



Economic Stability And Challenges Of Branch Postmasters In Manjeri Division: A Comprehensive Analysis

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Abstract: This research paper examines the economic stability and overall quality of life of Branch Postmasters (BPMs) in the Manjeri Division, focusing on their income levels, financial challenges, and the effect of these factors on their quality of life. The research aims to measure both the income adequacy and the key economic difficulties faced by the branch postmasters, with a particular focus on understanding how these challenges affect their overall well-being. Data was collected from 55 BPMs through structured telephonic interviews, covering various dimensions such as demographic details, employment information, financial stability, economic challenges, and overall quality of life. The analysis used SPSS and MS Excel to apply statistical tools including mean, percentage, correlation, regression, and ANOVA. The study shows that most BPMs earn between INR 10,001 and 15,000 monthly. Despite homeownership, many postmasters report insufficient savings and high levels of debt, with significant amounts of their income allocated to essential expenses and transportation costs. The regression analysis shows that monthly income is significantly affected by factors such as essential expenses, bonuses, and additional costs like electricity bills. These findings underscore the hypothesis that the current salary of BPMs is insufficient to meet their basic needs. Also, the study identifies key quality-of-life determinants, including savings, outstanding loans, overtime work, leave availability, access to affordable healthcare, and adequate washroom facilities. It uncovers that insufficient savings and loan burdens negatively impact the quality of life, while access to healthcare and proper washroom facilities contribute positively. The regression model explains about 89.6% of the variance in quality of life, highlighting the substantial effect of these factors on BPM's overall well-being. This research underlines the urgent need for policy interventions to improve the financial and working conditions of Branch Postmasters. Improving salary structures, providing better job benefits, and addressing critical issues such as savings opportunities, healthcare access, and work-life balance could significantly improve their economic stability and quality of life. The findings contribute valuable insights into the challenges faced by BPMs and suggest actionable steps for policymakers to support these crucial employees.

Keywords- Branch Postmasters, Economic stability, Quality of life, Salary sufficiency, Work-life balance.

I. INTRODUCTION

India's postal system is commonly known as India Post. The India post has a long tradition going way back to the British colonial era. It was established in 1854 with its main objective of serving the British Empire's administrative needs. The postal system played an important role in communication and administration, connecting different regions of the massive Indian subcontinent. During the before independence period, postal services were focused mainly with servicing the colonial administration and encouraging trade and communication throughout the British Empire.

Post-Independence, India Post experienced major changes in order to satisfy the demands of an independent nation. The primary focus switched to public service delivery, literacy promotion, and economic development assistance. The introduction of new services, such as savings accounts and insurance, encouraged financial inclusion and rural development. Today, India Post has one of the world's largest postal networks, with over 150,000 post offices, more than 90% of which are located in rural.

Branch Post Offices (BPOs) are the postal network's smallest units, taking care of largely rural and remote areas. They play a critical role in ensuring that postal services reach the most remote areas of the country. BPOs provide a variety of services, namely postal delivery, financial services, and retail operations. They serve as a source of hope for rural areas, offering crucial services that could be otherwise unavailable.

Manjeri is a main town and municipality in the Malappuram district of Kerala, India. It operates as the headquarters of the Eranad Taluk and is a significant commercial corner in the region. The Manjeri Division of India Post contains several sub-post offices and branch post offices, providing postal services to a large number of rural residents.

Branch Postmasters (BPMs) are accountable for managing the operations of Branch Post Offices. Their salary packages have been a subject of controversy and reform over the years. As of the latest updates, the salary of BPMs ranges from Rs 10,000 to Rs 29,380 per month, depending on their experience and the magnitude of work operated. The One-Man Committee recommendations on wages and allowances. Branch Postmasters typically work long hours from 4-5, often exceeding the standard working hours. The workload can be quite high in rural areas.

1.1 Relevance of This Paper

This paper aims to shed light on the economic stability of Branch Postmasters in the Manjeri Division. By analyzing their income levels, economic challenges, and quality of life, this study provides insights into the factors affecting their economic stability and well-being. The findings of this study can inform policy decisions and improve the working conditions and economic status of BPMs.

