

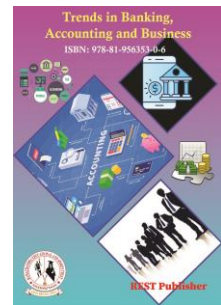


Trends in Banking, Accounting and Business

Vol: 3(1), 2024

REST Publisher; ISBN: 978-81-956353-0-6

Website: <https://restpublisher.com/book-series/tbab/>



A Study on Employees Resilience and Adaptability in Sk International Stones India Private Limited, Hosur

***M. Dhanasekaran, Keerthi. L**

Adhiyamaan College of Engineering (Autonomous), Hosur, Tamil Nadu, India.

*Corresponding author Email: dhanasekaran.mba@adhiyamaan.in

Abstract: *This study aims to examine the impact of employee resilience and adaptability on project success, and the mediating role of innovative work behaviour. The study draws on a sample of 110 from the population of 170 Sk International Stones Private Limited company employees in Hosur to test the proposed hypotheses. The SPSS and Excel software has been used to calculate the structural modelling equation results for the subject study. The results indicate that both employee resilience and adaptability have a positive impact on project success. Furthermore, innovative work behaviour partially mediates the relationship between employee resilience and project success, as well as between adaptability and project success. These findings highlight the importance of fostering employee resilience and adaptability to promote project success and the role of innovative work behavior in facilitating this relationship. Organizations can benefit from implementing strategies that enhance employee resilience and job engagement while promoting a culture of innovation to achieve project success*

1. INTRODUCTION

Employee resilience can be defined as the capacity to withstand and recover from adversity, while adaptability refers to the ability to adjust and thrive in changing situations. These two qualities are intertwined, forming the foundation of an individual's ability to succeed amidst uncertainty and change. One key aspect of resilience is psychological resilience, which encompasses an individual's mental toughness, emotional stability, and ability to maintain a positive outlook in the face of adversity. Research suggests that employees with high levels of psychological resilience are better equipped to handle stress, maintain productivity, and foster positive relationships with colleagues. Moreover, resilience is not solely an individual trait but can also be cultivated and nurtured within organizational cultures. Supportive leadership, open communication channels, and access to resources for personal development are all factors that contribute to building a resilient workforce. In parallel, adaptability involves the capacity to embrace change, learn new skills, and adjust one's mindset and behaviors to meet evolving demands. In today's fast-paced business landscape, organizations must foster a culture that values innovation and experimentation, encouraging employees to adapt and evolve alongside technological advancements and market shifts. Furthermore, technological advancements and globalization have accelerated the pace of change, rendering adaptability an indispensable skill for employees across all industries. Those who can quickly learn new technologies, collaborate with diverse teams, and pivot in response to market disruptions are better positioned to thrive in the digital age. However, fostering employee resilience and adaptability requires a holistic approach that addresses both individual and organizational factors. Training programs, coaching sessions, and mindfulness practices can enhance employees' ability to manage stress and cultivate a growth mindset, while organizational initiatives such as flexible work arrangements and continuous learning opportunities can support employees in adapting to change. Employee resilience and adaptability are critical competencies in today's ever-changing workplace landscape. By investing in the development of these qualities, organizations can build a resilient workforce capable of thriving amidst uncertainty and driving innovation in the face of challenges.

2. OBJECTIVES OF THE STUDY

Building resilience and adaptability can lead to improved performance as employees are better equipped to handle challenges and changes.

Helping employees navigate through various changes within the organization.

Equipping employees with skills to manage stress effectively.

Developing the ability to think critical and creatively in challenging situations.

Empowering the employees to adapt to new roles, responsibilities and career pathways.

It can also foster teamwork, as individuals are more open to new ideas and perspectives.

