

# THE IMPACT OF PEOPLE SUCCESS MANAGEMENT SYSTEM (PSM) IN ENHANCING EMPLOYEE GROWTH AND BENEFITS

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## ABSTRACT

The People Success Management aims to enhance organizational performance by focusing on the growth and development of its human resources. The project integrates employee engagement, and performance optimization to create a supportive environment that fosters employee success and satisfaction

The feedback mechanism within the People Success Management (PSM) is designed to facilitate continuous improvement and foster a culture of open communication and development. This mechanism aims to provide employees with constructive, timely, and actionable feedback, aligning their personal growth with organizational goals

## 1. INTRODUCTION

People success management addresses employee issues and plays a pivotal role in shaping and improving the organization. Implementing people success within an organization involves establishing a culture, framework, and practices that prioritize the development, well-being, and engagement of employees. It is fundamental to individual fulfilment, organizational effectiveness, and societal progress.

People success initiatives include performance management processes that set clear expectations, provide regular feedback, and recognize and reward employees for their contributions. These initiatives help employees maintain a healthy balance between their work responsibilities and personal lives.

The principles of people success revolve around creating an environment where individuals can thrive, grow, and contribute to organizational success. These principles are grounded in the belief that investing in the well-being, development, and engagement of employees leads to better outcomes for the organization.

By prioritizing effective communication strategies, organizations can create a supportive and empowering environment that enhances people success management, fosters employee engagement, and drives organizational success.

It involves assessing and improving the effectiveness, efficiency, and quality of employees' work. By emphasizing continuous improvement and development, organizations can optimize individual and team performance, resulting in increased productivity, innovation, and overall organizational growth.

## 2. REVIEW OF LITERATURE

People success management (PMS) is increasingly recognized as pivotal for organizational effectiveness and employee growth.

This research article explores its multifaceted aspects, investigating its impact on employee engagement, well-being, and overall organizational performance. Drawing on current literature, empirical studies, and practical examples, the article examines key components and strategies for fostering a supportive, empowering workplace environment.

The effective strategies for organizations to invest strategically in employee training, create robust career development opportunities, and implement comprehensive benefits packages, all aimed at cultivating a motivated and engaged workforce.

Enhancing employee growth and benefits is crucial for organizations aiming to cultivate a motivated and skilled workforce.

By integrating these approaches, organizations can cultivate a supportive and rewarding work environment where employees feel valued, motivated, and empowered to contribute effectively to organizational objectives.

By offering timely and specific feedback, organizations can enhance employee performance, clarify expectations, and align individual goals with organizational objectives. Moreover, robust feedback systems promote transparency and accountability, fostering a culture of openness and trust within the workplace.

### Research Problem:

Despite growing recognition of the importance of people success management in organizational effectiveness, there remains a need to understand why and how organizations implement these practices. While many organizations acknowledge the potential benefits of fostering employee engagement, well-being, and development, there is a gap in understanding the specific motivations, challenges, and strategic approaches that drive the adoption of people success management initiatives.

This research aims to explore the factors influencing the implementation of people success management strategies, including organizational culture, leadership perspectives, market dynamics, and the desired outcomes of such initiatives. This provide insights into how organizations can effectively leverage people success management to enhance employee performance, organizational resilience, and overall success.

Implementing people success management practices leads to better organizational performance, as it aligns employee efforts with organizational objectives and enhances the organization's ability to adapt to changing market conditions. By prioritizing employee well-being through initiatives such as wellness programs and work-life balance strategies, organizations can reduce stress and burnout, leading to healthier and more satisfied employees.

People success management fosters higher levels of employee engagement by promoting a supportive and inclusive work environment where employees feel valued and motivated.