1.2 Scope of This Paper

The scope of this paper comprises an analysis of the income levels, economic challenges, and quality of life of Branch Postmasters in the Manjeri Division. Future research could expand to all employees in the Branch Post Office and their economic stability and overall satisfaction.

1.3 Objectives

1. To assess the income levels and economic stability of Branch Postmasters in the Manjeri Division.
2. To analyze the key economic challenges faced by Branch Postmasters and their impact on quality of life in the Manjeri Division

II. REVIEW OF LITERATURE

Xia-zi, S., Yan, W., and Qian-wen, C. (2018) conducted a research titled “The impact of salary benefits on employee stability”. The study highlighting the crucial role of compensation management and welfare policies in influencing employee retention, especially as enterprises expand. The study found that competitive salary and benefits packages are essential for reducing turnover rates and enhancing employee loyalty towards the company. Key findings include effective compensation management, welfare policies, employee stability, and humanized management policies. Even though the growing challenges in managing a large workforce, implementing comprehensive and fair compensation structures, regular salary reviews, and robust welfare policies can significantly improve workers stability. The study recommends that organizations should focus on these aspects to attract and retain talent of workers. Limitations of this research include a focus on specific regions and industries, indicating that further research could explore these dynamics across different sectors and locations. This examination underscores the importance of salary benefits in maintaining employee stability and improving organizational performance.

Kaur, S.,Mullainathan, S., Oh, S., and Schilbach, F. (2020) conducted a research titled “ The Impact of Worker’s Financial Stability on their workplace productivity in India”. The study aims to understand whether providing financial relief can enhance productivity by reducing financial stress and improving mental health focusing on 408 male manufacturing workers in Odisha. The study revealed that the workers who received early wages established a significant increase on their productivity. This was particularly visible in the tasks high levels of focus and attentiveness, like in the production of disposable plates. The intervention which leads to a noticeable decrease in the financial stress among the workers also shows the

improvement in the mental health and overall well-being. The positive effects of the intervention were mainly well-defined among the workers experiencing high level of preexisting financial strain. This research paper showcase the critical role of financial stability boosts the productivity in the workplace and suggests that the financial interventions can be an effective method for the higher level performances in the low-income category.

Mon, M. D., and Wiranata, H. (2021) conducted a research titled “The influence of employee salaries, job stability, and job enrichment on employee commitment, with job satisfaction serving as a mediating”. The research focused on the intricate relationship between salary, job stability, job enrichment, and employee commitment, with job satisfaction on manufacturing industry in Batam, Indonesia, an area of economic importance due to its proximity to Singapore and Malaysia. The study used a random sampling technique, using questionnaires distributed both directly and via Google Forms, with data analyzed using Smart PLS version 3.0. Key findings of the study discovered that while job stability and job enrichment did not significantly affect job satisfaction, these factors, along with competitive salaries, positively influenced employee commitment. Job satisfaction, however, did not mediate the relationship between job enrichment and employee commitment effectively. The results discovers that a comprehensive approach to employee management, which includes competitive salaries, is important for enhancing commitment, even if job stability and enrichment alone do not directly influence job satisfaction. The limitations of this research include pandemic-related constraints on data collection and a focus on a single geographic location. The research suggests future research could broaden the scope to other regions and industries to further validate these findings.

Alananzeh, O. A., Almuhsien, F., Jawabreh, O., AL Fahmawee, E. A. D., Ali, B. J. A., and Ali, A. (2023) conducted a comprehensive research paper titled "The Impact of Job Stability, Work Environment, Administration, Salary and Incentives, Functional Justice, and Employee Expectation on the Security Staff's Desire to Continue Working at the Hotel." This research paper aimed to study how various factors influence the retention of security staff in the hospitality industry. The study use a quantitative approach, the study collected survey data from security staff at multiple hotels. The analysis discovered that higher job stability, a positive work environment, effective administration, competitive salaries and incentives, perceived functional justice, and meeting employee expectations concerning career growth and development and which notably enhance job satisfaction and retention. The Job security alleviates anxiety and fosters loyalty, while supportive management and good working conditions improves the satisfaction level. Fair policies and transparent communication from the administration positively affect workers commitment, and also the financial rewards positively impact job satisfaction and motivation. On the whole, mentioning these factors can enhance job satisfaction and loyalty, reducing turnover rates and improving managerial performance. This research recommends that future studies could explore similar dynamics in different sectors or geographic regions to further validate of these findings.

