

## “Assessing the Well Being of Migrant Employees of UAE”

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**ABSTRACT :** More than 88% of the workforce in the United Arab Emirates (UAE) is made up of migrant workers and is considered essential to important industries like retail, healthcare, construction, hospitality, and domestic services. This study examines how work-life balance, job security, company culture and environment, and emotional intelligence affect the well-being of migrant workers. It is shown by the results that work satisfaction and retention are increased by a positive culture within the organization, which is defined by equity, inclusivity, and open policies. Similarly, physical and mental tiredness is led to by a lack of personal time and lengthy work hours, which has a substantial impact on overall well-being. Job security is considered particularly important since better feelings are reported by workers who have steady contracts and regular pay, whereas stress and anxiety are felt by those who are subjected to salary anomalies or contractual exploitation. Increased resilience and adaptation are associated with higher emotional intelligence (EI), Interpersonal relationships and professional stress are affected by migrant workers as a result. The importance of emotional stability, fair labor standards, and organizational assistance in fostering the productivity and well-being of migrant workers in the United Arab Emirates is emphasized by the study's overall findings. The necessity of stronger labor laws and better working conditions in order to protect worker welfare and maintain economic growth in the United Arab Emirates is highlighted by the results.

**KEYWORDS** - Organizational culture and climate, Work life balance, Job security, Emotional intelligence , Employees well-being.

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### I. INTRODUCTION

The United Arab Emirates (UAE), a major player in the world economy, is significantly depended upon by migrant workers to support its explosive expansion. More than 88% of the workforce is made up of expatriates, and they are regarded as essential to important industries including domestic services, retail, healthcare, hospitality, and construction. The efforts of migrant workers are depended upon for the nation's economic prosperity; however, a number of organizational and individual factors have a big impact on their well-being and job satisfaction. These factors consist of work-life balance, job security, emotional intelligence, organizational culture and environment, and general employee well-being. The experiences of migrant workers in the United Arab Emirates are significantly influenced by the climate and culture of their organizations. In a positive workplace culture, fairness, respect, and inclusivity are encouraged, which fosters a sense of community and raises employee satisfaction. Employees feel appreciated and inspired when appreciation and inspiration are provided by their employers. Open communication, employee appreciation, and clear policies should be promoted. Unfair labor practices, subpar working conditions, and a dearth of support networks are encountered by numerous migrant workers in labor-intensive industries. General well-being is frequently lowered by causing tension, discontent, and burnout. On the other side, employee happiness is determined by a positive work environment since morale, output, and retention are increased.

In the United Arab Emirates, the well-being of migrant workers is also significantly impacted by work-life balance. Lengthy workdays, little downtime, and little time for personal pursuits are put up with by many migrant workers, especially in industries like construction, hospitality, and domestic services. Physical and mental tiredness is frequently experienced by them as a result of the demanding nature of these occupations, which throws off their work-life balance. On the other hand, work-life balance is enhanced by companies that

place a high priority on fair scheduling, flexible work schedules, and sufficient leave policies. Employee morale and productivity are raised, in addition to well-being. The experiences of migrant workers are significantly shaped by job stability. Flexible work schedules and sufficient leave policies are seen to enhance work-life balance. Employee morale and productivity are raised in addition to well-being. The experiences of migrant workers are significantly shaped by job stability. The well-being of workers is considered higher when regular salaries, stable contracts, and fair labor practices are provided. More likelihood is observed for them to feel devoted to their groups, safe, and appreciated. On the other hand, stress, anxiety, and apprehension are frequently felt by those dealing with contractual exploitation, inconsistent pay, or abrupt job terminations. The Wages Protection System (WPS) and other government measures in the United Arab Emirates are designed to protect workers' rights by guaranteeing prompt wage payments and fostering job security. But occasionally, employees are exposed to monetary volatility and legal ambiguities through enforcement loopholes, which negatively impacts their general well-being. Emotional intelligence (EI) is also regarded as a major factor in determining how interpersonal interactions and professional stress are handled by migrant workers. A greater ability to control emotions, settle disputes, and adjust to changing circumstances at work is displayed by high EI workers. On the other hand, difficulties could be found by employees with lower emotional intelligence in coping with stress, cultural differences, and demanding work situations, which could have a detrimental effect on their well-being. Emotional intelligence training is supported by employers to assist staff members in becoming more resilient, empathetic, and skilled communicators. This assistance leads to the creation of a more positive work atmosphere. The general well-being of migrant workers in the United Arab Emirates is ultimately shaped by the interaction of these important factors. A significant increase in employee well-being is observed when work-life balance, job stability, emotional intelligence, and a favorable corporate culture are all present. The likelihood that migrant workers will flourish and continue to be productive is increased by emotional stability, fair labor practices, and supportive work environments. However, many migrant workers still face difficulties like unfavorable working conditions, unstable employment, and psychological stress, which highlights the need for more robust labor laws and improved workplace procedures. The well-being of these workers is crucial not only for employee retention and happiness but also for maintaining the UAE's economic growth and international standing.

