

A Study on the Well-Being Measures Implemented for the Employees at Sara Leather Industries, Ranipet

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Abstract

Employee well-being measures are crucial for fostering a productive and healthy workforce. Ensuring employee well-being and maintaining organizational health are paramount for sustainable success in any workplace. Implementing effective workplace interventions is essential for promoting mental health and achieving work-life balance. Addressing mental health concerns in the workplace not only improves employee satisfaction but also enhances productivity and reduces absenteeism. Investing in employee well-being and organizational health fosters a positive work culture and strengthens employee loyalty. The paper provides perspectives on successful tactics to enhance employee well-being, thereby fostering both organizational prosperity and societal welfare.

Keywords: Employee well-being, Organizational health, Workplace interventions, mental health, Work-life balance.

Introduction

Well-being, often referred to as the state of being comfortable, healthy, or happy, is a multifaceted concept that encompasses various dimensions of an individual's life. It extends beyond mere physical health to include mental, emotional, and social aspects, as well as a sense of purpose and fulfillment. In essence, well-being reflects an individual's overall quality of life and their ability to thrive in different domains, including work, relationships, and personal development. It is about creating an environment where employees feel valued, supported, and empowered to thrive, both personally and professionally. Well-being measures refer to the various strategies, interventions, and initiatives implemented to promote and support the well-being of individuals, communities, or organizations. These measures aim to enhance the physical, mental, emotional, and social aspects of well-being and create environments conducive to overall health and happiness.

Types of well being

- **Physical Well-being:** This encompasses aspects related to the body's health and vitality. It includes factors such as exercise, nutrition, sleep, hygiene, and regular medical check-ups. Prioritizing physical well-being fosters longevity and enhances the ability to engage fully in daily activities and pursue personal goals.

- **Emotional Well-being:** Emotional well-being refers to the ability to understand and manage one's emotions effectively. It involves being aware of one's feelings, coping with stress, building resilience, and fostering positive emotional experiences such as happiness, joy, and contentment.
- **Mental Well-being:** Mental well-being relates to cognitive health and psychological resilience. It involves maintaining clarity of thought, managing stress and anxiety, fostering positive self-esteem, and seeking support when needed.
- **Social Well-being:** Social well-being pertains to the quality of relationships and social connections in one's life. It involves having a supportive network of friends, family, and community members, as well as feeling a sense of belonging and acceptance. Strong social connections contribute to emotional and mental resilience.
- **Spiritual Well-being:** Spiritual well-being involves finding meaning, purpose, and connection to something larger than oneself. It includes beliefs, values, and practices that provide individuals with a sense of inner peace, fulfilment, and transcendence.
- **Environmental Well-being:** Environmental well-being relates to the health and sustainability of the external surroundings in which individuals live. It encompasses access to clean air and water, safe living conditions, and a sustainable natural environment. Environmental well-being is essential for both physical and psychological health.
- **Occupational Well-being:** Occupational well-being refers to satisfaction, fulfilment, and engagement in one's work or chosen occupation. It involves factors such as job satisfaction, work-life balance, opportunities for growth and development, and a sense of purpose and accomplishment in one's professional endeavours.
- **Financial Well-being:** Financial well-being relates to the ability to manage finances effectively and achieve financial stability and security. It involves earning an income that meets one's needs and goals, managing debt responsibly, saving and investing for the future, and having a sense of financial confidence and empowerment.

Objectives of The Study

- To study on the well being measures implemented for the employees.
- To analyse the employee perceptions and satisfaction towards well-being initiatives undertaken by the organisation.
- To evaluate the impact of well-being measures on employee productivity and retention.
- To analyze the employee's participation in well-being activities carried out by the organisation.

Review of Literature

Johnson, A. M., & Smith, B. C. (2018) the study summarizes that the main findings of the study and their implications for understanding occupational stress and health complaints among white and blue collar workers. It may also suggest practical recommendations for employers or policy-makers based on the study findings.

Dutton, J.E et al. (2014) the study explored that the compassion at work contributes to understanding the positive impact of compassion on organizational dynamics and employee well-being. Their research underscores the importance of cultivating a compassionate work environment characterized by empathy, kindness, and support. Organizations can benefit from implementing practices that promote compassion,

such as fostering a culture of care, providing support for employees in need, and encouraging acts of kindness among colleagues.

