise:
 - DD/Physical sciences
 - Avionics
 - Aerospace
- Aerospace people are also best in managing stress than others
- No noticeable change in stress levels after marriage.





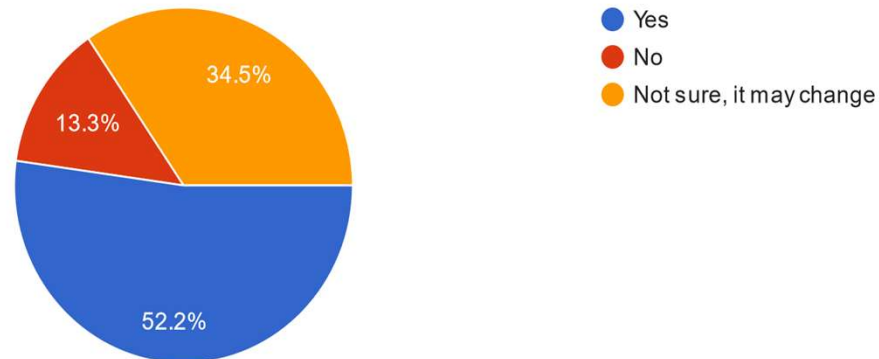
Sustainability

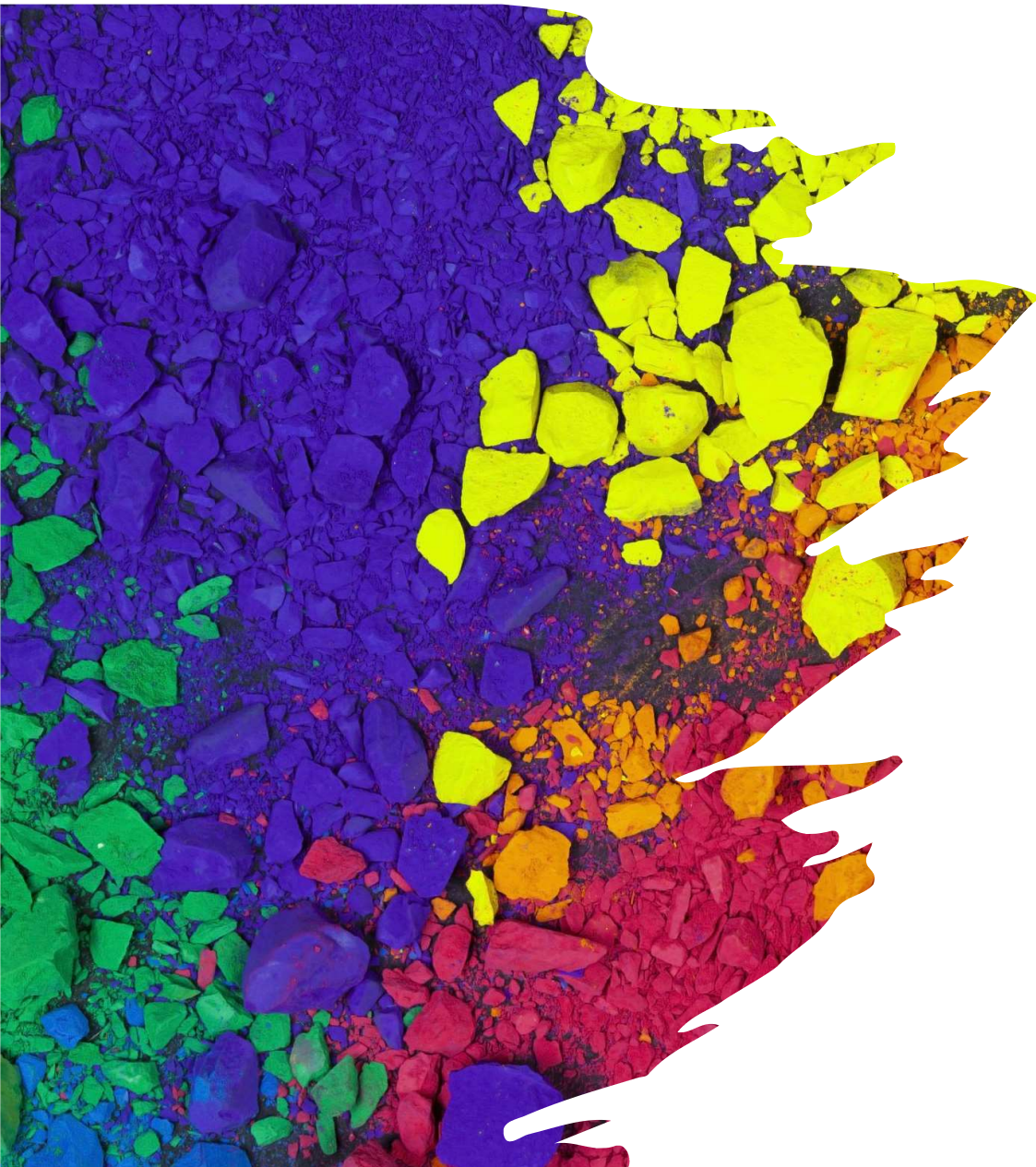
- Sustainability poses the challenge of determining whether we can hope to see the current level of well-being at least maintained for future periods or future generations, or whether the most likely scenario is that it will decline. It is no longer a question of measuring the present, but of predicting the future

