
A STUDY ON IMPACT ON HR PRACTICES AND EMPLOYEE WELLBEING ON PACKAGING INDUSTRY WITH REFERENCE TO SRI BHARANI PACKES

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DOI: <https://www.doi.org/10.58257/IJPREMS33156>

ABSTRACT

Employees represent the essential assets of any organization. This study aims to identify the key HR practices that significantly influence employee wellbeing outcomes such as job satisfaction, work-life balance, and overall mental and physical health. It investigates the intricate relationship between HR practices and employee wellbeing in the packaging industry. The project endeavours to understand the unique challenges and opportunities faced by employees in the packaging industry, considering factors like high-paced production environments and physical demands of the job. The respondents were selected utilizing a simple random sampling method. A sample of 120 employees were randomly selected for data collection. Statistical methods including, correlation and chi-square tests were employed for data analysis. The findings of this study are anticipated to offer actionable insights for HR practitioners and industry leaders, facilitating the development of tailored strategies to enhance employee well-being and drive sustainable performance within the packaging industry.

Keywords: HR Practices, Packaging, Employee Wellbeing.

1. INTRODUCTION

In today's dynamic and competitive business environment, organizations are increasingly recognizing the significance of prioritizing employee wellbeing as a strategic imperative. Employee wellbeing encompasses various dimensions, including physical health, mental health, job satisfaction, work-life balance, and overall happiness in the workplace. By implementing effective HR practices, organizations can not only attract and retain top talent but also foster a culture of wellbeing that enhances employee engagement, performance, and overall organizational success. By prioritizing employee wellbeing through strategic HR practices, organizations can reap a myriad of benefits, including increased productivity, reduced absenteeism and turnover rates, improved employee morale and loyalty, and enhanced organizational reputation as an employer of choice.

OBJECTIVES OF THE STUDY

To Examine the effectiveness of wellness programs implemented by HR departments in enhancing employee physical and mental health. To identify organizational factors influencing the success of HR initiatives aimed at improving employee wellbeing. To Measure the correlation between employee engagement levels and the implementation of HR practices focused on wellbeing.

SCOPE OF THE STUDY

The main aim of the study is to Investigate how HR practices influence the wellbeing of employees in the packaging industry at Sri Bharani Packes.

NEED OF THE STUDY

The purpose of this study is to Examine the effectiveness of wellness programs implemented by HR departments in enhancing employee physical and mental health in Sri Bharani Packes.

2. REVIEW OF LITERATURE

- 1) **Williams and Smith, (2023) "Holistic Employee Wellbeing Approaches"** Williams and Smith recommend holistic approaches to employee wellbeing in the packaging sector, considering both physical and mental health factors and leveraging data analytics to continuously monitor and improve HR interventions.
- 2) **Sharma (2022) "Innovative HR Practices"** Sharma et al. propose innovative HR practices tailored to the unique needs of the packaging industry, such as sustainability-focused initiatives and diversity and inclusion programs, to promote employee wellbeing and organizational resilience.

- 3) **Smith J. (2022) "Impact of HR Practices on Employee Wellbeing in the Packaging Industry"** This study examines the various HR practices implemented within the packaging industry and their influence on employee wellbeing. It explores strategies such as flexible work arrangements, training and development programs, and employee assistance programs.
- 4) **Wang. L (2021) "Examining HR Practices and Employee Wellbeing in the Packaging Industry"** Wang conducted a longitudinal study to explore the relationship between HR practices and employee wellbeing in the packaging industry over time. They investigated various factors such as job design, performance management, and employee support programs. The findings offer insights into the evolving nature of HR strategies and their impact on employee wellbeing within the dynamic context of the packaging sector.
- 5) **Sneha Sharma (2020) "Employee Wellbeing Programs in Indian Packaging Firms: A Review of Literature"** Sneha Sharma's literature review likely synthesizes existing research on employee wellbeing programs implemented within Indian packaging firms. This review may encompass a wide range of topics, including wellness initiatives, health and safety measures, work life balance policies, and employee assistance programs. By analyzing the current state of literature.

3. RESEARCH METHODOLOGY

RESEARCH DESIGN

A research design is the plan or framework used to conduct a research study. It involves outlining the overall approach and methods that will be used to collect and analyze data to answer research questions or test hypotheses. This paper has employed a descriptive research method.

METHOD OF DATA COLLECTION

This paper is solely based on the primary data. A well-structured questionnaire has been used to collect the data. The interview method was employed while the data was collected.

POPULATION

A population is a group of people, objects, or events that have specific characteristics and are of interest to the researcher and here employees of the company Vajram Agencies are taken as the population for this research.

SAMPLING UNIT

A sampling unit is a basic unit that is selected from a population. It is the unit about which information is collected and data are analyzed. The sampling unit will be with employees of Sri Bharani Packes.

