



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

Employee Wellbeing And Mental Health At A.N.S Cotton Textile

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ABSTRACT:

This research explores how workplace conditions affect the mental health and well-being of employees at A.N.S Cotton Textile, a significant entity in the textile sector. The study emphasizes important aspects such as stress levels, management practices, opportunities for career growth, and welfare programs that affect job satisfaction and overall employee health. Due to the physically demanding characteristics of textile work, extended hours, and intense production demands, employees' well-being is frequently overlooked, which can result in burnout, dissatisfaction with their jobs, and mental health issues. By evaluating these essential factors, the study aims to offer recommendations for enhancing workplace policies, creating a healthier work environment, and improving employee retention, productivity, and engagement.

INTRODUCTION:

The Indian garment industry plays an essential role in the country's economy by significantly contributing to industrial production, job creation, and export revenue. As one of the longest-standing industries, it has transitioned from ancient textile practices to a modern, self-sufficient sector that adds substantial value at each production stage. This industry is responsible for a considerable portion of India's exports and offers employment to millions, especially in rural areas and among women. Tirupur, recognized as the "Knitwear Capital" of India, is crucial to apparel exports, propelling economic growth through its advanced technology and high-quality manufacturing. The ongoing growth of the sector is vital for enhancing living standards and bolstering India's presence in global trade.

STATEMENT OF THE PROBLEM:

This research focuses on the mental health and well-being of employees at A.N.S Cotton Textile, a growing player in the textile manufacturing sector. Due to the demanding work environment, extended hours, and labor-intensive tasks, ensuring employee well-being is essential for both productivity and staff retention. The study reviews existing well-being initiatives, pinpoints obstacles, and assesses the influence of management on employee satisfaction. Through the examination of these elements, the research seeks to offer suggestions for nurturing a positive workplace culture, enhancing well-being programs, and bolstering overall organizational performance.

OBJECTIVES:

1. To identify the current state of employee well-being and mental health at ANS Cotton Textile
2. To assess the effectiveness of current well-being and mental health programs and policies at ANS Cotton Textile
3. To examine the impact of stress levels on employee well-being and job satisfaction

REVIEW OF LITERATURE:

Jennifer K. Dimoff and E. Kevin Kelloway, (2019): "The Impact of Workplace Mental Health Training on Leader Behaviors and Employee Resource Utilization," examines how leader-focused mental health training influences managerial behaviors and the extent to which employees utilize available mental health resources.

Nicole Cvenkel's (2020): *Governance and Sustainability Insights to Promote Workplace Health*, offers a comprehensive examination of factors that contribute to healthy and effective organizations. It introduces concepts and strategies aimed at reducing workplace stress and mental health issues, thereby enhancing overall well-being and promoting sustained organizational success.

Hannah, Perez, Lester, and Quick (2020): "Bolstering Workplace Psychological Well-Being Through Transactional and Transformational Leadership," published in the *Journal of Leadership & Organizational Studies*, explores how different leadership styles can enhance employees' psychological well-being.

Johnson et al (2020): "A Review and Agenda for Examining How Technology-Driven Changes at Work Will Impact Workplace Mental Health and Employee Well-Being," published in the *Australian Journal of Management*, explores the dual-edged nature of technological advancements in the workplace. The study delves into how these changes can both positively and negatively affect employees' mental health and overall well-being.

Zhang, Lin, Liu, Chen, and Liu (2020): "How do human resource management practices affect employee well-being? A mediated moderation model," published in *Employee Relations: The International Journal*, investigates the impact of human resource management practices (HRMPs) on employee well-being (EWB) within the Chinese cultural context.

Asha Binu Raj (2020): "Employee Well-being through Internal Branding: An Integrated Approach for Achieving Employee-based Brand Outcomes," published in *Global Business Review*, examines how internal branding initiatives influence various aspects of employee well-being and contribute to desired brand-related outcomes within organizations.

Tamers et al (2020): "Envisioning the Future of Work to Safeguard the Safety, Health, and Well-Being of the Workforce: A Perspective from the CDC's National Institute for Occupational Safety and Health," published in the *American Journal of Industrial Medicine*, discusses the evolving nature of work and its implications for occupational safety and health (OSH).