Do you hope to see the current level of well-being at least maintained for future periods or future generations due to the job?

- **Half** of the participants believe their future is safe after getting this job.
- **Every third person** is not sure.

113 responses





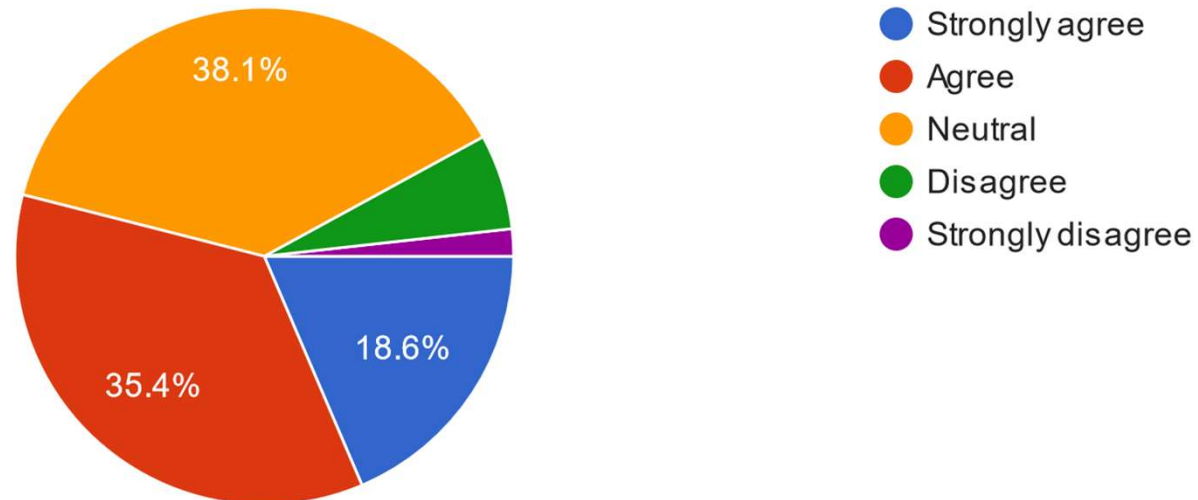
Miscellaneous

- Here we try to study some subjective aspects of well being

I am involved in the decisions that affect members of the family after getting the job

- Almost **3 in 4 agree** that they are involved in decision making in their family.
- **Only 8%** disagree with statement.

113 responses

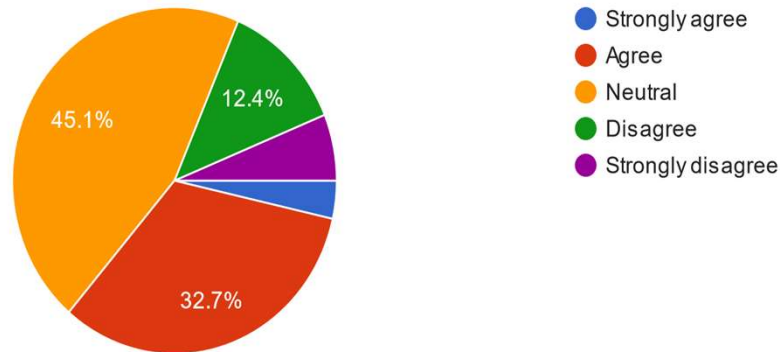


Getting important things
in life and family life
closeness to ideal life
after getting job.

- Among participants, around **6 out of 10** people agree that they got important things in life
- About **a third** believe their family life is close to their ideal after getting job.
- Neutral option is also more pressed option.
- **Very few** strongly agree and disagree to statements.