Kukolj, S., Deretić, N., and Sančanin, S. (2023) conducted a research titled "Impact of Salaries and Incentives on Employee Satisfaction in an IT Company." This research paper explored the impact of salaries and incentives on employee satisfaction within an IT company. This research survey data collected from 150 workers, the research aimed to identify key factors affecting employee motivation and job satisfaction, segmented by age, gender, work experience, education level, and position. The study found that younger employees (under 30) give more importance to higher salaries for financial stability, while those aged 30-40 seek a balance between salary and long-term security, and employees over 40 value long-term stability and benefits more than salary increases. Moreover, male employees tend to discuss more about higher salaries, whereas female employees prefer flexible working hours and family-supportive benefits. Workers with more experience and higher education levels often give more importance to the benefits and job security than immediate salary increases. The findings highlight the importance of customizing compensation packages to meet the diverse needs of the workers, enhancing overall satisfaction and retention. The study suggests that future research could examine these dynamics in other industries or regions to further validate these insights.

2.1 Hypothesis

H0: The Branch Postmasters in the Manjeri Division's current salary may indeed be insufficient to meet their basic needs.

H1: The Branch Postmasters in the Manjeri Division's current salary is sufficient to meet their basic needs.

H0: Overall quality of life is not significantly affected by factors such as savings, loans, overtime work, leave availability, access to healthcare, and washroom facilities.

H1: Overall quality of life is significantly affected by these factors.

2.2 Research Question

Is the salary of the Branch Postmasters sufficient to meet their basic needs, and is their overall quality of life satisfactory?

III. METHODOLOGY

This research used both descriptive and analytical research to study the economic stability of Branch Postmasters in the Manjeri Division. Descriptive research helps to understand the exact picture of the income levels, economic challenges, and overall quality of life of the Branch Postmasters in the Manjeri Division. Analytical research includes the use of statistical tools to test hypotheses and understand relationships between the variables.

Data collected through both primary and secondary method. Primary data was collected from 55 Branch Postmasters from 10 Sub Post Offices under the Manjeri Division through telephonic interviews collected from 12th July 2024 to 23rd July 2024. A structured questionnaire includes nearly 57 questions, covering five categories: Demographic Information, Employment Information, Financial Stability, Economic Challenges, and Overall Quality of Life. Secondary data was collected from the India Post website, research papers, government orders, rules, and circulars.

For data analysis SPSS and MS Excel are used. Statistical tools like average, mean, percentage, correlation, regression, and ANOVA. The regression analysis helps to assess the financial factors that impact on monthly income and examine factors affecting the overall quality of life. In the regression analysis to study the monthly income, the dependent variable was monthly income, and the independent variables are transportation expenses, percentage of income on essential expenses, bonuses or incentives, rent for building, and electricity bill. Likewise, the regression analysis to study overall quality of life, the dependent variable was overall quality of life, and the independent variables are savings, outstanding loans, overtime work, leave availability, access to affordable healthcare, and washroom facilities. The correlation equations were also precise for both regression analyses.

The study has some limitations. The study focuses only on Branch Postmasters and does not separately analyze Assistant Branch Postmasters (ABPMs). Other employees in the Branch Post Office, such as Branch Postman and Mailmen, are not in cooperated. Also, the sample size is limited to 55 from 10 Sub Offices. Future research could expand to include all employees in the Branch Post Office and their economic stability and overall satisfaction. Also study is needed in different sectors in both central and state government employees. Increasing the sample size and including other divisions will provide a more complete understanding of the economic challenges and quality of life of postal employees.