Probst, T.M., & Estrada, A.X. (2010) examined the accidents while working from home emphasizes the impact of stressful life events, mood, and organizational support on remote workers' safety and wellbeing. By examining the impact of stressful life events, mood, and organizational support, they provide valuable insights into the unique challenges faced by remote workers.

Dollard, M.F., & Bakker, A.B. (2010) concluded the psychosocial safety climate as a precursor to work environments, psychological health, and employee engagement emphasizes the interconnectedness of these factors in promoting overall wellbeing. By emphasizing the interconnectedness of these factors, their research highlights the importance of fostering a positive and supportive work climate for promoting overall well-being.

Mojzisch, A et al. (2010) stated that the recent research on the Job Demand–Control (-Support) model provides an updated understanding of how job characteristics impact psychological well-being, guiding interventions for a healthier workplace. Their study contributes to advancing our understanding of the intricate dynamics between job demands, control, support, and employees' psychological health.

Research Methodology

Sources of Data

1. **Primary data:** Primary data are collected through questionnaire. As questionnaire are the efficient data collection mechanisms.
2. **Secondary Data:** Secondary data are obtained from journals, books, articles, and websites.

Research design

The research design used for the study is descriptive.

Sample size

A sample of 105 responses collected from Google form. The collection was done through questionnaire method

Analysis Tools

1. Percentage Analysis
2. Correlation
3. Chi-square
4. ANOVA

Data Analysis and Interpretation

Gender

Gender refers to the socially constructed roles, behaviours, expressions and identities of girls, women, boys, men, and gender diverse people.

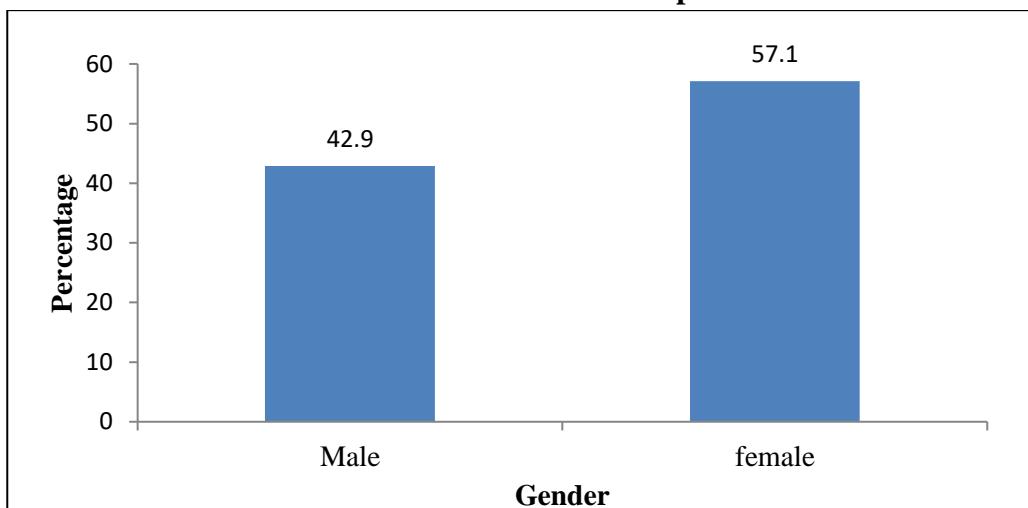
Table No. 01 Gender of the Respondents

Gender	No. of Respondents	Percentage
Male	45	42.9
Female	60	57.1
Total	105	100

Source: Primary Data

Interpretation

From the above table, it is interpreted that 57.1 per cent of the respondents are female; 42.9 per cent of the respondents are male. The majority of the respondents are female.

Chart No. 01 Gender of the Respondents**Age**

The concept of age describes how old a person is at a particular point in time.