3. SCOPE OF THE STUDY

The scope of this study encompasses an in-depth examination of employees' resilience and adaptability within various organizational contexts. Through qualitative and quantitative analysis, the study aims to explore the factors influencing employees' ability to bounce back from setbacks and to adapt to changing work environments. It will investigate how individual characteristics, such as personality traits and coping mechanisms, interact with organizational factors, including leadership styles and workplace culture, to shape resilience and adaptability levels. Additionally, the study will explore the impact of external factors, such as economic conditions and industry trends, on employees' resilience and adaptability. By delving into these dimensions, the research seeks to provide insights into strategies for fostering resilience and adaptability among employees, ultimately contributing to organizational resilience and success.

4. LITERATURE REVIEW

Year:2016, Authors: Martin.A.J, Colmar. S, & Marsh. H. W. Martin and colleagues explored the role of adaptive motivation in fostering employees' resilience and adaptability (Martin et al., 2016). Their research highlighted how individuals' intrinsic motivation, goal orientation, and self-regulation contribute to their ability to persist in the face of challenges, learn from setbacks, and adapt to changing circumstances in the workplace.

Year:2018, Authors: Zhu Zhu and colleagues examined the role of cultural intelligence (CQ) in promoting employees' resilience and adaptability across cultural contexts. Their research highlighted how individuals' ability to understand and navigate cultural differences enhances their flexibility, resourcefulness, and effectiveness in multicultural work environments.

Year:2020, Author: Peng.H & Luthans.F. Peng and Luthans investigated the impact of positive psychological capital interventions on employees' resilience and adaptability. Their research demonstrated that targeted interventions aimed at building employees' hope, efficacy, resilience, and optimism can effectively enhance their ability to cope with stress, adapt to change, and thrive in the workplace.

Year:2022, Authors: Zhang. X & Schwarzer.R. Zhang and Schwarzer explored the role of self-efficacy beliefs in promoting employees' resilience and adaptability during the COVID-19 pandemic. Their research highlighted the importance of individuals' confidence in their ability to manage challenging situations and persevere in the face of adversity, particularly in times of uncertainty and crisis.

Barati, Shokrinia, Najaf, & Safar The main objective of the study is to judge the implantation of electronic tax obstacles. During this study descriptive survey type is employed to analyze the obstacles and issues of implementation of e-taxation. The investigator used a sample size of 383 respondents. The result showed that technical and infrastructure variables, social effects, expectation of effort and efficiency, the legal problems, access to data and also the e-taxation system.

Parmanand Barodiya and Ankesh Bhargava Made a study to assess the tax payers' perception, awareness towards the e-filing of Income Tax Return. They found that the e-return filing is getting popularity in the country especially amongst the service class people. The review of literature indicates that no systematic and comprehensive analysis has been conducted for the 21st century reform period in India to test the individual assessee perception towards in

e-filing which the present study takes into account.

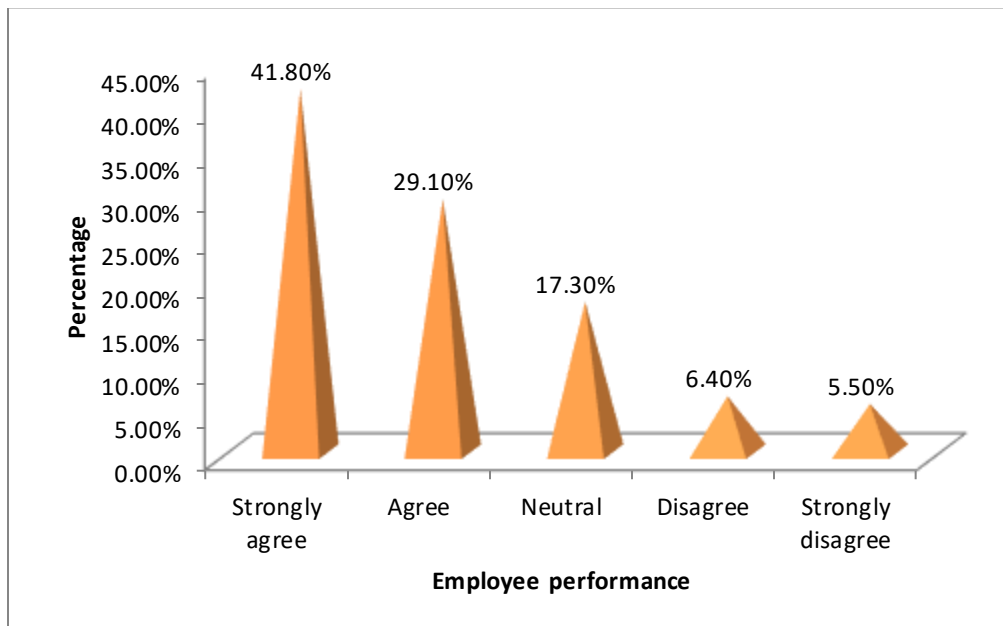
5. RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. In it we study the various steps that are generally adopted by a researcher in studying his research problem along with the logic behind them