IV. RESULT AND FINDINGS

4.1 Demographic Information

Table 4.1.1 Age

Age	Count
18-25	0
26-35	5
36-45	20
46-55	10
56 and Above	20

Table 4.1.2 Gender

Gender	Count
Male	20
Female	35

Table 4.1.3 Educational Qualification

Educational Qualification	Count
Below High School	0
High School	5
Higher Secondary	35
Bachelor's Degree	10
Master's Degree and above	5

Table 4.1.4 Income Category

Income Category	Count
APL	35
BPL	20
AAY	0

Table 4.1.5 Caste

Caste	Count
General	30
OBC	25
SC/ST	0

Table 4.1.6 Distance to Office

Distance to Office	Count
Less than 1 km	5
1-5 km	2
6-10 km	8
11-20 km	30
More than 20 km	10

Table 4.1.6 Distance to Office

Vehicle Ownership	Count
Yes	40
No	15

In this study, most branch postmasters in Manjeri Divison respondents are aged between 36 to 45 and above 56 around 36.36%. Only few percentages are in 18-25 years. Almost 63.64 % are women and remaining 36.36% are men. Around 63.64 % of the respondents are completed the Higher secondary education and nearly 18.18% are bachelor degree holders and 9.09% are master degree holder none of them are below high school. In terms of economic status, most of them are in APL (Above poverty line) nearly 63.64% and remains (36.36%) are in BPL (Below Poverty line). More than 50% of them are in General Category in caste (54.55%) and rest of them are in OBC (45.45%). Half of the employees are (54.55%) are travel 11-20

km for their work place. Most own a vehicle (72.73%) and drive it to office. 14.55% are use public transportation like bus and auto and 12.73 % are walk.

4.2 Employment Information

Table 4.2.1 Years of Service

Years of Service	Count
Less than 1 year	5
1-3 years	10
4-6 years	10
7-10 years	5
More than 10 years	25

Table 4.2.2 Monthly Income (INR)

Monthly Income (INR)	Count
Below 10,000	0
10,001 - 15,000	25
15,001 - 20,000	15
20,001 - 25,000	15
Above 25,000	0

Table 4.2.2 Monthly Income (INR)

Additional Sources of Income	Count
Yes	10
No	45

Table 4.2.3 Family Members

Family Members	Count
1	5
2	5
3	4
4	25
5	15
More than 5	1

Table 4.2.4 Number of Working Family Members

Number of Working Family Members	Count
1	35
2	20

Most of them are working over 10 years nearly (45.45%) and some have working for 1-3 and 4-6 years (18.18%) respectively. Less than 10% of them employees working for less than 1 year and 7-10 years (9.09%). Half of the employees earn between Rs. 10,001 and 15,000 per month (45.45%). Some of the postmasters earn between Rs 15,001 and 20,000 and Rs. 20,001 and 25,000 (27.27% respectively). None of the employee are earn under Rs. 10,000 and above Rs. 25,000. More than 75 percent (81.82%) of the employees have not additional income. Nealy half of the employees has families of four members (45.45%). Followed by five members (27.27%). From this more than half of employees are only one working member in their family (63.64%) only 36.36% having two.

4.3 Financial Stability

Table 4.3.1 Savings

Savings	Count
Yes	15
No	40

Table 4.3.2 Home Ownership

Home Ownership	Count
Yes	50
No	5

Table 4.3.3 Home Ownership

Outstanding Loans	Count
Yes	40
No	15

Table 4.3.4 Monthly Transportation Expenses (INR)

Monthly Transportation Expenses (INR)	Count
Below 500	5
500 - 1,000	0
1,001 - 1,500	7
1,501 - 2,000	10
Above 2,000	33

Table 4.3.5 Percentage of Income Spent on Essential Expenses

Percentage of Income Spent on Essential Expenses	Count
Less than 25%	3
25% - 50%	7
51% - 75%	10
More than 75%	35

Most of the respondents do not have the savings (72.73%). On the other hand, Most of them have own house (90.91%). A large percentage of the respondents have loans (72.73%). And most of them are spending more than Rs. 2500 for transportation per month (60%) three by four of them spending their salary for purchasing essentials (63.64%).