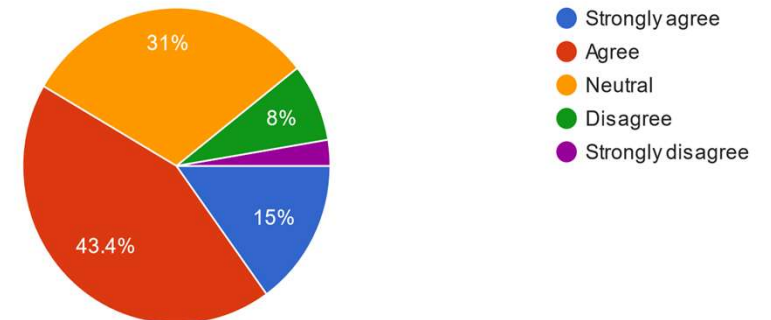
In most ways my family life is close to ideal after getting this job

113 responses



I have got many important things in my life after getting this job

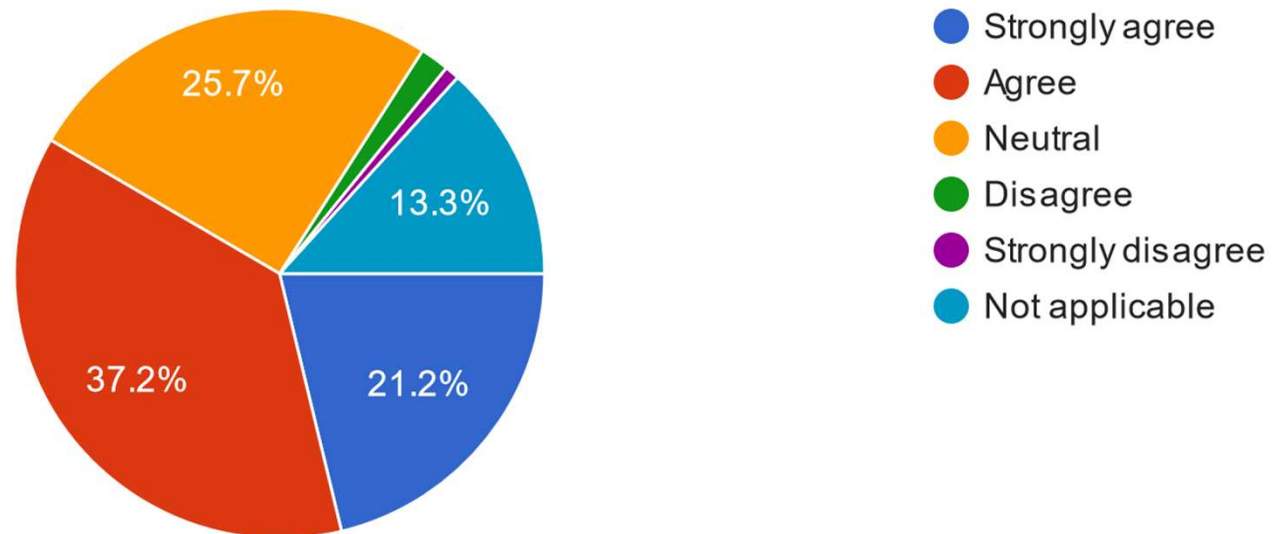
113 responses



Able to provide better facilities to siblings

- Among participants, more than **half of people** believe that they provide better facilities to siblings after getting job.
- Around **one-fourth** stays for neutral option.

