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ijmrset@gmail.com



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A Study on Workplace Well-Being and Mental Health towards Imayam Aquua with Reference to Erode

Mr. L. Jothibas, Sangavi .P

Professor & Head, Department of MBA, Nandha Engineering College (Autonomous), Erode, Tamil Nadu, India

MBA Student, Department of MBA, Nandha Engineering College (Autonomous), Erode, Tamil Nadu, India

ABSTRACT: Wellbeing means state of living of an individual or group in desirable relationship with the total environment. It also means, efforts to make the live meaningful for the working class. This effort covers provisions of the amenities to workers over and above the minimum working conditions. This study focuses on employee wellbeing in the company. The main objective of this study is to analyze the needs of the employee in various scenario like psychological status of the employee, health management of the employee, individual beneficiaries (like ESI), working condition etc. This study helps to estimate the requirements and problems of the employees with regard to well-being in different criteria's and the suggestions are provided to the management for the fulfilment of those requirements.

I. INTRODUCTION

Workplaces too, have adopted greater cognisance of employee mental well-being and implemented measures to provide pathways to access resources. Employers have an ethical and economic reason to focus on workplace mental health.

While there has been increased awareness amongst masses, stigma continues to play a key role in inhibiting reach or access to care. Reporting mental health issues in the workplace is far more unlikely as compared with other health conditions. Consequently, organisations today, have the greater responsibility of not only enabling access to resources, but going beyond to identify, highlight, reprimand, and prevent behaviours that could contribute to adverse mental health symptoms amongst the workforce

Work can play a huge role in overall health and welfare. In addition to the financial benefits, job can add meaning, structure, and purpose to life. It can also provide with a sense of identity, bolster self-esteem, and offer an important social outlet.

STATEMENT OF THE PROBLEM

This study would give an overview of the wellbeing measures existing in the industry. Since mental health and well-being are two important elements which is essential for improving the productivity of an organization, a study on the existing well-being measures would help the organization to perform better. This study would throw a light on the perception of the employees regarding health and welfare. Industry can identify the areas where it can improve so as to improve the performance the employees

OBJECTIVES OF THE STUDY

- To study the personal and job profile of the employees in Imayam aquua in Erode.
- To examine the perception on psychological status of the employees in Imayam aquua in Erode.
- To ascertain the views of the employees in work related and health problem.
- To suggest measures for improvement of employees well-being in Imayam aquua in Erode.

SCOPE OF THE STUDY

- Well-being is relative to time and space. The well-being needs may vary from one company to another company, from one place to another place and from time to time.
- Workers or employees welfare should be understood as meaning such services facilities and amenities which may be provided within the vicinity of the undertaking to enable them to perform their work in healthy, congenial surroundings and provided with the amenities conducive to good health and high moral.



- Motivating employees can be a challenging task. In order to drive your employees to be motivated it helps to understand what motivates people. Understanding these motivating factors can help in finding the right solutions in motivating employees

LIMITATIONS OF THE STUDY

- Due to time constraints the sample size had to be confirmed to 120.
- The respondents have replied to the queries recalling from their memory. Therefore recall bias and personal bias are possible.
- Since the data was collected using a schedule, the interviewer's inability to understand and record the responses correctly is possible.
- The respondents were unable or unwilling to give a complete and accurate response to certain questions.
- The time allotted for this study is limited

II. RESEARCH METHODOLOGY

MEANING

It refers to the process used to collect information and data for the purpose of making business decision. The methodology may include publication research, interview, surveys and other research techniques, and could include both present and historical information.

DEFINITION

According to industrial research institute in research methodology, research always tries to search the given question systematically in our own way and find out all the answers till conclusion. If research does not work systematically on problem, a researcher faces lot of problems that can be effectively resolved with using correct research methodology.