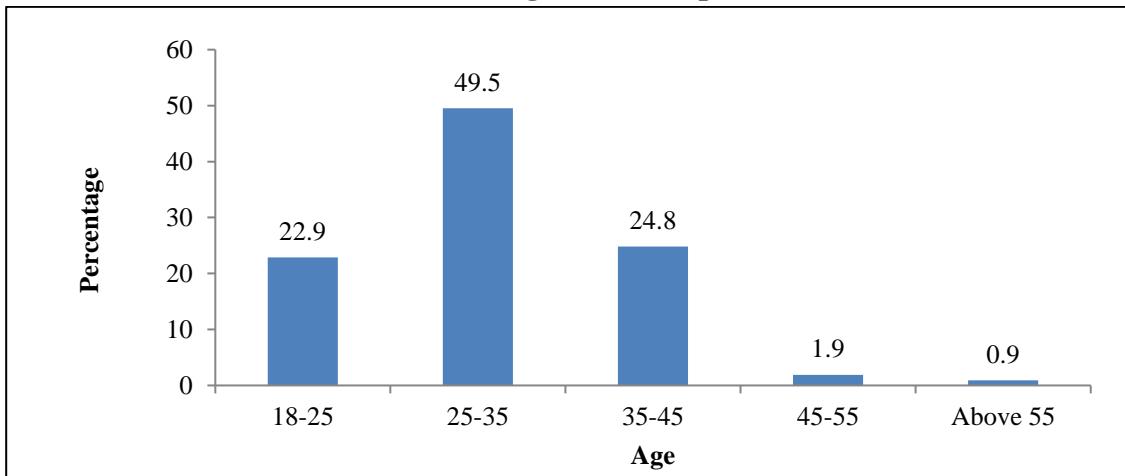
Table No. 02 Age of the Respondents

Age(in years)	No. of Respondents	Percentage
18-25	24	22.9
25-35	52	49.5
35-45	26	24.8
45-55	2	1.9
Above 55	1	0.9
Total	105	100

Source: Primary Data

Interpretation

From the above table, it is interpreted that 49.5 per cent of the respondents are in the age group of 25 -35 years of age; 24.8 per cent of the respondents are in the age group of 35-45 years of age; 22.9 per cent of the respondents are in the age group 18-25 years; 2.9 per cent of the respondents are in the age group 45-55 years of age. The majority of the respondents are in the age group of 25 to 35 years of age.

Chart No. 02 Age of the Respondents


Education Qualification

Educational qualification refers to the official confirmation, usually in the form of a certificate, diploma, or degree.

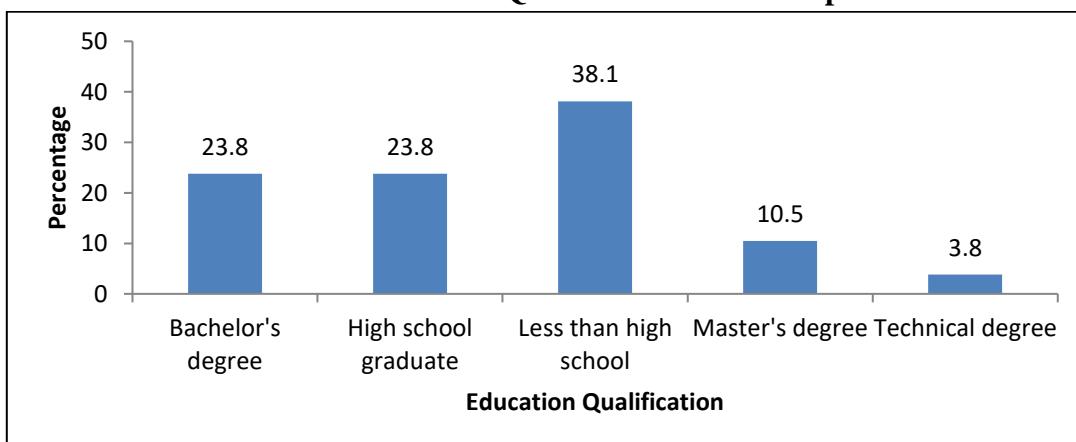
Table 03 Educational Qualification of the Respondents

Education Qualification	No. of Respondents	Percentage
Less than high school	40	38.1
High school graduate	25	23.8
Bachelor's degree	25	23.8
Master's degree	11	10.5
Technical degree	4	3.8
Total	105	100

Source: Primary Data

Interpretation

From the above table, it is interpreted that 38.1 per cent of the respondents have less than high school qualification; 23.8 per cent of the respondents have Bachelor's degree; 23.8 per cent of the respondents are High school graduates; 10.5 per cent of the respondents have Master's degree and 3.8 per cent of the respondents have other technical degree. The majority of the respondents have less than high school qualification.