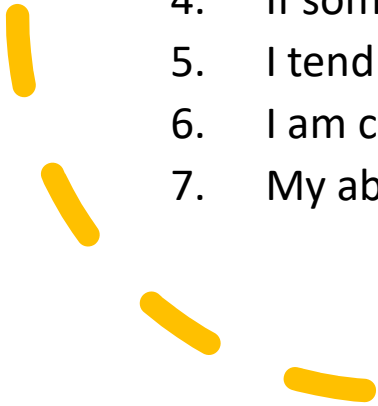
113 responses





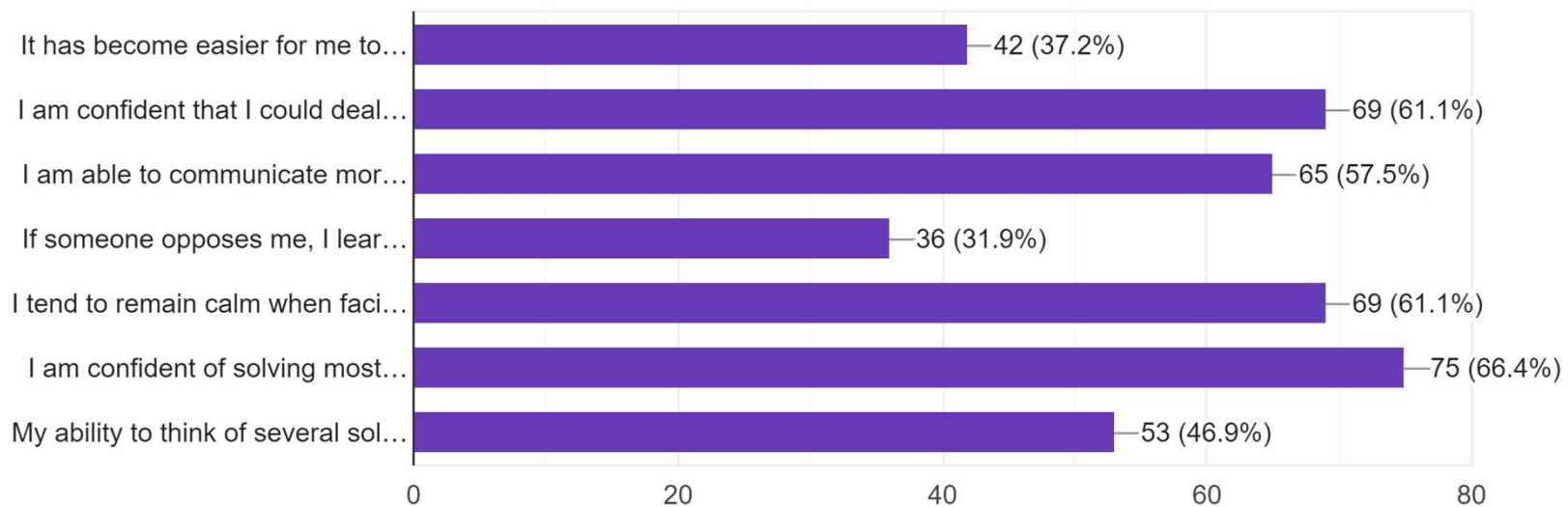
Confidence Level After getting job

- We used a scale derived from The General Self-Efficacy Scale (GSE) for measuring confidence levels of our interest.
- We asked them to tick whichever was applicable for them:
 1. It has become easier for me to speak to my aims and accomplish my goals.
 2. I am confident that I could deal efficiently with unexpected events.
 3. I am able to communicate more effectively.
 4. If someone opposes me, I learnt to find the means and ways to get what I want.
 5. I tend to remain calm when facing difficulties because I can rely on my coping abilities.
 6. I am confident of solving most problems if I invest necessary effort.
 7. My ability to think of several solutions to a problem has increased after getting this job.



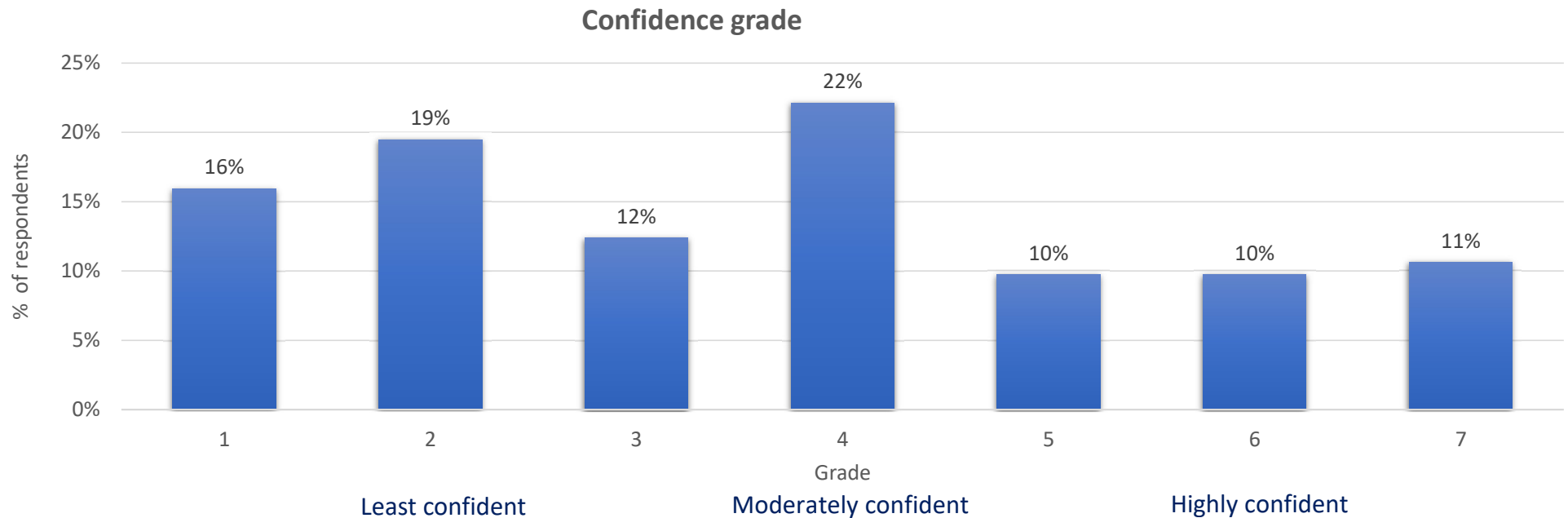
My confidence level has increased in the following ways after getting this job:

113 responses



Confidence Level After getting job

- We graded the confidence level of a participant according to the number of options chosen,
 - E.g., a person choosing any 4 of the 7 options is assigned a grade of 4.
- **More than a quarter** are **Highly confident**.
- **Almost half** are **least confident**.



An open blue suitcase lies flat on a light-colored wooden floor. The suitcase is filled with approximately 15 books of various colors (white, red, green, yellow, black) standing upright. The text "Case Studies" is overlaid in white, centered over the books.

Case Studies

Case Study 1

2020

Alumni- Aerospace

- Birthplace: Jharapali village, Bargarh, Odisha.
- Family background:
 - Occupation: Self-employed, farming
 - Income: <1.5lakhs per annum
 - Family: youngest of 4; Joint family of 14.
 - No belief in education
- Material living standards:
 - Able to clear debts slowly
 - Next goal is to have a proper house
 - Sending money to parents whenever necessary
 - Prefers saving and investing money, over spending
- Health:
 - No CHSS hospital nearby, hence parents cannot use the services.

Case Study 1

2020

Alumni- Aerospace

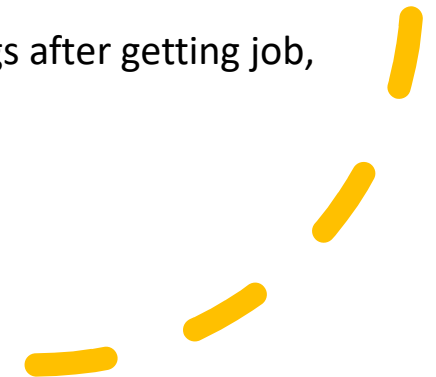
- Education:
 - After getting job in ISRO, belief in education in his fellow villagers increased, his siblings and neighbours' children are motivated to be like him.
- Personal activities:
 - Tried teaching his native place's children while working in ISRO
 - Created and presently working on a website similar to Khan Academy to provide necessary material for unprivileged children
 - Willing to lend money to his friends for education and other important needs.
- Social connections and relationships:
 - Conflicts between families reduced after getting this job
 - Communicating with different people in the workplace helped better his communication skills.
- Environment:
 - Enjoying nature, no significant changes from his native place.
- Insecurity:
 - Due to improvement in English while communicating with colleagues, his confidence has improved.

Case study 2: 2020 Alumni - Avionics

- Birthplace: Bibhutipur village district Samastipur Bihar.
- Family background :
 - Family occupation: shop
 - Income : <1.2 lakh per annum.
 - Members : 1 younger brother; mother; father died when he was in class 9.
- Material things and standards:
 - Shifted from 1 room to 2BHK house
 - Sends money to home
 - Stress-free expenses.
- Health:
 - Earlier cannot afford better treatment but now due to CHSS help no worries about health.
- Personal activity:
 - Goes out with friends on weekends , leisure time is slightly more after getting job.

Case study 2: 2020 Alumni - Avionics

- Education:
 - Wants to go for higher education, job also motivates to pursuit higher education.
- Social connections and relationship:
 - Better connection with relatives and society, more people are knowing about them.
- Environment:
 - Isn't exposed to city pollution
 - Friendly workplace.
- Personal and financial security:
 - No concern for social crime,
 - Got knowledge about investment and savings after getting job, workplace also encourages to invest money.



