

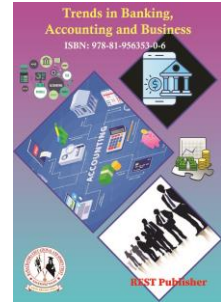


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A Study on Psychological Well-Being of Employees with Reference to Dynaspede Integrated Systems Private Limited at Hosur

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Abstract: *This study delves into the imperative of prioritizing psychological well-being in the workplace, particularly within the manufacturing industry. Recognizing that healthy minds yield better work outcomes, the research underscores the importance of fostering a positive workplace culture conducive to employee productivity, creativity, and job satisfaction. By elevating mental health as a priority and tailoring well-being initiatives to address the unique needs of the workforce, organizations can stand out in a competitive landscape while reducing turnover costs and enhancing employee morale. The study aims to analyze the psychological well-being of employees, identify influencing factors, explore interventions to promote a positive work culture and reduce stress, evaluate the effectiveness of existing support systems, and investigate the correlation between job satisfaction and psychological well-being. Through a nuanced understanding of employees' psychological needs, organizations can proactively foster healthier and more supportive work environments, thereby enhancing employee satisfaction, retention rates, and ultimately, organizational success.*

Keywords: *Psychological well-being, employees, job satisfaction, work-life balance, organizational support, psychological resilience.*

1. INTRODUCTION

The psychological well-being of employees is a crucial aspect of workplace welfare, encompassing efforts aimed at enhancing their mental health, satisfaction, and overall quality of life beyond monetary compensation. Just as economic status dictates social standing in modern society, the psychological welfare of employees profoundly influences their sense of fulfilment, engagement, and productivity in the workplace. In today's dynamic work environments, where individuals spend a significant portion of their lives, the importance of addressing psychological well-being cannot be overstated. Just as access to amenities and social opportunities shapes one's physical and social well-being, psychological welfare significantly impacts an employee's sense of belonging, motivation, and resilience. Moreover, societal norms and ethical standards guide employee conduct and interactions within the workplace. The interplay between psychological well-being and adherence to these moral codes underscores the holistic nature of employee welfare. As such, fostering a supportive and psychologically enriching work environment involves understanding and addressing the interconnectedness of physical, social, and moral dimensions. The concept of psychological well-being varies across cultures, societies, and time periods, making it challenging to establish universal standards. What may constitute adequate psychological support for employees in one context may differ significantly from another. Recognizing these disparities is essential for tailoring interventions that meet the diverse needs of employees across different demographics, roles, and life stages. In essence, the pursuit of psychological well-being among employees extends beyond mere job satisfaction or material

benefits. It reflects a commitment to nurturing a workplace culture that values mental health, fosters resilience, and promotes holistic development. By prioritizing psychological welfare, organizations not only enhance employee satisfaction and productivity but also contribute to the overall health and vitality of their workforce.

2. OBJECTIVES OF STUDY

To analyze the psychological well-being of employees.

To Identify factors influencing their well-being.

To explore potential interventions aimed at promoting a positive work culture and reducing stress level among employees.

To evaluate the effectiveness of existing support systems in addressing the psychological needs of employees.

To investigate the correlation between job satisfaction and psychological of an employee.

3. SCOPE OF THE STUDY

Elevate mental health as a priority to stand out in the manufacturing industry's work landscape. Tailor well-being initiatives to address the specific needs and cultural context of your workforce. Implement targeted mental health support to address the industry's stressors and demands. Collaborate with local professionals and integrate traditional wellness practices into your programs. Foster open communication, flexible work options, and wellness activities tailored to your workforce's needs for a healthier workplace environment.

4. LITERATURE REVIEW

Morgeson, F. P., & Humphrey, S. E. (2006): "Job Design and Employee Mental Health" Morgeson and Humphrey's study investigates the relationship between job design and employee mental health. The research emphasizes the importance of well-designed jobs in promoting psychological well-being, with a focus on factors such as task variety, autonomy, and skill utilization.

Baicker, K., Cutler, D., & Song, Z. (2010): "Workplace Wellness Programs and Employee Mental Health" Baicker, Cutler, and Song's research focuses on workplace wellness programs and their influence on employee mental health. The study evaluates the effectiveness of wellness initiatives in promoting psychological well-being, providing valuable insights for organizations aiming to implement comprehensive well-being strategies.

Allen, T. D. (2013): "Impact of Flexible Work Arrangements on Employee Psychological Wellbeing" In this study, Allen explores the effects of flexible work arrangements on the psychological well-being of employees. The research delves into the relationship between flexibility in work schedules and the reduction of stress and burnout, providing valuable insights for organizations aiming to enhance employee well-being.

Wong, A. (2016): Wong's review explores the relationship between workplace diversity and employee psychological well-being. They find that inclusive work environments, where diverse perspectives are valued and respected, positively influence employee well-being.

Lim, L. (2016): Lim's review focuses on the impact of job insecurity on employee psychological well-being. They find that perceptions of job insecurity can lead to increased stress, anxiety, and decreased job satisfaction among employees.