Chart No. 03 Educational Qualification of the Respondents


Work Experience

Experience refers to the knowledge, skills, and understanding acquired through involvement in or exposure to various situations, activities, or events over time. It encompasses both practical and theoretical understanding gained from engaging with tasks, challenges, or learning opportunities.

Table No. 04 Experience of the Respondents

Work Experience	No. of Respondents	Percentage
0-3 years	9	8.6
3 - 6 years	34	32.4
6 - 9 years	30	28.6
9 - 12 years	29	27.6
Above 12 years	3	2.9
Total	105	100

Source: Primary Data

Interpretation

From the above table, it is interpreted that 32.4 per cent of the respondents have the work experience of 1-3 years; 28.6 per cent of the respondents have the experience of 3-5 years; 27.6 per cent of the respondents have the experience of 5-10 years; 8.6 per cent of the respondents have the experience of less than an year and 2.9 per cent of the respondents have the experience of more than 10 years of work experience. The majority of the respondents have the work experience of less than 3 years.

Chart No. 04 Experience of the Respondents



Monthly Income

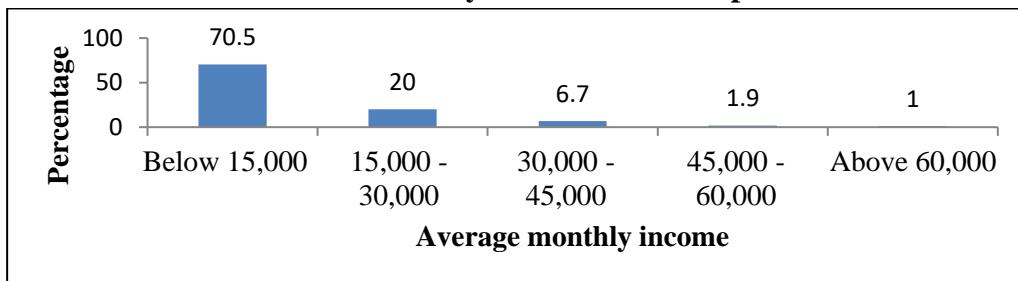
Monthly income refers to the amount of money a person earns within a one-month period, typically from employment, business activities, investments, or other sources of income.

Table No. 05 Monthly income of the Respondents

Monthly income	No. of Respondents	Percentage
Below 15,000	74	70.5
15,000 - 30,000	21	20
30,000 - 45,000	7	6.7
45,000 - 60,000	2	1.9
Above 60,000	1	1
Total	105	100

Source: Primary Data**Interpretation**

From the above table, it is interpreted that 70.5 per cent of the respondents earns the monthly income of below Rs 15,000; 20 per cent of the respondents earns the monthly income of Rs 15,000-30,000; 6.7 per cent of the respondents earns the monthly income of Rs 30,000-45,000; 1.9 per cent of the respondents earns the monthly income of Rs 45,000-60,000 and 1 per cent of the respondents earns the monthly income of above Rs 60,000. The majority of the respondents earns the monthly income of below Rs 15,000.

Chart No. 05 Monthly income of the Respondents**Satisfied with the compensation and benefits provided**

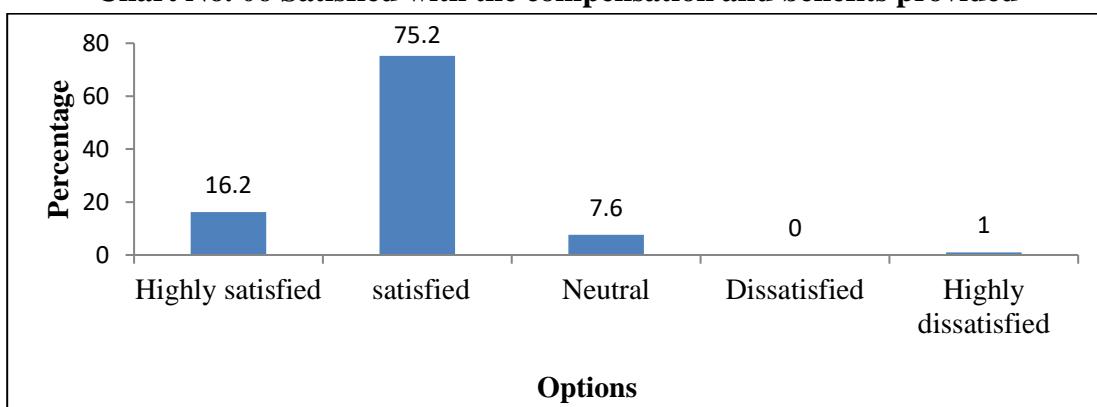
Compensation refers to the financial rewards employees receive for their work, including wages, salaries, bonuses, and commissions.

