

AN EMPIRICAL STUDY ON EMPLOYEE WELLBEING AT KENNAMETAL INDIA LTD BANGALORE

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ABSTRACT

In today's business environment, management of employees of university setup has become one of the most challenging elements to consider. To sustain a competitive advantage, highly skilled employees who are perfectly aligned and motivated in the institute are essential. However, happiness becomes essential for these types of employees. Research on measuring the happiness and general wellbeing of faculty at university setup has become an important component for the management team when introducing new plans and future policies related to cultivating a positive teaching and learning environment. It is a well-established practice to measure the happiness of people of the country but use of happiness index to measure the happiness at work place in university setup is rare. In this study we have measured happiness amongst employees of the Ganpat University using the validated scale of employee happiness. The dimensions of employee happiness at the university are used as independent variables for explaining the employees' happiness with respect to their nature of work. Therefore, we have investigated the factors which are contributing in employee's happiness at a university, such as life satisfaction, interpersonal relationship, self-affirmation and physical and mental health. All the measures were taken from validated studies and found reliable.

1. INTRODUCTION

Today in the era of competitive business environment, workforce becomes most difficult task. To be sustaining in this challenging environment motivated and skillful employees are essential. Herzberg's model is also explaining the relationship between happiness and employee's motivation. Happiness in the work place is also influencing the employee's productivity (Cropanzano & Wright, 2001) and can also effect on OCB (Organisation Citizenship Behaviour) (Rego et al., 2011). In the competitive work environment employees are continuously been brought under the tremendous work pressure and ultimately it leads to job stress and depression. Al Suwaidi (2019) started that Conducive work environment motivates employees to work hard to achieve their stated goals and objectives.

1. Social Well being

In simple terms, it's about making connections with coworkers. Building and maintaining healthy relationships should be done on a regular basis since it helps employees feel more connected to the community.

2. Emotional Well being

Organizations must assist their employees in coping with and dealing with workplace issues. Long hours can have a negative impact on everyone. The emphasis should be on frequent breaks to assist people. Recognizing mental health at work should be the first step, as most companies do not do so.

3. Environment Well being

Everyone is affected by their work environment. Employees flee for their lives in a poisonous atmosphere, but an open and flexible culture enhances employee satisfaction.

4. Physical Well being

An employee's journey at the organization can be derailed by unexpected health issues. It is also linked to mental health. Sleep deprivation causes weariness, which leads to a lack of creativity and productivity.

2. LITERATURE REVIEW

EMPLOYEE WELLBEING AND HAPPINESS

- Veenhoven (2012) & Diener, 1984.

Employee wellbeing and Employee happiness have been used interchangeably in the positive psychology literature considered happiness as life satisfaction and subjective wellbeing. In simple words, happiness can be categorized in three ways. First, it is subjective experience, means; it is individuals' belief about themselves. Secondly, it is relative, means individual would be happy or sad depends in relative presence of positive and negative emotions. Thirdly, it is a global judgment and related with one's own life. According to (Wright, 2006) Employee well-being is different from job satisfaction as not tied with any particular situation. Overall Happiness can be divided into two broad orientations, one is SWB (Subjective wellbeing) and other is PWB (Psychological wellbeing).

- **Ravindra & Ruchi, 2014**

Past research suggest that happiness and wellbeing are related, further, happiness is “emotional state of wellbeing” (Diener, 2000). Some of the researchers described happiness as a dimension of wellbeing Happy employee lives long and healthy life by tapping all their personal strength and abilities towards their respective wellbeing. Here, we have considered happiness and wellbeing as a similar construct, as taken by Veenhoven (2012) in his study. In this study, we have studied organizational and individual factors affecting to the employee’s wellbeing and employee’s happiness.

3. LIFE SATISFACTION

- **Enkvist and Veenhoven (2012)**

Life satisfaction as an Individual’s cognitive judgment about his own life. stated that mostly “life-satisfaction is used as overall happiness”, and can be used synonymously with containment. Dockery (2003) described happiness, wellbeing and life satisfaction as similar constructs. In the literature often life satisfaction and happiness are taken as quality of life though they are inherently distinct and represent component of wellbeing (Saperia et al., 2018). The most elementary use of lifesatisfaction data is to estimate apparent quality of life within a country.

4. STATEMENT OF THE PROBLEM

The health of the workforce is crucial for businesses of all sizes. According to studies, almost half of all employees say they experience stress at work. Stress has been shown to have a number of detrimental effects, such as lower productivity, more absenteeism, and higher turnover. Employees who are well-rested and in good physical and mental health are more creative, productive, and fully committed to their jobs. Additionally, they are less inclined to take time off and quit their jobs. Employee stress can be caused by a variety of things, including as long hours, demanding workloads, a lack of control over one's work, and a hostile work environment. Employees could also be dealing with difficulties outside of the workplace, such as money troubles, obligations to their families, or health problems.