Case Study 3: 2020 Alumni -Aerospace

- Name : Anju
- Birthplace: Idukki, Kerala
- Family background :
 - Family occupation: **Farming**
 - Income : fluctuates; average **10k** per annum
 - Members : 1 younger brother and mother; father
- Material living and standards:
 - Able to **pay back family loans**
 - Purchased a scooty and rented an apartment in capital.
- Health:
 - No significant change, using **CHSS facility**.
- Personal activity:
 - Goes out to different places on weekends, likes to hear music.
- Social connections and relationship:
 - Job brought them a **lot of respect** for her family
 - Comfortable with working environment

Case Study 3: 2020 Alumni -Aerospace

- Environment:
 - Isn't exposed to city pollution, and friendly workplace.
- Personal and financial security:
 - no concern for social crime.
 - Sometimes, due to staying in a less-developed area, unable to take delivery at night.
- Education:
 - wants to go for higher education
 - able to provide **good education to brother**
- Insecurity
 - Living near to workplace leads to **non availability** of delivery facility at night



Case Study 4: 2020 Alumni -Avionics

- Birthplace: Bhandara, Maharashtra
- Family background :
 - Family occupation: **Retired (service in state corporation)**
 - Income : <5 lakh per annum
 - Members : 1 brother, mother and father
- Material things and standards: before getting job, brother helped family financially. Now proceeding for materialistic goal for house. Feeling more financial independence. Not thinking more before spending money
- Job might not give confidence in decision making . It does not give justice with the hype about it.

Case Study 4: 2020 Alumni -Avionics

- Health: cannot avail CHSS facility for parents as they are not living with him but bought medical insurance. Not often fell ill.
- Personal activity: cannot give enough time to family and friends. Meet them when go back to home (1 or 2 times a year).
- Social connections and relationship: colleagues are very friendly despite age group. No castism. Job brings a **lot of respect** for family
- Environment: work environment is safe. But more exposed to pollution and hazardous substances.
- Personal and financial security: more financial security after job. Cannot compare hometown and current place as both are safe. But cannot deny though very low, vulnerability due to ISRO job.
- Education: job might not but your interest motivate for higher education. Helps in career growth.



Case Study 5

- Name: Surbhi Baghotia (2012 AE pass out)
- Birthplace: Delhi
- Family background:
 - Occupation: Doctors
 - Income: >25 lacs per annum
 - Members: Mother, father, brother and myself.
- Material living standards:
 - Bought a vehicle after one year into job.
 - Bought a house recently, after 10 years into job.
 - Enjoyed more financial independence autonomy after getting this job. The starting salary was at par or better than many private jobs.
 - As the money was more regular, the lifestyle changed with frequent (once or twice in a week) visits to the restaurants, once in 2 months visit to cinema halls, no inhibitions in buying electronics and other home stuff. Personal living standards have improved.
 - Parents are working, so they are not dependant on me financially but I remember helping out with big payments in case of medical emergency which was later reimbursed with the health insurance company.

Case Study 5

- Health:
 - My parents are already covered in health scheme due to my father's job. So, they are not dependent on me.
- Education:
 - In the job for the first few years there is stability and lot to learn. So, I never really felt a need to go for higher education. Working in ISRO didn't encourage me to go for higher studies. Many of the alumni who went for higher studies left ISRO before or after the completion of their degrees. I have seen the resumes of alumni being impacted very positively with the description of the job profile at the reputed national space organisation. It possibly would have made them stand out from the other applicants for the same degree courses.
- Personal activities:
 - I am working as a volunteer in an International Non-profit organisation which is doing research in young generation and bringing awareness and dialogue towards topics related to psychology, society and meaning of existence. I also volunteer time to time in the science societies in the city and deliver lectures or talks on topics related of science, space science, etc.
 - The financial independence and good working hours give a good possibility of pursuing personal and recreational activities.

Case Study 5

- I think since the job is so far from home, I used to barely manage to get 1-2 weeks leave every 6 months. However, this situation also changed due to Covid-19 and it has been more than 1 year since I met parents or went home.
- Political Voice and Governance:
 - The work or the status due to the job is not directly related to the political voice or governance. In fact, we as government servants shall not take part in rallies or marches which are of political nature.
- Social connections and relationships:
 - The status in society is same but my parents are proud of the fact that I work in a prestigious organisation and the only one from the family in this field of space.

Case Study 5

- In Trivandrum, the half of my social circle has been due to the work and the connections due to work. Being with many co-workers being from same college has brought more connection.
- Environment:
 - I belong to the country's one of the most polluted cities, Delhi and coming to Trivandrum for college and staying here for work changed the environmental surroundings drastically. I am surrounded by greenery and being near to the coast, the air circulation is naturally good. The air quality is really good. Noise pollution has decreased.
 - I love the fact that I am near to the beach and can visit whenever I feel. With regards to access of facilities like hospitals, other basic facilities, everything is within short distances. Although the public transport is good, I use it rarely due to language constraints and the fact that it was always overcrowded.