Table No. 06 Satisfied with the compensation and benefits provided

Options	No. of Respondents	Percentage
Highly satisfied	17	16.2
Satisfied	79	75.2
Neutral	8	7.6
Dissatisfied	0	-
Highly dissatisfied	1	1
Total	100	100

Source: Primary Data**Interpretation**

From the above table, it is interpreted that 75.2 per cent of the respondents are satisfied; 16.2 per cent of the respondents are highly satisfied; 7.6 per cent of the respondents are neutral and 1 per cent of the respondents are highly dissatisfied with the compensation and benefits provided.

Chart No. 06 Satisfied with the compensation and benefits provided

Rating the accessibility of the first aid appliances

First aid appliances are tools or equipment used to administer immediate care and treatment to individuals who have been injured or are experiencing a medical emergency

Table No.07 Rating he accessibility of the first aid appliances

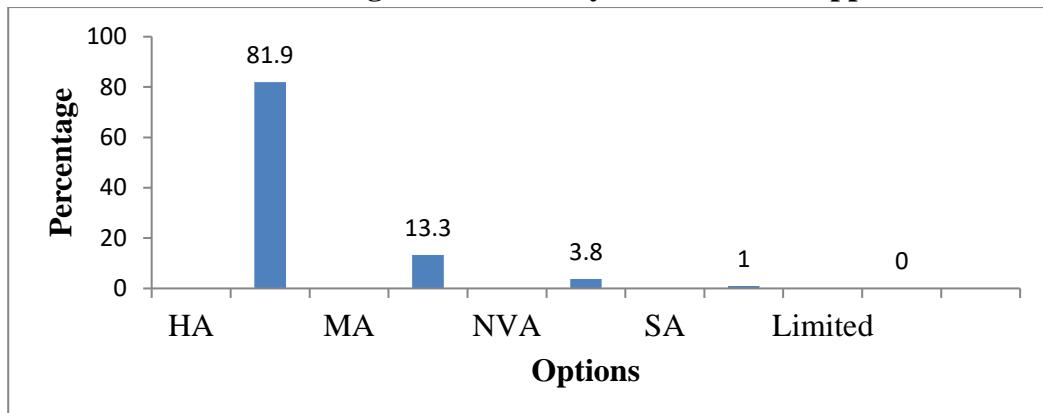
Options	No. of Respondents	Percentage
Highly accessible	86	81.9
Moderately accessible	14	13.3
Not very accessible	4	3.8
Somewhat accessible	1	1
Limited	0	-
Total	105	100

Source: Primary Data

Interpretation

From the above table, it is interpreted that 81.9 per cent of the respondent says highly accessible; 13.3 per cent of the respondent says moderately accessible; 3.8 per cent of the respondent says not very accessible and 1 per cent of the respondent says somewhat accessible are the rating given for the accessibility of the first aid appliances.

Chart No. 07 Rating the accessibility of the first aid appliances



Safety inspections or audits conducted in the work area or department

Safety inspections or audits are systematic evaluations of a workplace, facility, or operation to assess compliance with safety regulations, identify hazards, and improve overall safety standards.