## **II. OBJECTIVES OF THE STUDY**

- ❖ To understand the demographic profile of the respondents.
- ❖ To access the categorized variables on dependent variables.
- ❖ To find the impact of Independent variables on Dependent Variables.

## **III. REVIEW OF LITERATURE**

The subject of much research on the well-being of migrant workers has been the impact of organizational culture, work-life balance, job security, and emotional intelligence on employee satisfaction and productivity. How the corporate environment and culture have a big impact on workers' well-being is highlighted by numerous studies. A healthy company culture that fosters motivation, work satisfaction, and staff retention is characterized by fairness, inclusion, and transparency (Cameron and Quinn, 2011). In a similar vein, it was discovered by Denison (1996) that greater levels of well-being are promoted by organizations with open communication, clear values, and employee appreciation. On the other hand, stress, discontent, and burnout are linked to organizations with exploitative tactics, subpar leadership, and a lack of support. The importance of work-life balance (WLB) for improving general well-being is emphasized by research. According to Greenhaus and Beutell (1985), job-life balance is defined as the balance between job duties and personal responsibilities, and it was noted by them that stress and lower life satisfaction are caused by imbalances. Greater job satisfaction, reduced stress, and better mental health are reported by employees with a better work-life balance, according to a study by Haar et al. (2014). Physical and mental weariness have been associated with migrant workers' lengthy workdays, little downtime, and lack of leisure time (Burgard & Lin, 2013). Employee well-being is enhanced by wellness initiatives, leave policies, and flexible scheduling provided by companies. Another important factor that affects employee well-being is job stability. It was discovered by De Witte (2005) that less stress and greater job satisfaction are experienced by workers who have regular pay and solid contracts. The Wages Protection System (WPS) was implemented by the government of the United Arab Emirates with

the goal of protecting migrant workers by guaranteeing prompt salary payments and encouraging job stability. Frequent problems with contractual exploitation, wage delays, and abrupt employment terminations, which exacerbate their emotional and financial instability, continue to be experienced by migrant workers, as shown by research by Jureidini (2010) and Gardner (2019). Manjula et al., (2019) Well-being, including physical, mental, and emotional aspects, is improved through balanced lifestyles, stress management, supportive relationships, and healthy work environments. It is often promoted by organizations with programs focused on mental health, work-life balance, and positive workplace cultures. The well-being of migrant employees in the UAE being good likely results in them being more productive and motivated to work harder.

#### **IV. RESEARCH METHODOLOGY**

The study examines the impact of work-life balance, job security, corporate culture, and environment, along with emotional intelligence, on the wellbeing of migrant workers in the United Arab Emirates through a quantitative research technique. By focusing on migrant laborers employed in industries such as domestic services, retail, healthcare, hospitality, and construction, the research uses a survey-based approach to gather primary data. This is achieved through a structured questionnaire designed to collect employment details, demographic information, and responses related to the key variables. The questionnaire includes Likert-scale items that measure job security, work-life balance, organizational culture, emotional intelligence, and overall well-being. A pilot research with 30 participants was carried out to guarantee the validity and reliability of the instrument. This allowed for the questionnaire to be improved and any ambiguities to be cleared up. The final data collection was made up of 116 migrant workers, offering a representative and varied sample. A stratified random sample technique is used in the study to ensure representation from a variety of industries and occupational roles. The viewpoints of both skilled and unskilled migrant workers are captured by this method, which guarantees a balanced participant distribution. Among the statistical tools used to examine the data that has been gathered are multiple regression analysis, correlation analysis, and descriptive statistics. These techniques aid in determining the connections between the dependent variable (employee well-being) and the independent factors (work-life balance, job security, corporate culture, and emotional intelligence). The elements that have the biggest impact on well-being are highlighted by using regression analysis to gauge the degree and significance of these correlations. Secondary data from government papers, scholarly journals, and previously published works is also included to bolster the analysis and offer contextual information. Ethical standards, which include protecting participant privacy and getting informed consent prior to data collection, are rigorously adhered to in the study. All things considered, this methodology provides a comprehensive and empirical evaluation of the elements influencing migrant employees' well-being in the United Arab Emirates, offering insightful information to researchers, organizations, and policymakers. Questionnaire is validated using a reliability test with a Cronbach alpha value (.949).