4.4 Economic Challenges

Table 4.4.1 Job Security

Job Security	Count
Very Secure	25
Insecure	30

Table 4.4.2 Job Security

Frequency of Overtime Work	Count
Never	5
Rarely	5
Sometimes	15
Often	10
Always	20

The economic challenges faced by Branch Postmasters in the Manjeri Division are significant, with over than half (54.55%) feeling insecure in their jobs and only 45.45% feeling secure. Overtime work is common, as 36.36% always work overtime, 27.27% sometimes, 18.18% often, and only 9.09% rarely or never. Job benefits dissatisfaction is high, with 90% of postmasters are unhappy with the benefits provided, and 65% finding their salary insufficient to meet basic needs. Only 15% feel they have enough leaves, and no postmasters receive assistance for leave days, with all having to pay nearly 500-700 rupees for substitutes.

All postmasters suggest the current salary structure should be revised, none receive bonuses, and only a few of them receive incentives. Pension is non-existent among the branch postmasters. Promotion opportunities are miserable, with just 5% seeing any chance for promotion to the department employee. Moreover, 96% pay rent for their buildings, 45% pay the electricity bill, and none receive departmental loans or financial assistance for personal purposes such as education or marriage. Finally, no one receive House Rent Allowance (HRA) or Traveling Allowance (TA).

4.5 Overall Quality of Life

Table 4.5.1 Job Security

Recommendation of GDS Job	Count
Yes	15
No	5
Maybe	35

Table 4.5.1 Job Security

Washroom Facilities	Count
Yes	5
No	50

Table 4.5.2 Overall Quality of Life

Overall Quality of Life	Count
Very High	5
High	0
Neutral	40
Low	5
Very Low	5

The overall quality of life for Branch Postmasters in the Manjeri Division is significantly influenced by their economic stability, with 90.91% of branch postmaster's mention that their economic condition affects their quality of life. Despite the importance of basic facilities, only 9.09% of post offices have washroom facilities, remaining 90.91% haven't. When analyzing their overall quality of life, 72.73% of employees remain neutral, while 9.09% rate their quality of life as very high, low, or very low, correspondingly. On the

subject of work-life balance, the satisfaction levels vary 40% of employees are neutral, 10% are unsatisfied, and only 5% are very satisfied. Analyzing to affordable healthcare services is a major anxiety to the branch postmasters, as none of them having the healthcare services. Stress levels are the another issue for the postmasters, with 45% experiencing work-related stress, 5% not experiencing, and 40% being unsure about the work related stress. These factors highlight the challenges faced by the branch postmasters under Manjeri division.

Objective 1: Assessing the Impact of Financial Factors on Monthly Income

Correlation Equation:

$$r_{xy} = \frac{\text{Cov}(X,Y)}{\sigma_x \sigma_y}$$

Where,

r_{xy} = Correlation coefficient between variables X and Y

$\text{Cov}(X, Y)$ = Covariance of X and Y

σ_X, σ_Y = Standard deviations of X and Y respectively.

	2.4 Monthly Income (in INR)	3.6 How much do you spend on transportation each month (in INR)?	3.7 What percentage of your income is spent on essential expenses (e.g., food, rent)?	4.12 Do you receive any form of bonuses or incentives?	4.16 Do you want to pay rent for the Building?	4.17 Do you want o pay the Electricity Bill?
2.4 Monthly Income (in INR)	1					
3.6 How much do you spend on transportation each month (in INR)?	0.01704	1				
3.7 What percentage of your income is spent on essential expenses (e.g., food, rent)?	0.526787	0.050751	1			
4.12 Do you receive any form of bonuses or incentives?	-0.61859	-0.1033	-0.4913	1		
4.16 Do you want to pay rent for the Building?	-0.18002	0.165647	-0.17508	0.356348	1	
4.17 Do you want o pay the Electricity Bill?	0.293176	-0.4086	0.078784	-0.16036	0.466667	1