Table No. 08 Safety inspections or audits conducted in the work area or department

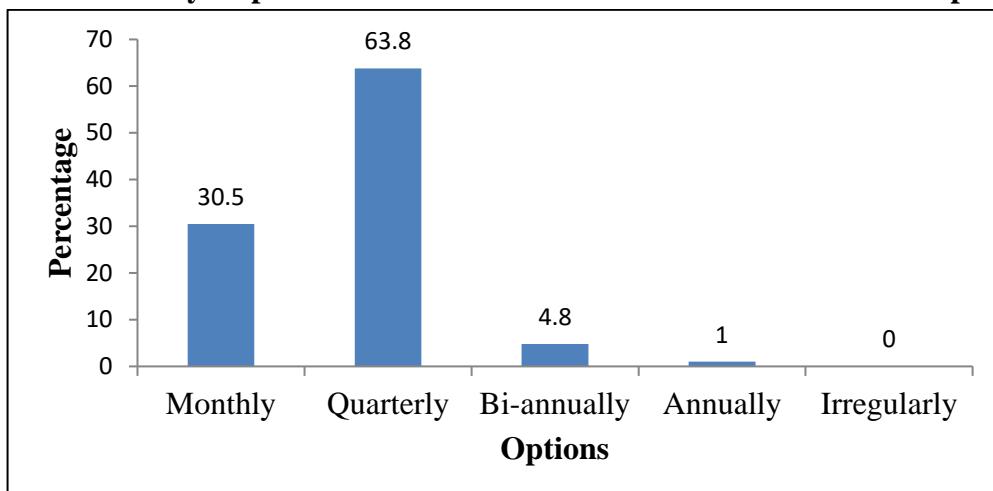
Options	No. of Respondents	Percentage
Monthly	32	30.5
Quarterly	67	63.8
Bi-annually	5	4.8
Annually	1	1
Irregularly	0	-
Total	105	100

Source: Primary Data

Interpretation

From the above table, it is interpreted that 63.8 per cent of the respondents says quarterly; 30.5 per cent

says monthly; 4.8 per cent of the respondents says bi-annually and 1 per cent of the respondents says annually is the time period for the safety inspections or audits to be conducted in the work area or department

Chart No. 08 Safety inspections or audits conducted in the work area or department


Taking regular breaks to stretch or move around during the workday

Break time is essential for physical and mental recharge. It prevents fatigue, boosts productivity, and fosters better teamwork. Additionally, it stimulates creativity and improves overall well-being.

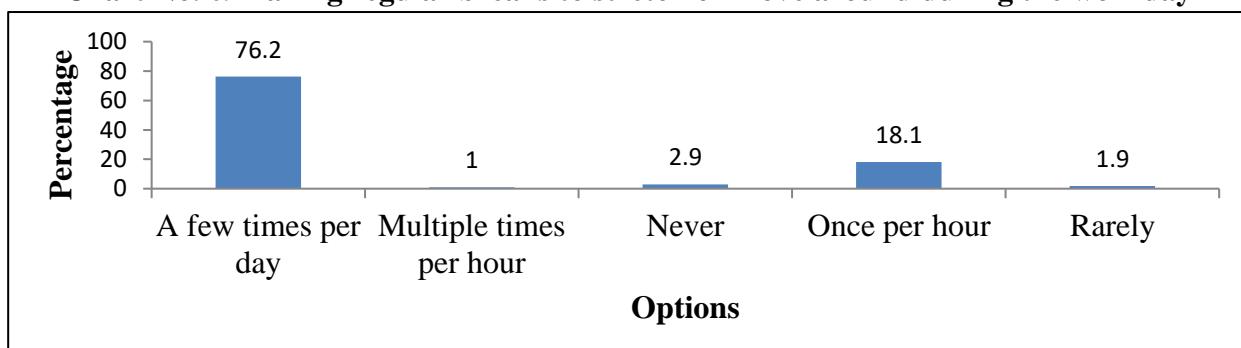
Table No. 09 Taking regular breaks to stretch or move around during the workday

Options	No. of Respondents	Percentage
A few times per day	80	76.2
Multiple times per hour	1	1
Never	3	2.9
Once per hour	19	18.1
Rarely	2	1.9
Total	105	100

Source: Primary Data

Interpretation

From the above table, it is interpreted that 76.2 per cent of the respondents says a few times per day; 18 per cent of the respondent says once per hour; 2.9 per cent of the respondents says rarely and 1 per cent of the respondent says multiple times per hour are the time taken for regular breaks to stretch or move around during the workday.

