

Wellbeing Monitoring for Enhanced Productivity among Staff and Students at Karatina University

Abstract

Globally, organizational success is fundamentally dependent on the wellbeing of members. Wellbeing influences staff productivity, retention and health outcomes. In educational institutions, the correlation between staff and students' wellbeing is reciprocal, with staff wellbeing significantly influencing students' academic success, and students' wellbeing determining academic engagement and retention. Despite this critical link, many organizations in Kenya including universities often overemphasize financial incentives while neglecting the essential non-monetary motivators such as wellbeing enhancement. Furthermore, limited empirical wellbeing data exists locally to guide targeted policy formulation and service optimization. The primary objective of this study was to measure staff and students' wellbeing and correlate the scores with their productivity. All staff and students at Karatina University were targeted. Data was collected from respondents using structured questionnaires through their corporate emails, and from key informants using interview guides. Quantitative data was analyzed using percentages, means, correlations and regression analysis. Qualitative data was organized thematically and triangulated with quantitative findings. 85 staff members and 717 students responded to the questionnaires while 7 key informants were interviewed through face to face interviews. Among staff, personal safety, health and social support are the three significant predictors of workplace wellbeing, while their productivity was influenced by social support. Among students, academic wellbeing was significantly predicted by personal safety, spiritual connectedness and psychological satisfaction, while their productivity was influenced by spiritual connectedness and psychological satisfaction. The School of Agriculture and Biotechnology had the highest wellbeing mean scores among both staff and students hence was regarded as having the happiest members. Considering the clear link between wellbeing and productivity, the study recommends that Karatina University institutionalizes a holistic, data-driven wellbeing support ecosystem where both staff and students feel safe, socially connected, and psychologically supported, thus enhancing the university vision of global excellence.