The correlation analysis gives important information into the relationships between different financial and expenditure variables for branch postmasters in Manjeri Division. A moderate positive correlation of 0.527 between monthly income and to the percentage of income spent on essential things suggests that monthly income increases, the percentage spent on essential needs tends to be increases. On the other hand, a moderate negative correlation of -0.619 between monthly income and the receipt of bonuses or incentives presents that higher monthly income is often associated with not receiving additional bonuses or incentives. The negative correlation of -0.409 between transportation expenses and the willingness to pay the electricity bill suggests that higher transportation costs may be connected to less willingness to cover essential

expenses. These correlations reflect complex interactions between income, expenses, and additional financial aspects that influence branch postmasters' financial status.

Regression Equation:

$$\text{Monthly Income} = \beta_0 + \beta_1(\text{Transportation Expenses}) + \beta_2(\text{Percentage of Income on Essential Expenses}) + \beta_3(\text{Bonuses or Incentives}) + \beta_4(\text{Rent for Building}) + \beta_5(\text{Electricity Bill}) + \epsilon$$

Where,

β_0 = Intercept. $\beta_1, \beta_2, \beta_3, \beta_4, \beta_5$ = Coefficients for respective variables. ϵ = Error term

SUMMARY OUTPUT	
<i>Regression Statistics</i>	
Multiple R	0.712868
R Square	0.508181
Adjusted R Square	0.457996
Standard Error	0.61906
Observations	55

ANOVA					
	<i>Df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>
Regression	5	19.40328	3.880656	10.12603	1.06E-06
Residual	49	18.77854	0.383235		
Total	54	38.18182			

	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>	<i>Lower 95%</i>	<i>Upper 95%</i>	<i>Lower 95.0%</i>	<i>Upper 95.0%</i>
Intercept	2.361872	0.769843	3.067991	0.003505	0.814814	3.90893	0.814814	3.90893
3.6 How much do you spend on transportation each month (in INR)?	0.123288	0.102468	1.203187	0.234685	-0.08263	0.329204	-0.08263	0.329204
3.7 What percentage of your income is spent on essential expenses (e.g., food, rent)?	0.25	0.097882	2.554096	0.013807	0.053299	0.446701	0.053299	0.446701
4.12 Do you receive any form of bonuses or incentives?	-0.53539	0.256084	-2.09068	0.041766	-1.05001	0.02077	-1.05001	0.02077
4.16 Do you want to pay rent for the Building?	-0.50457	0.360583	-1.39931	0.16802	-1.22918	0.220052	-1.22918	0.220052
4.17 Do you want to pay the Electricity Bill?	0.518265	0.22175	2.337156	0.023561	0.072641	0.963888	0.072641	0.963888

The regression analysis gives important information on several factors that significantly influence the monthly income of branch postmasters in Manjeri Division. The model explains roughly 50.8% of the variance in monthly income, indicating a moderately strong relationship. Essential expenses have a statistically significant positive effect on monthly income (coefficient = 0.250, $p = 0.013807$), signifying that a higher percentage of income spent on essential expenses is associated with increased reported income. On the other hand, the receiving of bonuses or incentives has a negative and significant impact on income (coefficient = -0.535, $p = 0.041766$), implying that not receiving these benefits correlates with lower monthly income. The desire to pay the electricity bill also has a positive and significant effect (coefficient = 0.518, $p = 0.023561$), signifying that willingness to cover this expense is associated with higher reported income. The regression results provide evidence supporting the null hypothesis (H_0) that the branch postmaster's in Manjeri Division current salaries are not sufficient. The significant negative impact of not receiving bonuses or incentives on income, attached with the positive impact of essential expenses and willingness to pay the electricity bill, suggests that branch postmasters may great effort with financial sufficiency. The significant predictors in the model imply that despite variations in monthly income, several financial challenges persist, highlighting that the salary might be inadequate to cover all essential expenses and allow for savings. In conclusion that the Branch postmaster's current salary may indeed be insufficient to meet their basic needs.