Organizations that prioritize people success management build a positive employer brand, making them attractive to top talent in the job market and enhancing their reputation as a desirable place to work

**Objectives:**

- To understand the mechanism of PSM and its effectiveness in solving the problems of employee that further leads to satisfaction
- To examine Role of people success management in enhancing the employee benefits.
- To understand the contribution of PSM to promote the diversity and inclusion among employees
- To know about the Organizational Positive work culture.
- To understand about the work life balance

**3. RESEARCH METHODOLOGY**

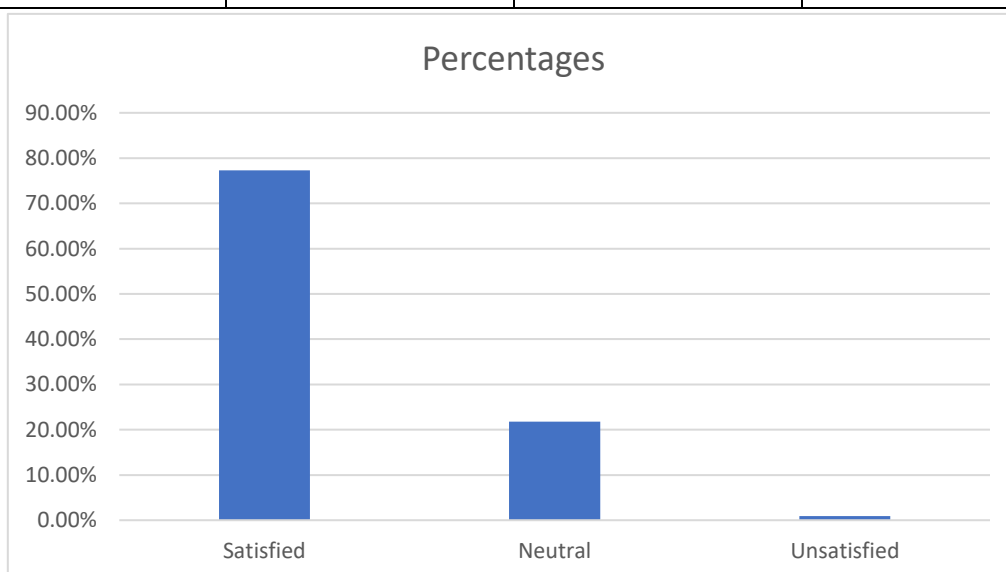
Determining the appropriate sample size in people success management research is crucial to ensure the reliability and validity of the study findings. Considering Sampling unit before taking decision before selecting sample size.

For the study, primary data is collected using Questionnaire method by involving the employees. People’s success involves gathering information directly from individuals by the implementation of people success management particularly in the context of professional success

**Analysis:**

**How Positively PSM is influencing the Overall Efficiency?**

S no	Parameters	Responses	Percentages
1	Satisfied	85	77.3%
2	Neutral	24	21.8%
3	Unsatisfied	1	0.9%