6. DATA ANALYSIS

Resilience and adaptability can lead to improved employee performance

Employee performance	Respondents	Percentage (%)
Strongly agree	46	41.8%
Agree	32	29.1%
Neutral	19	17.3%
Disagree	7	6.4%
Strongly disagree	6	5.5%
Total	110	100.0%



CHI-SQUARE TESTS

Significance between experience and satisfaction level with roles and responsibilities

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.489E2 ^a	16	.000
Likelihood Ratio	206.093	16	.000
Linear-by-Linear Association	94.661	1	.000
N of Valid Cases	110		

a. 17 cells (68.0%) have expected count less than 5. The minimum expected count is .57.

7. FINDINGS

1. Maximum 57.3% of the respondents are male
2. Maximum 31.8% of the respondents ages are 25- 30 years
3. Maximum 39.1% of the respondents experience is 2- 3 years
4. Maximum 30.9% of the respondents income is Rs.10,000 - Rs.15,000
5. Maximum 30.0% of the respondents qualification is illiterate
6. Maximum 41.8% of the respondents are strongly agree about resilience and adaptability improved employee performance

8. SUGGESTIONS

The person who is expecting to grow should get healthy feedback from others, because how efficiently one may conduct self-study and self-motivation often no able to see beyond certain limit. Therefore, one who wish to grow should have a person in their life who can give healthy feedback. Here healthy feedback is not about only positive feedback or negative one but both according to the situation but in constructive path. The employees are well aware that avoiding is not solution for the problem and they try not to accept the job where there is a problem, but to sustain in any industry the employee should always be face all the potential problems. To overcome this escapism from problem the partial solution is to have teach company standard operating process during each potential situations and the guidelines for unexpected situations. The company should also motivate employees who want to handle problems by monetary benefits and more weightage during promotions.

9. CONCLUSION

The research is conducted to examine the applicability of resilience scale in SK International Stones India Private Limited the company and the effectiveness of resilience among SK International Stones industry employees. For the research scale considered for the study. This declares that employees who have higher levels of resilience will be more engaged in work, further benefiting the organization by being productive, and dedicated to their work. Such employees perform effectively and carry out tasks efficiently even in challenging times when the organization is in crisis.

REFERENCES

- [1]. Amir, M. T., & Mangundjaya, W. L. (2021). How resilience affects employee engagement? A case study in Indonesia. *The Journal of Asian Finance, Economics, and Business*, 8(2), 1147-156.
- [2]. Cantante-Rodrigues, F., Lopes, S., Sabino, A., Pimentel, L., & Dias, P. C. (2021). The association between resilience and performance: The mediating role of workers' well-being. *Psychological Studies*, 66(1), 36-48
- [3]. Ftima, I. & Jaouad, L. Resilience, work engagement and stress reactivity in a middle-aged manual worker population. *International Journal of Psychophysiology*, 116, pp. 9-15.
- [4]. Lee, M. S., & Kim, H. S. (2020). The Effects of Service Employee Resilience on Emotional Labor: Double-Mediation of Person–Job Fit and Work Engagement. *International Journal of Environmental Research and Public Health*, 17(19), 7198.
- [5]. Lhalloubi, J., & Ibnchahid, F. (2020). Do resilience and work engagement enhance distribution manager performance? A study of the automotive sector. *The Journal of Distribution Science*, 18(7), 5-17