#### **V. ANALYSIS AND INTERPRETATION**

##### **Demographic Data Interpretation:**

The demographic analysis of the 114 respondents reveals a varied representation of migrant workers in the United Arab Emirates. The data shows that the workforce is primarily young and mid-career, with the majority (50.9%) falling into the 25–35 age range and 34% into the 36–45 age range. The gender distribution shows a male-dominated sample, with 64% of the population being male and 36% being female. In terms of marital status, the analysis indicates that 72.8% of people are married, 24.6% are single, and 2.6% are separated or divorced. A comparatively well-educated workforce is demonstrated by the educational qualifications, which show that 43% have a bachelor's degree and 46.5% have a master's degree. There is a mix of mid-level and senior-level professionals in terms of designation, with 41.2% holding executive positions and 31.6% holding management positions. The monthly income distribution reveals a moderate income range, with 33.3% earning AED 5001-10000 and 28.1% earning AED 10001-20000. 42.1% of workers have more than ten years of experience, which is a sizable percentage of seasoned workers. Abu Dhabi is home to the majority of responders (65.8%), followed by Ajman (12.3%) and Dubai (8.8%), according to the emirate distribution. Indians make up 88.6% of the population, with minor percentages of Japanese (5.3%), Pakistanis (2.6%), and

Filipinos (1.8%). Last but not least, the industrial representation shows a wide range of sectors, with 31.6% of workers employed in information technology and lesser percentages in manufacturing, financial services, hospitality, and construction.

## CORRELATION ANALYSIS

**Table 1:Table showing Correlation Analysis**

VARIABLES	PEARSON CORRELATION	SIGNIFICANCE LEVEL
AVG OCC	.646	.000
AVG WLB	.720	.000
AVGEI	.201	.032
AVGJS	.778	.000
AVGWB	1	

Source: Primary Data

The correlation table reveals significant relationships between various factors. Notably, the Average of Work-Life Balance (WLB) has a strong positive correlation with Other factors like Occupational Commitment (OCC) (0.717), Job Satisfaction (JS) (0.673), and Well-Being (WB) (0.720), indicating that better work-life balance is associated with higher job satisfaction and overall well-being. The Average of Emotional Intelligence (EI) shows weaker correlations with other variables, but there are still significant connections with Job Satisfaction (JS) (0.285) and Well-Being (WB) (0.201). The strongest positive correlations are between Job Satisfaction (JS) and Well-Being (WB) (0.778), highlighting that higher job satisfaction correlates strongly with better well-being. These results suggest that factors like work-life balance and job satisfaction play crucial roles in overall employee well-being.

## REGRESSION ANALYSIS

H<sub>0</sub> : The Well-Being (WB) of migrant workers in the United Arab Emirates is not significantly impacted by the predictor variables of job satisfaction (JS), emotional intelligence (EI), occupational conditions (OCC), and work-life balance (WLB).

H<sub>1</sub> : The Well-Being (WB) of migrant workers in the United Arab Emirates is significantly impacted by the predictor variables (JS, EI, OCC, and WLB).