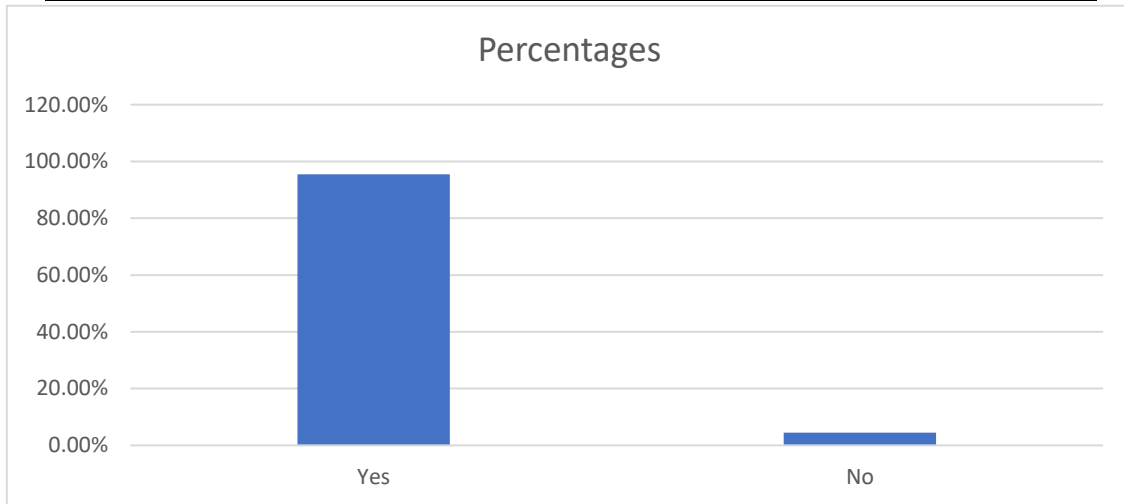


**Interpretation:**

From the above graph, it is observed that 77.3% of respondents are satisfied, 21.8% of respondents are neutral, 0.9% of respondents are unsatisfied to the statement. Because most of the employees are satisfied for the overall efficiency of PSM

**Do you feel comfortable and trust worthy while interacting with PSM?**

S no	Parameters	Responses	Percentages
1	Yes	105	95.5%
2	No	5	4.5%

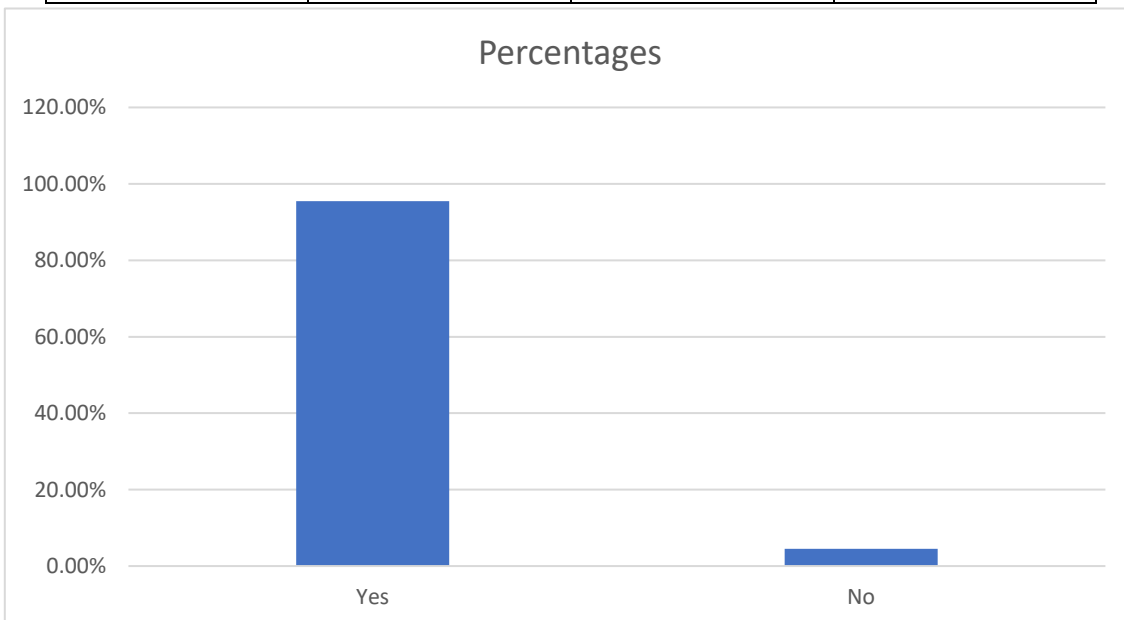


**Interpretation:**

From the above graph, it is observed that 95.5% of respondents feels trust worthy, 4.5% of respondents feels uncomfortable to the statement. Because most of the employees feels comfortable and trust worthy