Chart No. 09 Taking regular breaks to stretch or move around during the workday


The implementation of a weekly two - days leave policy which have positive impact on employee health and productivity

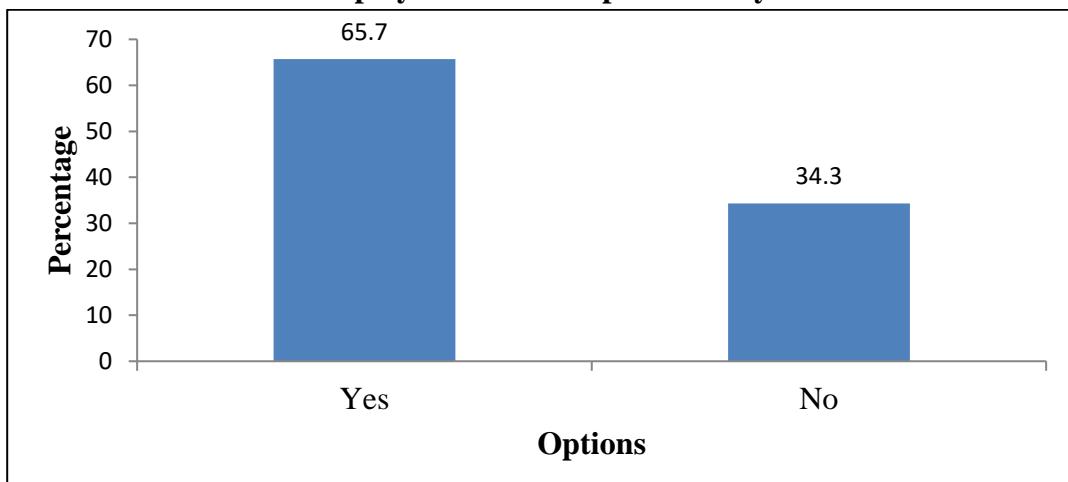
A leave policy for employee health and productivity establishes guidelines for employees to take time off work due to health-related reasons while maintaining productivity.

Table No. 10 The implementation of a weekly two - days leave policy have positive impact on employee health and productivity

Options	No. of Respondents	Percentage
Yes	69	65.7
No	36	34.3
Total	105	100

Source: Primary Data**Interpretation**

From the above table, it is interpreted that 65.7 per cent of the respondent says yes; 34.3 per cent of the respondent says no that there is an implementation of a weekly two -days leave policy which have positive impact on employee health and productivity.

Chart 10 The implementation of a weekly two - days leave policy have positive impact on employee health and productivity**Findings**

- The majority 57.1 per cent of the respondents are female.
- 49.5 per cent of the respondents are in the age group of 25-35 years of age.
- 38.1 per cent of the respondents have less than high school graduates.
- 32.4 per cent respondents have the experience of less than 3 years. .
- The majority 70.5 per cent of the respondents earns the monthly income below Rs 15,000.
- The majority 75.2 per cent of the respondents are satisfied with the compensation and benefits provided.
- The majority 81.9 per cent of the respondents says highly accessible are the rating given for the accessibility of the first aid appliances.
- The majority 63.8 per cent of the respondents says quarterly is the time period for the safety inspections or audits to be conducted in the work area or department.

- The majority 76.2 per cent of the respondents says a few times per day are the time taken for regular breaks to stretch or move around the workday.
- The majority 65.7 per cent of the respondents says yes that the implementations of a weekly two - days leave policies which have positive impact on employee health and productivity.

Suggestions

- Creating proactive job security measures will strengthen the collaboration between management and employees.
- Regularly rewarding and offering incentives can be a powerful driver of motivation among employees.
- Implementation of clear work schedules and systematic shift allocation can significantly improve both employee productivity and job satisfaction.
- Responding to employees' concerns about career progression and job stability is essential.
- Offering continuous learning and professional development opportunities is imperative.

Conclusion

Sara Leather Industry has demonstrated a strong commitment to ensuring the safety and health of its workforce through various proactive measures. These include regular health checkups, comprehensive safety training, safety audits to address near-miss incidents, and safety review meetings. By prioritizing worker well-being and maintaining a safe working environment, the management has taken commendable steps to mitigate accidents and promote a culture of safety. Moving forward, it is recommended to continue these efforts and consider further enhancements based on the findings of the study to ensure continuous improvement in health and safety standards within the organization. By prioritizing employee welfare and fostering a culture of safety, the management has significantly reduced the risk of accidents in the workplace. The findings of the study underscore the effectiveness of these measures while also suggesting areas for further enhancement.

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