RESEARCH DESIGN:

This research utilizes a descriptive research framework to evaluate employee well-being at A.N.S Cotton Textile by reviewing existing policies and pinpointing workplace issues. A quantitative methodology has been adopted, relying on surveys and structured questionnaires as the main means of data collection. The study focuses on 159 employees chosen through stratified random sampling to ensure diverse representation from various departments. For data analysis, statistical techniques such as percentage analysis for response distribution, mean for measuring central tendency, correlation analysis to assess relationships between variables, and ANOVA for comparing group differences will be employed. Statistical software like SPSS will be utilized for comprehensive analysis, yielding insights into employee mental health, job satisfaction, and the effectiveness of policies.

ANALYSIS:

1) Percentage Analysis:

Table 1 shows the percentage of demographic characteristics

	Category	Percentage (%)
Age Group	23-32	49.7
	33-42	30.2
	43-52	13.8
	53 and above	6.3
Gender	Male	50.3
	Female	49.1
	Others	0.6
Work Experience	Less than 1 year	35.2
	1-3 years	39.6
	4-7 years	18.9
	More than 7 years	6.3
Job Role	Worker	81.1
	Supervisor	10.7
	Manager	4.4
	Other	3.8

The analysis of percentages shows that most employees at A.N.S Cotton Textile are aged between 23 and 32 years (49.7%), which suggests a predominantly young workforce. The gender ratio is almost balanced, with 50.3% male and 49.1% female employees. Experience data indicates that a significant portion of the workforce has between 1 and 3 years of experience (39.6%), while 35.2% have been in their roles for less than a year, pointing to a relatively inexperienced workforce. An examination of job roles reveals that 81.1% of employees are classified as workers, while a smaller proportion holds supervisory (10.7%) and managerial (4.4%) positions. This implies a workforce that relies heavily on labor with limited representation in management.

CORRELATION

Table 2 shows the correlation of mental health awareness and job satisfaction

		Mental health awareness	Wellbeing and job satisfaction
Mental health awareness	Pearson Correlation	1	.103
	Sig. (2-tailed)		.199
	N	159	159
Wellbeing and job satisfaction	Pearson Correlation	.103	1
	Sig. (2-tailed)	.199	
	N	159	159

The above table shows the Pearson correlation coefficient (0.103) indicates a very weak positive correlation between mental health awareness and well-being & job satisfaction. However, the p-value (0.199) is greater than 0.05, meaning the relationship is not statistically significant at the 5% significance level. This suggests that while an increase in mental health awareness may be associated with a slight increase in well-being and job satisfaction, the relationship is weak and not meaningful. Therefore, this study finds no significant correlation between mental health awareness and well-being & job satisfaction.

Table 3 shows the correlation of stress level and job satisfaction

		Stress level	Wellbeing and job satisfaction
Stress level	Pearson Correlation	1	-.267**
	Sig. (2-tailed)		.001
	N	159	159
Wellbeing and job satisfaction	Pearson Correlation	-.267**	1
	Sig. (2-tailed)	.001	
	N	159	159

**. Correlation is significant at the 0.01 level (2-tailed).

The above table shows the Pearson correlation coefficient of -0.267 indicates a weak to moderate negative correlation between stress levels and well-being & job satisfaction. With a p-value of 0.001, which is less than 0.01, the relationship is statistically significant at the 1% level. This suggests that as stress levels increase, well-being and job satisfaction tend to decrease. Therefore, the study finds a significant negative correlation, implying that higher stress is associated with lower job satisfaction and well-being.

Table 4 shows the Mean value

	N	Mean
Mental health awareness	159	2.1057
Effective programs	159	2.0126
Stress level	159	2.0843
Work place environment	159	1.8516
Wellbeing and job satisfaction	159	2.2752
Valid N (listwise)	159	

The above table indicates that employees rate mental health awareness slightly above 2 (Mean = 2.1057), suggesting awareness exists but is not strong. The effectiveness of well-being programs has a low mean (2.0126), implying employees may not find them highly effective. Stress levels (Mean = 2.0843) suggest moderate to high stress, which could negatively impact job satisfaction and productivity. The workplace environment has the lowest rating (Mean = 1.8516), indicating a perceived need for significant improvements. Well-being and job satisfaction have the highest mean (2.2752), but the score remains relatively low, reflecting mixed employee sentiments.