Garcia, R. M. (2016): Garcia explores the impact of job satisfaction on employee psychological well-being. Their review suggests that job satisfaction, stemming from factors such as meaningful work, supportive colleagues, and fair compensation, contributes significantly to employee well-being.

Zhang, Q. (2017): Zhang investigates the relationship between work-family conflict and employee psychological well-being. Their review suggests that conflict between work and family responsibilities can negatively impact employee mental health and job satisfaction.

Zhang, H. (2017): Zhang investigates the relationship between job insecurity and employee psychological well-being. Their review suggests that perceptions of job insecurity can have negative effects on mental health, including anxiety and depression.

5. RESEARCH METHODOLOGY

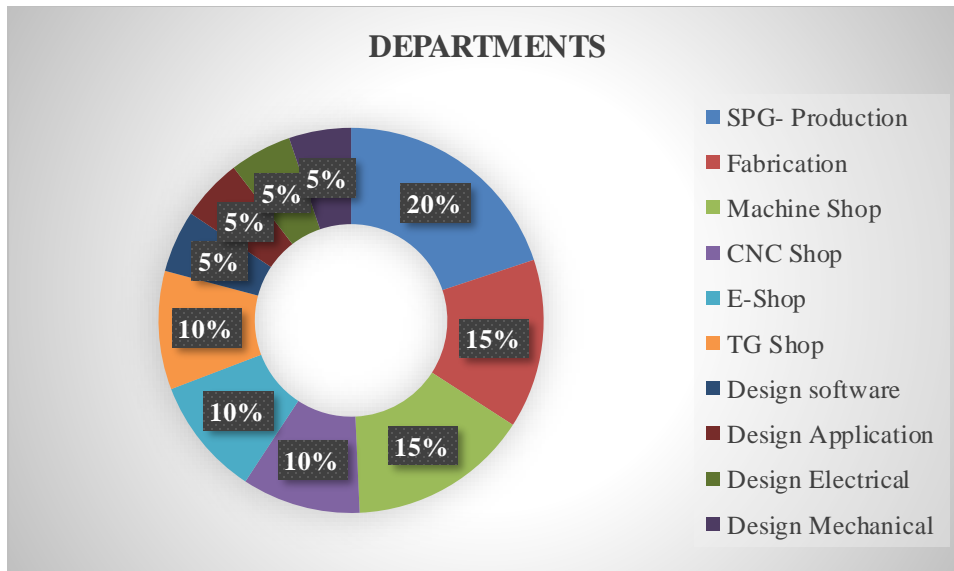
Research methodology refers to the systematic approach, techniques, and procedures used by researchers to collect,

analyze, and interpret data in order to answer a research question or test a hypothesis. It involves planning the research, selecting appropriate methods, gathering data, analyzing it, and drawing conclusions.

6. DATA ANALYSIS

Percentage analysis department

	Particulars	No. Of. Respondents	Percentage
Departments	SPG-Production	20	20%
	Fabrication	15	15%
	Machine Shop	15	15%
	CNC Shop	10	10%
	E-Shop	10	10%
	TG Shop	10	10%
	Design Software	5	5%
	Design Application	5	5%
	Design Electrical	5	5%
	Design Mechanical	5	5%
		100	100%



Chi-square test Relationship between the gender and the employee monetary benefit in the organization Gender * cross tabulation

		GENDER					Total
		strongly disagree	disagree	neutral	Agree	strongly agree	
Gender	Male	0	3	16	31	9	59
	Female	1	1	25	24	5	56
	Prefer not to say	1	0	1	3	0	5
Total		2	4	42	58	14	120

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	17.338 ^a	8	.027
Likelihood Ratio	12.131	8	.145
Linear-by-Linear Association	3.902	1	.048
N of Valid Cases	120		
a. 9 cells (60.0%) have expected count less than 5. The minimum expected count is .08.			

7. FINDINGS

Majority of employees (58%) in the organization are male. It is found that the majority of employees fall within the age range of 18-20 years. The organization provides excellent canteen facilities, as indicated by employee feedback. Most employees report that welfare measures help in solving problems they face. Approximately 42% of employees agree with the welfare facilities provided by the company. A significant portion (39%) of employees have less than 2 years of experience. A majority (50%) of employees agree with the working environment in the company. Similarly, a majority (50%) of employees agree with the present welfare facilities provided by the company.

8. SUGGESTIONS

Consider implementing gender-sensitive policies and practices to address any disparities in employee monetary benefits based on gender. Conduct regular surveys or feedback sessions to assess employee satisfaction with welfare facilities and identify areas for improvement. Provide additional support and training opportunities for employees with less than 2 years of experience to enhance their skill development and job satisfaction. Continuously monitor and evaluate the working environment to ensure it remains conducive to employee well-being and productivity.

9. CONCLUSION

The objective of the study was to examine the relationship between gender and employee monetary benefits in the organization. The findings indicate that while there are no direct correlations between gender and monetary benefits, there are disparities in other areas such as age distribution and experience level. It is recommended that the organization address these disparities through targeted interventions and policies to ensure equal opportunities and benefits for all employees, regardless of gender. Overall, the study highlights the importance of fostering an inclusive and supportive work environment to enhance employee satisfaction and productivity.

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