Case Study 5

- Insecurity:
 - I belong to Delhi which is a city with very high crime rates, so in comparison Trivandrum is a blessing.
 - Being in Trivandrum, we have been safe and away from Earthquakes, flood and Tsunami. So, I would say we are less prone to natural disasters.
 - Even though the pension scheme is not as good as the old pension scheme, life is secured after retirement. However, this wouldn't be sufficient. So, family and friends are necessary to provide security in old age.

Case Study 5

- The stress due to unemployment or managing health expenses, etc are out of the picture. However, the general stress due to high expectations from self and the pressure to follow established social models is still there and sometimes it takes a long time to even be aware of it.
- Sustainability:
 - I hope to see the current level of well-being at least maintained for future periods or future generations due to this job. I think the job gives stability and regular income which is has improved after the 7th pay commission was brought into being.
- Miscellaneous:
 - I am able to provide better facilities to my siblings . when my brother needs monetary help and my parents don't agree or are not prompt, I help out. But my parents were able to afford good facilities for my brother and me even before .

Case Study 5

- I've got many important things in my life after getting this job. I am pursuing the field that interests me, have social relationships that I cherish, personally I've learnt to be independent.
- I am involved in decisions that affect members of the family after getting this job, not just after getting the job which I did at the age of 21 but when I became more matured after probably 3-4 years into the work force.
- It's been an ever-changing journey in which I am open to exploring the life with a plat-mate and being able to live independently. I wouldn't say I am close to my ideal family life.
- The confidence has increased as over the years I have gained maturity as a working professional who is independent and pursuing her goals in life. The job profile is also appreciated by many people in family, friends and those who we meet and interact for the first time.
- I enjoy interacting with people across different age-group, religion, and place. I have friends from different age groups and religions in this place.

Case Study 6

- Name: Aathira Hegde (2018 Avionics pass out)
- Birthplace: Nashik
- Family background:
 - Income: Around 30k initially and around 10k after father's retirement.
 - Members: Father, mother, sister and myself.



Case Study 6

- Life before getting ISRO Job: My dad worked at HAL, Nashik(a public sector undertaking) until I was in 6th std. All these years, we were provided with all facilities of education (free of cost) at HAL school and hospital/healthcare facilities. Even recreational or food or clothes we had a good choice. He superannuated in 2008, and we settled back in a village near Kayamkulam and I did my studies there from 7th to 12th. Dad does not get pension in huge amounts. She got a lump sum amount with which he had to manage the life, my higher studies and future(including my wedding as per the traditions). The place we lived in was a small village. Girls were asked to get back home by max six in the evening. Wearing jeans and top was considered an “oh” thing. The basic idea w.r.t girls was to get them a degree education and marry them off by 21. This was a huge change for me. I lived in a much free environment in Nashik. Financially, my education costed more in CBSE management schools (around 40k-60k per year) against free education at Nashik. Since it was a bit away from major towns, almost everything costed higher. So the living expenses were also high.
- The job was surely a perk while opting for IIST.
- Material living standards:

Case Study 6

- I got a new house in 2021 with this steady income in fact I could afford a very good house (better than the previous one).
- I bought a car for myself and my family to travel long trips too.
- Enjoy more financial independence, autonomy after getting this job.



Case Study 6

- My family has enough savings now.
- My household assets have improved.
- I am supporting my parents financially (They are independent financially, but since they're staying with me)
- Health:
 - Right now, healthcare facilities are higher than what we got during my earlier days.
- Education:
 - I have better opportunities for higher education (got to know a lot of them, had it been my village, I wouldn't know the world this much.
- Personal activities:
 - I am able to support non- profit activities.
 - I started going for dance classes after I joined VSSC. To learn dance and go for programs was also costly enough during my teenage days. It was not considered affordable, and I had given up classes in 9th std. Right now, I resumed my dance classes, participated in Nishagandhi dance festival and 2 more.
 - Able to spend enough time with family.
- Political Voice and Governance:

Case Study 6

- My say/opinion in the society related issues faced by the people and on decision making is being valued due to this job.
- Social connections and relationships:
 - I recently got married.
 - This job has increased the status of family in society.
 - The relationship with my peers have improved with this job.
- Environment:
 - I moved to Trivandrum. The quality of air, noise pollution is of course worse.
 - Water quality remained the same.
- Insecurity:
 - I don't think the fear of falling to crimes or falling victims to crime has increased.
 - No change in getting prone to natural disasters with this job.
 - Feel I will be secure in old age due to this job.