**Table 2 : Table showing Regression Analysis**

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2738.606	4	684.651	59.252	.000 <sup>b</sup>
	Residual	1259.481	109	11.555		
	Total	3998.086	113			
a.Dependent Variable: Average of WB						
b.Predictor:(Constant),Average of JS,Average of EI,Average of OCC,Average of WLB						

Source:Primary Data

The findings of the regression analysis show that, in contrast to Occupational Conditions (OCC) and Emotional Intelligence (EI), Job Satisfaction (JS) and Work-Life Balance (WLB) have a statistically significant effect on Well-Being (WB). JS has a significant beneficial impact on well-being and has the strongest influence (Beta = 0.518,  $p < 0.001$ ). WLB also promotes well-being significantly (Beta = 0.323,  $p < 0.001$ ), demonstrating that a better work-life balance leads to an improvement in well-being in general. Their lack of statistical significance, however, suggests that OCC (Beta = 0.095,  $p = 0.243$ ) and EI (Beta = -0.064,  $p = 0.262$ ) have little bearing on wellbeing. When all variables are held constant, the constant term ( $B = 4.548$ ,  $p = 0.052$ ), which represents the baseline level of well-being, is borderline significant. The results show that JS and WLB

are the main factors influencing migrant workers' well-being in the United Arab Emirates, but OCC and EI have less significant or no impact.

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
		B	Std. Error			
1	(Constant)	4.548	2.318		1.962	.052
	Average of OCC	.068	.058	.095	1.175	.243
	Average of WLB	.291	.077	.323	3.763	.000
	Average of EI	-.097	.086	-.064	-1.128	.262
	Average of JS	.478	.071	.518	6.746	.000
A.Dependent Variable: Average of WB						

Source: Primary Data

The findings of the regression analysis show that, in contrast to Occupational Conditions (OCC) and Emotional Intelligence (EI), Job Satisfaction (JS) and Work-Life Balance (WLB) have a statistically significant effect on Well-Being (WB). JS had the greatest impact (Beta = 0.518,  $p < 0.001$ ), indicating that it significantly improves wellbeing. Work-life balance (WLB) also significantly increases well-being (Beta = 0.323,  $p < 0.001$ ), demonstrating that a better work-life balance leads to better results. EI (Beta = -0.064,  $p = 0.262$ ) and OCC (Beta = 0.095,  $p = 0.243$ ) have little to no impact on well-being, nevertheless, and are not statistically significant. The constant component, which represents the baseline level of well-being when all variables are held constant, is borderline significant (B = 4.548,  $p = 0.052$ ). The model indicates that JS and WLB are the main factors influencing well-being, whereas OCC and EI have less pronounced or negligible impacts.

## VI. CONCLUSION

The well-being of migrant employees in the UAE is highlighted in the study, which emphasizes the significant contributions made by migrant workers to the country's economic development. The challenges faced by these workers in their professional and personal lives are also revealed. A substantial portion of the UAE's workforce is formed by migrants, particularly in industries such as construction, hospitality, healthcare, and technology. A crucial role in the rapid modernization of the country has been played by their labor, which supports infrastructure development, business expansion, and service industries.

Despite these contributions, key concerns affecting the well-being of migrant employees are identified by the study. Many workers experience long working hours, financial insecurity, job instability, and limited career growth opportunities. Although reformed in recent years, the Kafala system continues to restrict workers' mobility and independence. Additionally, wage delays, contract violations, and poor living conditions are recurring challenges faced by low-income migrant workers. Financial stress is further added by the high cost of living in major cities like Dubai and Abu Dhabi, making it difficult for workers to save or send remittances home.

Mental health and emotional well-being are also major concerns, with stress, anxiety, and social isolation being faced by many migrant employees. Although labor reforms have been introduced by the UAE government to improve conditions—such as the Wage Protection System and enhanced dispute resolution mechanisms—enforcement remains inconsistent, leaving many workers vulnerable to exploitation. On a positive note, higher job satisfaction rates among migrant employees tend to be found in industries that offer career development opportunities, fair wages, and employee well-being programs. A growing emphasis on work-life balance, flexible working conditions, and skill development programs represents a step in the right direction.

To ensure sustainable workforce well-being, the strengthening of labor protections, improvement of living conditions, and fostering of an inclusive work environment are essential. The UAE's economic growth and global reputation as a business hub depend on the fair treatment and well-being of its migrant workforce. These

concerns can be addressed through policy improvements, better enforcement of labor laws, and increased awareness, creating a more balanced and productive work environment for migrant employees in the UAE.

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