SAMPLE SIZE

The Sample size is 120.

SAMPLING METHOD

The Simple Random sampling method was employed for the sampling of data collection.

TOOLS FOR DATA ANALYSIS DESCRIPTIVE STATISTICS

This chapter deals with the descriptive and statistical analysis of the primary data collected from the employee who working in the organization. The hypotheses drawn by the researcher are confirmed with the support of statistical tools and results are inferred. Percentage analysis is a simple statistical instrument which is widely used in analysis and interpretation of primary data. It deals with the number of Respondents' reply to a questionnaire in percentage attained from the total population nominated for the study. It is one of the simple forms of analysis which helps the researcher to realize the outcome of the research.

CORRELATION- Correlation is a statistical measure that indicates the extent to which two or more variables fluctuate together. A positive correlation indicates the extent to which those variables increase or decrease in parallel, a negative correlation indicates the extent to which one variable increase as the other decreases.

CHI-SQUARE- Chi Square test of homogeneity is used to determine if two or more independent sample vary by distribution on a single variable.

A common use of this test is to compare two or more groups or conditions on a categorical result. Formulation of omnibus test statistic is formed as independence test and homogeneity test.

SCALING METHOD- The process of arriving at a set of statements to measure attitude, opinion, or perception is known as scaling.

In this paper, impact of HR practices and employee wellbeing is analyzed using a questionnaire based on a five-point Likert scale.

4. DATA ANALYSIS AND INTERPRETATION

Data analysis is a process of inspecting, cleaning, transforming and modelling data with the goal of discovering useful information, informing conclusions and supporting decision making. Data analysis has multiple facets and approaches, encompassing diverse techniques under a variety of names, and is used in different business, science, and social science domains. It provides a deeper understanding of processes, behaviors, and trends. It allows organizations to gain insights into customer preferences, market dynamics, and operational efficiency.

4.1 IDESCRIPTIVE STATISTICS

TABLE – 1- The wellness programs provided by the HR department adequately address both physical and mental health concerns.

Wellness Programs	Respondents	Percentage
Strongly Disagree	10	8.3%
Disagree	5	4.2%
Neutral	27	22.5%
Agree	34	28.3%
Strongly Agree	44	36.7%
TOTAL	120	100.00%

Source: Primary data

INFERENCE:

From Above Table of the wellness programs provided by the HR department adequately address both physical and mental health concerns of an employee shows that 36.7% of the respondents were the Strongly Agree, 28.3% of the respondents were the Agree, 22.5% of the respondents were the Neutral, 8.3% of the respondents were the Strongly Disagree, 4.2% of the respondents were the Disagree, it indicates that majority of a Sri Bharani Packes, Karur employee give Strongly Agree to this question.

TABLE 2- Participation in wellness programs has positively impacted my physical health and Employees are actively engaged, involved in the implementation of HR initiatives targeting their wellbeing.

H0 – There is no statistically significant correlation between Active participation in wellness programs has positively impacted employees' physical health, with their active engagement in implementing HR initiatives targeting their wellbeing.

H1 – There is statistically significant correlation between Active participation in wellness programs has positively impacted employees' physical health, with their active engagement in implementing HR initiatives targeting their wellbeing.

		Participation in wellness programs has positively impacted my physical health.	Employees are actively engaged, involved in the implementation of HR initiatives targeting their wellbeing.
Participation in wellness programs has positively impacted my physical health.	Pearson Correlation	1.000	0.476
	Sig. (2-tailed)		.000
Employees are actively engaged, involved in the implementation of HR initiatives targeting their wellbeing.	Pearson Correlation	120	120
	Sig. (2-tailed)	0.476	1.000

INFERENCE

From the correlation table 4.3.1, it can be seen that the correlation coefficient value is 0.476 which lies in the low correlation region Since p-value (0.00) < 0.05, we accept the alternate hypothesis. It can be concluded that there is statistically significant correlation between Active participation in wellness programs has positively impacted employees' physical health, with their active engagement in implementing HR initiatives targeting their wellbeing.

TABLE 3.- The wellness programs have reduced absenteeism and presenteeism in the workplace and the implementation of HR practices focused on wellbeing contributes to a positive work environment and organizational culture.

H0 – There is no statistically significant correlation between the implementation of HR practices focused on wellbeing, coupled with wellness programs, has reduced absenteeism and presenteeism while fostering a positive work environment and organizational culture.

H1 – There is statistically significant correlation between the implementation of HR practices focused on wellbeing, coupled with wellness programs, has reduced absenteeism and presenteeism while fostering a positive work environment and organizational culture.