Table 5 shows the ANOVA Results for Stress Level and Job Satisfaction Across Job Role

		Sum of Squares	df	Mean Square	F	Sig.
Stress level	Between Groups	1.862	3	0.621	1.518	0.212
	Within Groups	63.368	155	0.409		
	Total	65.231	158			
Job satisfaction Across Job Roles	Between Groups	0.173	3	0.058	0.375	0.771
	Within Groups	23.851	155	0.154		
	Total	24.024	158			

The findings show that stress levels, wellbeing, and job satisfaction are not significantly impacted by job roles. There is no discernible variation in stress levels across occupational roles, as indicated by the F-value for stress level of 1.518 and the p-value of 0.212 (>0.05). Likewise, the F-value for job satisfaction and well-being is 0.375, with a p-value of 0.771 (>0.05), suggesting that there is no discernible difference between age groups and job types. These results imply that workplace stress and job satisfaction may be influenced by variables other than job functions.

Table 6 shows the ANOVA Results for Stress Level and Job Satisfaction Across Age

		Sum of Squares	df	Mean Square	F	Sig.
Stress level	Between Groups	4.384	3	1.461	3.723	0.113
	Within Groups	60.847	155	0.393		
	Total	65.231	158			
Job satisfaction Across Age	Between Groups	0.829	3	0.276	1.847	0.141
	Within Groups	23.195	155	0.15		
	Total	24.024	158			

The findings show that stress levels, wellbeing, and work satisfaction are not significantly impacted by age. With a p-value of 0.113 (>0.05) and an F-value of 3.723 for stress level, there is no statistically significant variation among age groups. Likewise, the F-value for job satisfaction and well-being is 1.847, with a p-value of 0.141 (>0.05), suggesting that there is no discernible difference between age groups. These results imply that stress levels and job satisfaction may be impacted by other workplace characteristics rather than age.

Table 7 shows the ANOVA Results for Stress Level and Job Satisfaction Across Work Shift.

		Sum of Squares	df	Mean Square	F	Sig.
Stress level	Between Groups	5.501	2	2.751	7.184	0.211
	Within Groups	59.729	156	0.383		
	Total	65.231	158			
Job satisfaction Across Work Shift	Between Groups	1.222	2	0.611	4.18	0.217
	Within Groups	22.803	156	0.146		
	Total	24.024	158			

The findings show that stress levels, wellbeing, and job satisfaction are not significantly impacted by work shifts. With a p-value of 0.211 (>0.05) and an F-value of 7.184 for stress level, there is no statistically significant variation between work shifts. Likewise, there is no discernible difference between work shifts, as indicated by the F-value of 4.180 for well-being and job satisfaction and a p-value of 0.217 (>0.05). These results imply that workplace stress levels and job satisfaction may be influenced by variables other than work schedules.

FINDINGS

Key insights into employee demographics, well-being, and job satisfaction are revealed by the results of the workforce analysis conducted by A.N.S Cotton Textiles. With a roughly equal gender distribution and a labor-intensive structure dominated by worker-level positions, the majority of employees are younger (ages 23 to 32). The office environment received the lowest rating, indicating high levels of stress, low effectiveness of well-being programs, and moderate mental health awareness, according to the mean analysis. According to correlation study, stress significantly impairs wellbeing and job satisfaction, whereas the work environment has a beneficial effect. According to ANOVA results, there are no appreciable differences in stress or satisfaction between job roles, age, work shifts, or experience. This suggests that rather than focusing on demographic characteristics, workplace reforms should prioritize policy improvements, mental health initiatives, and stress management techniques.

SUGGESTIONS:

- Foster a more inclusive and engaging culture with team-building activities and open communication channels.
- Revamp the current well-being programs to ensure they are more beneficial and relevant to employees' needs.
- Offer confidential counselling services and mental health support this improves the mental health
- Introduce initiatives such as flexible work arrangements and workload management strategies to reduce stress
- Encourage periodic breaks and relaxation spaces within the workplace.
- A large portion of employees work in shifts, introduce measures to reduce shift-related stress and fatigue.
- Create clear policies on employee grievances, workload distribution, and career growth.

CONCLUSION:

A.N.S Cotton Textiles' study on employee mental health and well-being offers important new information on working conditions and how they affect job satisfaction. High turnover rates and moderate stress levels suggest difficulties in long-term employee retention, notwithstanding the workforce's gender balance and preponderance of young workers. Although there is some awareness of mental health issues, it is not heavily promoted, and well-being initiatives are thought to be ineffectual. Job satisfaction and stress have a negative correlation, which emphasizes the need for improved stress management programs. Since the office environment is so important to employee well-being, it also needs to be significantly improved. Interventions should concentrate on improving workplace policies, bolstering mental health assistance, and improving general working conditions because demographic characteristics have little bearing on stress or satisfaction.

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