5. NEED FOR THE STUDY

The growth and the success of the Organization depend on the level marketing strategy. So, it is essential to make the customer satisfied by providing quality customer service. In this modern world we can notice the intense competition in all the industries from pin to plane. Customers taste, preferences are very dynamic they can change at any time they always in search of new thing.

6. OBJECTIVES OF THE STUDY

- To understand the existing measures followed by the company regarding wellbeing of employees.
- To analyze how wellbeing affects efficiency positively.

7. LIMITATIONS AND FUTURE SCOPE OF THE STUDY

The study has following limitations: First, the data has been collected only from only one Indian university employees therefore there are chances of systematic bias in responses. Second, possibly responses may differ with the different campus culture, policy and norms thereby limiting the generalizability of the findings. Third, the study utilized convenience sampling technique and therefore limitation associated with this sampling technique is applicable here. Forth, sample size taken for the study is very small, for the larger sample or enumeration, the results may differ. In future the study could be done with different university setups like, Public and private universities.

8. RESEARCH METHODOLOGY

- Primary data
- Secondary data
- Population
- Sampling area
- Sampling method

The systematic approach of conducting research is referred to as research methodology. A research methodology is a means to describe how a researcher plans to conduct their investigation. A methodology explains how researcher will conduct the study in order to produce accurate, legitimate data that meets their goals and objectives. In many different sorts of research, methods are used, and the word is typically thought to comprise study design, data collection and data analysis.

9. LIMITATIONS TO THE STUDY

- Sample size taken was 75 samples and sample size include respondents from various organizations in Bangalore.
- Employees may not have given the right answers for the questionnaire because he doesn't want to be unfavorable to the organization.
- The employees may have got influenced from their peers and may have answered as same as them.

10. DATA ANALYSIS AND INTERPRETATION

1. How Has Your Mental Emotional Health Affected Your Performance?

Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
Positively affected	18	24.0	24.0	24.0
Negatively affected	12	16.0	16.0	40.0
Neither positively nor negatively	45	60.0	60.0	100.0
Total	75	100.0	100.0	

Analysis:

From the above table we get to know that 24% of respondents performance is positively affected from their emotion/mental health, 16% of the respondents performance is negatively affected from their emotion/mental health and 45% of the respondents performs is neither positively affected nor negatively affected from their emotional/mental health.

Interpretation:

Majority of the respondent's performance is neither positively affected nor negatively affected from their emotional/mental health suggests that there may be a disconnect between employee emotional/mental health and performance and they might not be aware of the impact of their emotional/mental health on their performance.

2. Do You Feel That You Currently Have A Good Balance Of Maintaining Your Emotions And Performing The Job?

Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	51	68.0	68.0	68.0
No	24	32.0	32.0	100.0
Total	75	100.0	100.0	

Analysis:

From the above table we get to know that 68.0% of the respondents have a good balance of maintaining their emotions and performing their job and only 24% of the respondents do not have a good balance in managing their emotions and performing their job.

Interpretation:

Majority of the respondents have a good balance in maintaining their emotions and performing their jobs suggests that the company is doing a good job of supporting employee emotional wellbeing and the respondents have the ability to manage their emotions in a healthy way.

11. FINDINGS

From the data collection and analysis, it can be concluded that organization is doing well for the employees wellbeing and providing most of wellbeing support which helps in their betterment which also impact the organization in the overall performance of the company and overall betterment of the organization.

From the study it can be said that employees were well in overall wellbeing suggests that company is doing a good job of promoting employee wellbeing and employees feel that the company is taking their wellbeing seriously. From the study it can be concluded that company provides all the wellbeing measures and employees are generally satisfied with all the existing wellbeing measures provided by the company.

12. SUGGESTIONS

From the data analysis and study here are some suggestions where company can improve it employee wellbeing:

- Encourage employees to connect with each other.
- Create a culture of respect and inclusion. This means ensuring that all employees feel valued and respected, regardless of their background or identity.
- Promote a healthy work-life balance. This means ensuring that employees have enough time for their personal lives and that they are not feeling overwhelmed by work.
- Offer financial assistance programs. This could include providing financial counseling, helping employees to budget, or simply providing financial Assistance to employees in need. promote a culture of financial wellness. This means encouraging employees to make smart financial decisions and to be aware of their financial health.

13. CONCLUSION

The survey results, and literature review have all confirmed that employee wellbeing is a significant concern for many employees. The recommendations made in the report will help to improve employee wellbeing and productivity.

The study has also helped to raise awareness of the importance of employee wellbeing within the organization. Organizations need to concentrate on overall wellbeing that includes social, emotional, environmental, physical, financial wellbeing of its employees that have a impact on organizations. Hence wellbeing of employees in an organization must be taken care as a huge responsibility.

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