Objective 2: Evaluating Factors Affecting Overall Quality of Life

Correlation Equation:

$$r_{xy} = \frac{Cov(X,Y)}{\sigma_x \sigma_y}$$

Where:

r_{xy} = Correlation coefficient between variables X and Y

$Cov(X,Y)$ = Covariance of X and Y

σ_X, σ_Y = Standard deviations of X and Y respectively

	5.8 How would you rate your overall quality of life?	3.1 Do you have any savings ?	3.3 Do you have any outstanding loans?	4.4 How 3 do you work overtime ?	4.5 Do you have Enough leaves?	5.4 Do you have access to affordable healthcare services?	5.6 Washroom Facilities?
5.8 How would you rate your overall quality of life?	1						
3.1 Do you have any savings?	0.398001	1					
3.3 Do you have any outstanding loans?	-0.40684	0.149071	1				
4.4 How 3 do you work overtime?	-0.62562	0.035267	0.410072	1			
4.5 Do you have Enough leaves?	-0.43591	-0.375	0.149071	0.423207	1		

5.4 Do you have access to affordable healthcare services?	0.306382	0.24056 3	-0.04303	0.325785	0.24056 3	1	
5.6 Washroom Facilities?	0.593306	- 0.14907	-0.63333	-0.41007	-0.14907	0.043033	1

The correlation analysis gives an important idea on how different factors relate to the overall quality of life for branch postmasters. 3.1 Savings (0.398) positively correlates with the overall quality of life, indicating that having savings is associated with a better quality of life. On the other hand, having 3.3 outstanding loans (-0.407) negatively impacts the quality of life, reflecting the financial injure of debt. The need to work 4.4 overtime shows a strong negative correlation (-0.626) with overall quality of life, signifying that increased overtime work is associated with a decreased perception of quality of life. The availability of 4.5 leaves has a moderate negative correlation (-0.436), implying that insufficient leave might contribute to lower quality of life. Access to 5.4 affordable a healthcare service (0.306) positively correlates with better quality of life, screening that accessible healthcare improves quality of life. 5.6 Washroom facilities (0.593) also have a strong positive correlation, indicating that better washroom facilities contribute to an improved quality of life.

Regression Equation:

$$\text{Overall Quality of Life} = \beta_0 + \beta_1(\text{Savings}) + \beta_2(\text{Outstanding Loans}) + \beta_3(\text{Overtime Work}) + \beta_4(\text{Leave Availability}) + \beta_5(\text{Access to Healthcare}) + \beta_6(\text{Washroom Facilities}) + \epsilon$$

SUMMARY OUTPUT	
<i>Regression Statistics</i>	
Multiple R	0.946656
R Square	0.896157
Adjusted R Square	0.883177
Standard Error	0.337742
Observations	55

ANOVA					
	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>
Regression	6	47.25192	7.87532	69.03946	6.51E-22
Residual	48	5.475352	0.11407		
Total	54	52.72727			

	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>	<i>Lower 95%</i>	<i>Upper 95%</i>	<i>Lower 95.0%</i>	<i>Upper 95.0%</i>
Intercept	0.302817	0.470921	0.643031	0.523264	-0.64403	1.249667	-0.64403	1.249667
3.1 Do you have any savings?	0.693662	0.124514	5.570934	1.13E-06	0.443309	0.944015	0.443309	0.944015
3.3 Do you have any outstanding loans?	0.179577	0.122782	1.462571	0.150102	-0.06729	0.426447	-0.06729	0.426447
4.4 How 3 do you work overtime?	-0.55282	0.055972	-9.87661	3.8E-13	-0.66536	0.44028	-0.66536	0.44028
4.5 Do you have E2ugh leaves?	-0.27113	0.130397	-2.07924	0.042961	-0.53331	0.00895	-0.53331	0.00895
5.4 Do you have access to affordable healthcare services?	1.116197	0.139907	7.978139	2.38E-10	0.834895	1.397499	0.834895	1.397499
5.6 Washroom Facilities?	0.820423	0.122782	6.681943	2.26E-08	0.573553	1.067292	0.573553	1.067292