RESEARCH DESIGN

To make the research systemized the researcher has to adopted certain method. The method adopted by the researcher for completing the project is called research methodology. The research has been defined as "A careful investigation or enquire especially through search for new facts in any branch of knowledge". To give more additional to the old research new ones are conducted.

SOURCES OF DATA

The following techniques were adopted for data collection.

Primary data

Primary data was collected through face to face interviews while filling up questionnaires.

Secondary data

The information was gathered from magazines, newspapers that formed the secondary data.

SAMPLING DETAILS

Sampling size

A sample size of 120 customer was chosen, but due to incompletely filled questionnaires and unwilling and carelessness on the part of the respondents, we were forced to reduce the sample size to 120. This sample size was based upon time and affordability approach.

TOOLS OF THE STUDY

The commonly used statistical tools for analysis of collected data are:

1. Percentage analysis
2. Chi-square test
3. Correlation
4. Anova

III. REVIEW OF LITERATURE

Coleman (2019) Health and well-being in the workplace have become common topics in the mainstream media, in practitioner-oriented magazines and journals and, increasingly, in scholarly research journals. There exists a vast but



surprisingly disjointed and unfocused body of literature across diverse fields that relates directly or indirectly to health and well-being in the workplace. This literature addresses health and well-being from physical, emotional, psychological, and mental perspectives. Because of the broad domain reflected in this literature, there is also considerable variation in the meanings and definitions attached to the terms health and well-being.

Boyd (2020) Health and well-being are also important because of their consequences for workers. Researchers and managers have generally recognized that health and well-being can potentially affect both workers and organizations in negative ways. For example, workers experiencing poor health and well-being in the workplace may be less productive, make lower quality decisions, be more prone to be absent from work and make consistently diminishing overall contributions to the organization.

Brisson (2021) The core constructs of health and well-being in the workplace are shown at the center of the framework. Consistent with our perspective, the concept of well-being is seen as the broader and more encompassing construct. Specifically, well-being is viewed as comprising the various life/non-work satisfactions enjoyed by individuals (i.e., satisfaction and/or dissatisfaction with social life, family life, recreation, spirituality, and so forth), work/job-related satisfactions (i.e., satisfaction and/or dissatisfaction with pay, promotion opportunities, the job itself, co-workers, and so forth), and general health. Health, in turn, is seen as being a sub-component of well-being and comprises the combination of such mental/psychological indicators as affect, frustration, and anxiety and such physical/physiological indicators as blood pressure, heart condition, and general physical health.

Shahandeh (2022) The central portion of the organizing framework illustrates our conceptualization of well-being and health. While definitions and measures of health and well-being vary, there tend to be two salient person-related concepts that are often combined with a more societal-level perspective. The first is that health and well-being can refer to the actual physical health of workers, as defined by physical symptomatology and epidemiological rates of physical illnesses and diseases. The second is that health and well-being can refer to the mental, psychological, or emotional aspects of workers as indicated by emotional states and epidemiological rates of mental illnesses and diseases. Adding to these two person-related dimensions are the societal dimensions of health and well-being, such as alcoholism and drug abuse rates and their consequences.

Diener (2023) has used the term “subjective well-being” to describe a person’s overall experience in life and suggested that it essentially reflects a person’s self-described happiness. He also explained the dynamics surrounding the measurement of subjective well-being. First, well-being has been defined by external criteria as some “ideal condition” that differs across cultures. Second, subjective well-being has been labeled as life satisfaction because in attempts to determine what leads to the positive evaluation of life, researchers have discovered that this subjective form of happiness is a global assessment of the quality of one’s life guided by a person’s own set of criteria. Third, the meaning of happiness is used to denote a preponderance of positive affect (e.g., being energetic, excited, and enthused) over negative affect (e.g., anger, disgust, guilt, depression), and this is how happiness is generally used.