		The wellness programs have reduced absenteeism and presenteeism in the workplace	The implementation of HR practices focused on wellbeing contributes to a positive work environment and organizational culture.
The wellness programs have reduced absenteeism and presenteeism in the workplace	Pearson Correlation	1.000	0.517
	Sig. (2-tailed)		.000
The implementation of HR practices focused on wellbeing contributes to a positive work environment and organizational culture.	Pearson Correlation	120	120
	SIG. (2-TAILED)	0.517	1.000

INFERENCE

From the correlation table 4.3.2, it can be seen that the correlation coefficient value is 0.517 which lies in the low correlation region Since $p\text{-value} (0.00) < 0.05$, we accept the alternate hypothesis.

It can be concluded that there is statistically significant correlation between the implementation of HR practices focused on wellbeing, coupled with wellness programs, has reduced absenteeism and presenteeism while fostering a positive work environment and organizational culture.

TABLE 4- How long have you been with the organization and the wellness programs provided by the HR department adequately address both physical and mental health concerns.

H0 – There is no significant relationship between the how long have you been with the organization and the wellness programs provided by the HR department adequately address both physical and mental health concerns.

H1 – There is a significant relationship between the how long have you been with the organization and the wellness programs provided by the HR department adequately address both physical and mental health concerns.

	Value	df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	35.34	16	.004
Likelihood Ratio	30.31	16	.016
Linear-by-Linear Association	1.44	1	.229
N of Valid Cases	120		

Source: Primary Data

INFERENCE

From the above Table No: 4.3.1, it was found that the Pearson Chi-Square significant value is .004 which is less than 0.05. Hence Null hypothesis (H0) is rejected and Alternative hypothesis (H1) is accepted. Therefore, it is inferred that there is a significance relationship between the how long have you been with the organization and the wellness programs provided by the HR department adequately address both physical and mental health concerns.

TABLE 5- How long have you been with the organization and Participation in wellness programs has positively impacted my physical health.

H0 – There is no significant relationship between the how long have you been with the organization and Participation in wellness programs has positively impacted my physical health.

H1 – There is a significant relationship between the how long have you been with the organization and Participation in wellness programs has positively impacted my physical health.

	Value	df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	33.27	16	.007
Likelihood Ratio	31.04	16	.013
Linear-by-Linear Association	4.14	1	.042
N of Valid Cases	120		

Source: Primary Data

Inference

From the above Table No: 4.3.2, it was found that the Pearson Chi-Square significant value is .007 which is less than 0.05. Hence Null hypothesis (H0) is rejected and Alternative hypothesis (H1) is accepted. Therefore, it is inferred that there is a significance relationship between the how long have you been with the organization and Participation in wellness programs has positively impacted my physical health.

5. FINDINGS

- 1) It indicates that majority of a Sri Bharani Packes, Karur employee give Strongly Agree to this question. The wellness programs provided by the HR department adequately address both physical and mental health concerns.
- 2) It can be concluded that there is statistically significant correlation between Active participation in wellness programs has positively impacted employees' physical health, with their active engagement in implementing HR initiatives targeting their wellbeing.
- 3) It can be concluded that there is statistically significant correlation between the implementation of HR practices focused on wellbeing, coupled with wellness programs, has reduced absenteeism and presenteeism while fostering a positive work environment and organizational culture.
- 4) It is inferred that there is a significance relationship between the how long have you been with the organization and the wellness programs provided by the HR department adequately address both physical and mental health concerns.
- 5) It is inferred that there is a significance relationship between the how long have you been with the organization and Participation in wellness programs has positively impacted my physical health.

6. SUGGESTION

Provide regular training programs to enhance employee skills and competencies, which can boost job satisfaction and overall wellbeing. Implement flexible work arrangements or policies that support employees in managing their work and personal lives effectively, leading to reduced stress and improved wellbeing.

Ensure workplace safety protocols are in place to protect employees from occupational hazards, promoting physical and mental wellbeing. Cultivate a supportive work environment where employees feel valued, respected, and empowered, contributing to higher levels of job satisfaction and morale. Establish effective communication channels between management and employees to address concerns, provide feedback, and foster a sense of belonging within the organization. Implement recognition programs to acknowledge employees' efforts and achievements, boosting motivation and job satisfaction.

7. CONCLUSION

The study reaffirms the significance of HR practices in influencing employee wellbeing within the packaging industry. Effective HR initiatives can positively impact employee satisfaction, productivity, and overall wellbeing. Employee wellbeing encompasses various dimensions, including physical, mental, and emotional aspects the conclusion may suggest avenues for future research or areas of focus for further improvement in HR practices within the packaging industry. This could include exploring emerging trends, benchmarking against industry standards, or addressing specific challenges identified in the study. Finally, the conclusion should highlight the potential benefits of investing in employee wellbeing through effective HR practices. A satisfied and engaged workforce is more likely to contribute to organizational success, innovation, and competitiveness in the packaging industry.

8. REFERENCES

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