The regression analysis give important information on the overall quality of life is significantly influenced by various factors, with the model explaining approximately 89.6% of the variance. The findings are savings have a strong positive impact on overall quality of life (coefficient = 0.694, $p < 0.001$), indicating that financial security through savings greatly enhances well-being. The loans cover a positive but not a statistically significant (coefficient = 0.180, $p = 0.150$), limited influence on quality of life. Overtime work is significantly negatively associated with quality of life (coefficient = -0.553, $p < 0.001$), reflecting the unpleasant effects of extreme work hours on well-being. Leave availability also shows a significant negative effect (coefficient = -0.271, $p = 0.043$), highlighting the importance of adequate leave for maintaining a better quality of life. Access to affordable healthcare services has a highly significant positive impact (coefficient = 1.116, $p < 0.001$), emphasizing its essential role in enhancing overall quality of life. Lastly, washroom facilities have a significant positive effect (coefficient = 0.820, $p < 0.001$), indicating that better facilities contribute to improved quality of life. The regression results hold up the alternative hypothesis (H1). The model demonstrates that several factors significantly impact the overall quality of life for branch postmasters in Manjeri Division. Particularly, savings, overtime work, access to affordable healthcare, and washroom facilities are all significant predictors of quality of life. This suggests that improving financial stability, reducing excessive work hours, ensuring access to healthcare, and enhancing basic facilities can significantly enhance the overall quality of life for branch postmasters in Manjeri Division.

V. CONCLUSION

The study on the economic stability of Branch Postmasters in the Manjeri Division shows important insights into their financial and quality of life. This study reveals that the main of the Branch Postmasters earn monthly between INR 10,001 and 15,000. Despite holding homes, a notable portion lacks savings and struggles with loans. The data also emphasizes high transportation costs and a considerable portion of income spent on essential expenses, which supports the hypothesis that their current salary is insufficient to meet basic needs. Also, many postmasters express dissatisfaction with job benefits and overtime work, further pushing their financial stability. The regression analysis confirms that essential expenses, bonuses, and willingness to cover additional costs like Rent for the office building, and electricity bills significantly impact monthly income, highlighting the financial struggles faced by the branch postmasters. Similarly, the overall quality of life for Branch Postmasters is significantly affected by several factors, including savings, outstanding loans, overtime work, leave availability, access to affordable healthcare, and washroom facilities. The study discloses that a lack of savings and the presence of loans negatively affect their quality of life. Overtime work and insufficient leave availability are also associated with lower quality of life, while access to healthcare and proper washroom facilities positively correlates with improved quality of life. The

regression analysis advocates the hypothesis that these factors significantly influence the overall quality of life, with the model explaining about 89.6% of the variance. These findings suggest a critical need for improved financial and working conditions for Branch Postmasters to improve their economic stability and overall well-being.

5.1 Recommendations

Based on the findings, the following recommendations are suggested to improve the economic stability and quality of life for Branch Postmasters in the Manjeri Division:

5.1.1 Salary and Benefits:

5.1.1.1 Examine and revise the current salary structure to guarantee that it is sufficient to meet basic needs and provide financial stability.

5.1.1.2 Deliver financial assistance or alternatives for postmasters who need to take leave, to bypass the burden of paying for substitutes.

5.1.2 Financial Support:

5.1.2.1 Departmental loan schemes and financial assistance programs for personal needs such as education, healthcare, and emergencies.

5.1.2.2 Introduce HRA and TA to shed the financial burden of rent and transportation costs.

5.1.3 Job Security and Overtime:

5.1.3.1 Execute measures to improve job security and reduce insecurity among postmasters.

5.1.3.2 Control overtime work to ensure it is not outsized and pay adequately for overtime hours worked.

5.1.4 Work Environment and Facilities:

5.1.4.1 Assure that all post offices are furnished with basic facilities, including clean and accessible washrooms.

5.1.4.2 Deliver access to affordable healthcare services to enhance the overall well-being of postmasters.

By addressing these recommendations, the economic stability and overall quality of life for Branch Postmasters in the Manjeri Division can be remarkably improved, leading to a more satisfied and productive workforce.

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