Case Study 6

- There is absence of stress.
- Economic well being is there.
- Sustainability:
 - I hope to see the current level of well-being at least maintained for future periods or future generations due to this job.
- Miscellaneous:
 - I've got many important things in my life after getting this job.
 - I am considered an important member while taking decisions in my family.
 - My confidence level has increased after getting this job.
 - I enjoy interacting with people across different age-group, religion, and place.



/

Conclusion

Name _____

Signature _____

Date _____



Final Conclusion and Remarks

- Subjective well-being was clearly seen throughout the respondents in a very large amount.
- Case studies strengthen the fact that getting a job improves well-being, from economic and social well-being to sustainability. We have people who experienced significant change in their quality of life after getting job.
- Person's perception on each of the aspect depends on his/her earlier social status, and getting a job improves their social status resulting in change of perception.
- The study also throws light on the work-related stress in ISRO, which interestingly varies with the branch of the alumni.
- We can conclude after getting a job one witnesses improvement in all the aspects of well-being with a few exceptions.
- Overall job impacts the life of IIST alumni in a much positive way and ensures well being and quality of life to great extent.

Limitations

- Only BTech and DD students were considered for this study excluding PhD and MTech students.
- Each of the 8 aspects of well being have their own research and survey methods. We adopted a common method of interview and questionnaire as a method of survey.
- Since the response we got consists of student from non-ISRO which also includes people from corporate job , in which initially the salary is less but after some time it becomes much better so the living standards may change drastically.

Team Efforts and Acknowledgement

- It started with Lekshmi mam giving her suggestions and her ideas. She stood with us throughout the course of project, helping whenever we approached her. She also helped us in contacting the IIST alumni.
- We had a discussion with Mr. Aswin (2020 alumni Avionics), who helped us to understand more on the matter with an informal discussion with him. He shared many interesting things about ISRO, IIST life and many general things.
- Around 10 meetings were held throughout the course of the project to discuss the then needs and for analysis.
- Special thanks to the interviewees- Ms. Surbhi Baghotia, Mrs. Aathira Hegde, Ms. Anju, and others who wish to be anonymous.
- Thanks to the IIST alumni association treasurer Ms. Ankita who helped us in getting 113 responses to a great extent.
- Thanks to Mr. Aswin, Mr. Ashish and many others who helped us finding out people for interviews.

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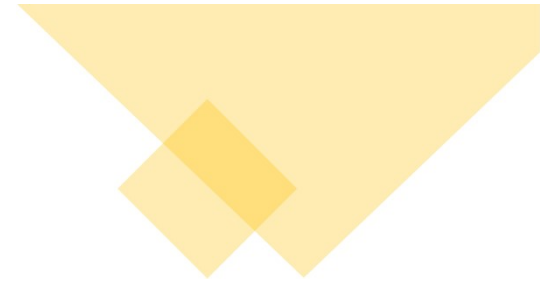
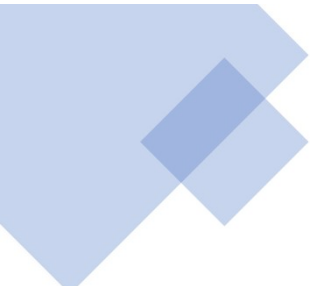
Contributions

- All of us contributed towards questionnaire framing and had discussion for the same before sending out the form.
- Abin Antony M SC20B073
 - Error checking of the data collected
 - Data analysis and updating material living standards with interview data
- Anirudh Saripalli SC20B078
 - One-one interview – Case study-1
 - Data analysis and updating environment and insecurity with interview data
- Ayush Tewari SC20B083
 - Written interview – Case study-4
 - Data analysis and updating miscellaneous and sustainability with interview data
- Nithin M SC20B101
 - Written interview- Case study-5,6
 - Literature review and core content writing

Contributions

- Sanyam Kaushik SC20B120
 - One-one interview – Case study-2
 - Data analysis and updating political voice and governance, and social connections with interview data.
- Vishal Kumar Singh SC20B135
 - One-one interview – Case study-3
 - Data analysis and updating of health, education, personal activities with interview data

Even though the above classification is just on overall basis, there is contribution from everyone throughout the project wherever it was needed and required. Also, at final stage, due to lack of time, many of our works were overlapped with each other with one person helping other person's job when required.



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*The quality of your life
will be determined by
the quality of your
contribution.* When you
work to improve the lives
of others, your life
improves automatically.

KUREK ASHLEY

.....∞.....
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