**Does people success encourage the engagement among employees?**

S no	Parameters	Responses	Percentages
1	Yes	105	95.5%
2	No	5	4.5%

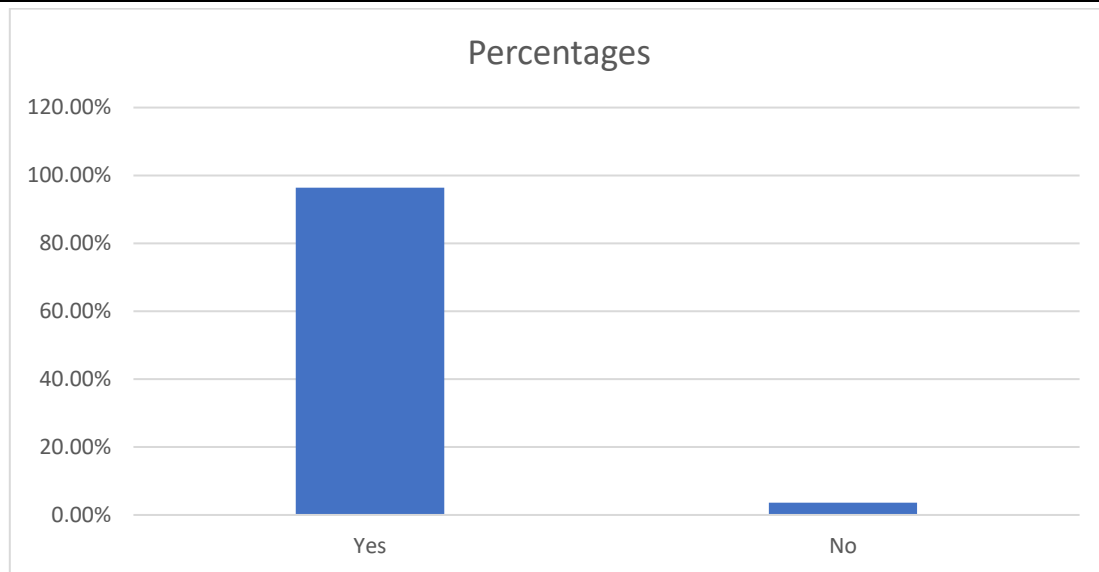


**Interpretation:**

From the above graph, it is observed that 95.5% of respondents say yes, 4.5% of respondents say no to the statement. Because people success encourage the engagement among employees.

**Does PSM optimised to support employee growth and work life balance?**

S no	Parameters	Responses	Percentages
1	Yes	106	96.4%
2	No	4	3.6%



#### Interpretation:

From the above graph, it is observed that 96.4% of respondents say yes, 3.6% of respondents say no to the statement. Because PSM supports employee growth and work life balance

#### 4. FINDINGS

- It is observed that 77.3% of respondents are satisfied for the overall efficiency of PSM implementation.
- Majority of the employees feels comfortable and trust worthy because it is observed that 95.5% of respondents feels trust worth.
- It is observed that 95.5% of respondents the employee feels that the company provides the safe and healthy work environment
- It is observed that 96.4% of respondents says PSM supports employee growth and work life balance.

#### 5. SUGGESTIONS

- Regularly conducting employee engagement surveys to gather insights and make improvements.
- The good communication should be increased that helps to the overall efficiency of the PSM.
- Promote the culture of continuous learning can be encouraging employees to increase their knowledge and skills
- Train managers to be effective leaders who can inspire and guide their teams.
- Organizing team building activities to strength and Identify the distractions and take steps to minimize them

#### 6. CONCLUSION

SM prioritizes employee well-being through initiatives like wellness programs, flexible work arrangements, and work-life balance strategies. A healthy and satisfied workforce is more resilient and productive.

Implementing a feedback mechanism as a part of people success management is crucial for employee engagement and continuous improvement. It helps in the increasing of employee benefits. The people success management finds the solving problems among the employees that helps in the employee growth and work life balance

By prioritizing effective communication strategies, organizations can create a supportive and empowering environment that enhances people success management, fosters employee engagement, and drives organizational success.

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