IV. DATA ANALYSIS AND INTERPRETATION

1. SIMPLE PERCENTAGE ANALYSIS

AGE OF THE RESPONDENTS

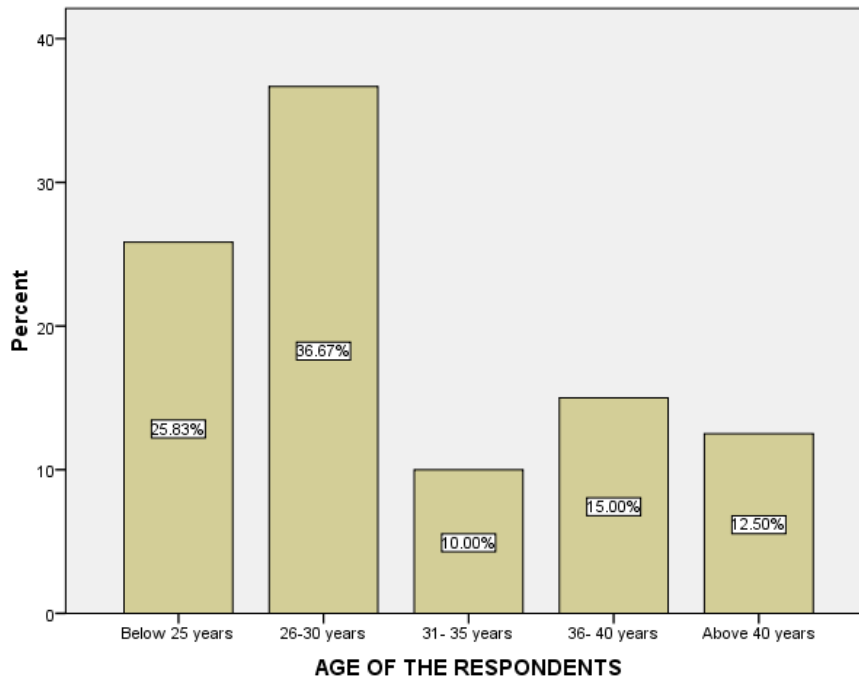
AGE	RESPONDENTS	PERCENTAGE
Below 25 years	31	25.8%
26-30 years	44	36.7%
31- 35 years	12	10.0%
36- 40 years	18	15.0%
Above 40 years	15	12.5%
TOTAL	120	100.0%

Source: Primary data



INTERPRETATION

The above table shows that, 25.8% of the respondents are in the age below 25 years, 36.7% of the respondents are in the age between 26-30 years, 10.0% of the respondents are in the age between 31- 35 years, 15.0% of the respondents are in the age between 36- 40 years and remaining 12.5% of the respondents are in the age above 40 years
Majority 36.7% of the respondents are in the age between 26-30 years



2. CHI-SQURE TEST

CHI-SQUARE TEST FOR EDUCATIONAL QUALIFICATION OF THE RESPONDENTS AND OPPORTUNITY TO TAKE BREAKS WHEN NEEDED TO REST AND RECHARGE

H₀= There are no significant relationship between educational qualification of the respondents and opportunity to take breaks when needed to rest and recharge

H₁= There are significant relationship between educational qualification of the respondents and opportunity to take breaks when needed to rest and recharge

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.963E2 ^a	16	.000
Likelihood Ratio	244.635	16	.000
Linear-by-Linear Association	100.801	1	.000
N of Valid Cases	120		

a. 15 cells (60.0%) have expected count less than 5. The minimum expected count is .35.

RESULT

From the output through the Chi-square text, it is obtained that the asymptotic significance is 0.000 which is less than 0.05 (i.e., 0.00<0.05) describes that there is no relationship between educational qualification of the respondents and



opportunity to take breaks when needed to rest and recharge. The value is obtained is less than 0.05 interpreted that null hypothesis (Ho) is accepted.

3. CORRELATION

AGE OF THE RESPONDENTS AND PHYSICAL HEALTH IS SUPPORTED BY WORKPLACE

Correlations

		AGE OF THE RESPONDENTS	PHYSICAL HEALTH IS SUPPORTED BY WORKPLACE
AGE OF THE RESPONDENTS	Pearson Correlation	1	.888**
	Sig. (2-tailed)		.000
	N	120	120
PHYSICAL HEALTH IS SUPPORTED BY WORKPLACE	Pearson Correlation	.888**	1
	Sig. (2-tailed)	.000	
	N	120	120

** . Correlation is significant at the 0.01 level (2-tailed).

RESULT

From the output the Correlation test, the value obtained is less than 0.01 interpreted that null hypothesis (Ho) is accepted. Thus the age of the respondents and physical health is supported by workplace

4. ANOVA

INCOME LEVEL OF THE RESPONDENTS AND HAVING OPPORTUNITIES FOR PERSONAL AND PROFESSIONAL GROWTH AT WORK

NULL HYPOTHESIS

H₀: There is no significance relationship between income level of the respondents and having opportunities for personal and professional growth at work.

ALTERNATIVE HYPOTHESIS

H₁: There is a significance relationship between income level of the respondents and having opportunities for personal and professional growth at work.

ANOVA

INCOME LEVEL OF THE RESPONDENTS	Sum of Squares	df	Mean Square	F	Sig.
Between Groups (Combined)	197.630	4	49.407	347.797	.000
Linear	94.428	1	94.428	664.714	.000
Term	192.457	1	192.457	1.355E3	.000
Weighted	5.173	3	1.724	12.139	.000
Deviation	16.337	115	.142		
Within Groups					
Total	213.967	119			

RESULT

From the above analysis, we find that calculated value of the F-value is a positive 347.797 value, so H1 accept. Since the P value 0.000 is less than < 0.05 regarding there is a significant relationship between income level of the



respondents and having opportunities for personal and professional growth at work. The results are significant at 4% level

5. DESCRIPTIVES

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
WORKPLACEWELLBEINGANDMENTALHEALTH	120	20.00	100.00	46.0083	21.40388
Valid N (listwise)	120				

RESULT

Spreading the Feels: We have data for 120 folks, and their scores range from a low of 20 (not feeling great) to a high of 100 (workplace nirvana!).

The Average Vibe: On average, the score is 46. This doesn't tell us if that's good or bad, but it's a starting point.

Spread of Emotions: There's a decent spread in the scores (standard deviation of 21.4). Some folks are thriving (high scores), while others might need some support (low scores).

Benchmark Needed: We don't know what a "good" score is. Is 46 high or low? We need a reference point.

Data Shape Matters: Is the data evenly distributed (like a bell curve) or skewed? This can affect how we interpret the average.

Overall: This data gives a glimpse into workplace wellbeing, but more analysis is needed for a definitive picture.

V. SUGGESTIONS

- Management should recruit more persons to reduce the job stress level of the employees
- Management should increase the cleanliness of the company as it is an important factor which will affect the health of the employees
- Majority of the employees are happy with their work assignment, job, and compensation package. The HR person should maintain this so that all the employees will work at their best.
- It is also said by the employees that they are not happy with their advancement and job security. Opportunity for learning and training should be provided to the employees.
- To ensure the job security of the employees, the management should take the necessary action it will help the employees to give their full coordination to the HR.
- ESI should be provided to all the employees.
- Frequent rewards and incentives should be provided to the employees. It will motivate the employees.
- Work timing should be specified and shifts should be allocated systematically to the employees by the management.



VI. CONCLUSION

Employee well-being refers to physical, mental, emotional well-being of the employee. The industry is good at handling various employee well-being techniques related to psychological and emotional well-being of the employees. They should also concentrate on the physical well-being of the employee as it is a very important factor which will affect the psychological and emotional well-being of the employee also. To ensure the physical well-being of the employee various suggestions has been given it is required to be followed by the Iyam aquua to promote the efficiency of the employees in the organization. And they have to recruit additional employees to reduce the work burden.

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