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A STUDY ON EMPLOYEE MENTAL HEALTH AND WELLBEING IN VMC STEELS AND ALLOYS INDUSTRY IN ERODE.

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ABSTRACT

The purpose of this study is to investigate the relationship between worker productivity and mental health at the Erode VMC factory. A qualitative method is used. The data collection strategy used structured one-on-one interviews. The interview transcripts were analysed using an inductive narrative technique. The statistics show a high correlation between employee mental health and job performance. Even though it is rarely specified in corporate policies, the poll found that Erode did not make a sufficient effort "in reality and on the ground" to support its employees' mental health requirements. The findings indicate that low levels of mental health in workers can be reduced.

Keywords : Cardiovascular disease, Diabetes and Hypertension.

1. INTRODUCTION

The role of an employee's mental health in determining their overall health is becoming more obvious. Workplace stress and poor mental health can also contribute to a number of physical illnesses, such as cardiovascular disease, diabetes and hypertension. Furthermore, poor mental health can lead to burnout, limiting people's ability to make meaningful contributions in both their personal and professional lives.

2.STATEMENT OF THE PROBLEM

The study is significant in establishing workers' perspectives about employee mental health and well-being in the VMC Steel & Alloys Industry at Erode. The study will forecast the need for suggestions on employee mental health initiatives. The suggestions will help us improve the firm's mental health and well-being. The study gave details regarding the organization's employee wellness initiatives. The investigation will include recommendations for improving the workplace environment, health measures, and other working conditions.

3.OBJECTIVE

- Determine the effect of mental health interventions on employee motivation.
- Offer emotional and physical support to all employees in the workplace.
- Investigate the work environment and employee health measures.

4.LITERATURE REVIEW

(Goleman 2019), and that they have a major influence on the performance of the businesses for which they operate. This literature review aims to show how many scholars have offered empirical data to support the idea that mental health and well-being have an impact on individual growth and professional success. Numerous studies have demonstrated that, despite equal access to educational and experiential advantages, some people perform better in their jobs than others. This discrepancy can be explained by two primary theories: cognitive intelligence and employee emotional health and well-being. Each of these theories has some

(Salovey 2019). Employees with improved mental health and well-being should be able to better manage their own and others' emotions. This will foster more favourable relationships and may increase organisational citizenship behaviours that promote performance.

Mayer 2019 described mental health and well-being as "the ability to monitor one's own and others' feelings and emotions, distinguish between them, and use this information to guide one's thinking and actions." They constructed a framework based on emotion-related cognitive abilities, and their ability model divides mental health and well-being skills and abilities into four branches: perceive emotions, use emotions to facilitate thought, understand emotions and manage emotions.

5.RESEARCH METHODOLOGY

5.1 Research Design

It is the design of study connected with technique for collection of data and analysis of data in a manner that aims to have relevance purpose.

5.2 Descriptive Research

Descriptive research designs include surveys and fault finding enquires of different kinds. It deals with the state of affairs and is an exposit-facto research.

6.DATA COLLECTION METHOD

- Primary Data Source
- Secondary Data Source

6.1SIZE OF THE SAMPLE

The sample size is 150

6.2 STATISTICAL TOOLS USED

To analyze and interpret collected data the following statistical tools were used.

1.ANOVA

2.Chi-Square Test

1. ANALYSIS AND INTERPRETATION OF THE STUDY

TABLE NO : TABLE SHOWING EDUCATION QUALIFICATION AND OPPORTUNITIES AT WORK TO LEARN AND GROW.

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Educational Qualification * Your perception on the total welfare amenities in the firm	150	100.0%	0	.0%	150	100.0%

Educational Qualification * Your perception on the total welfare amenities in the firm Crosstabulation

Count	Your perception on the total welfare amenities in the firm					Total
	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied	
Educational Qualification School level	24	6	0	0	0	30
HSC	0	47	40	0	0	87
Graduate	0	0	11	9	0	20
Post Graduate	0	0	0	3	0	3
Others	0	0	0	1	9	10
Total	24	53	51	13	9	150

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.346E2 ^a	16	.000
Likelihood Ratio	238.413	16	.000
Linear-by-Linear Association	116.587	1	.000
N of Valid Cases	150		

a. 16 cells (64.0%) have expected count less than 5. The minimum expected count is .18.

Symmetric Measures

	Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Ordinal by Ordinal Gamma	1.000	.000	15.023	.000
Measure of Agreement Kappa	.476	.054	10.855	.000
N of Valid Cases	150			

2.ANOVA

The relationship between age and adoption of mobile banking.

NULL HYPOTHESIS:

H0: There is a significance relationship between Educational Qualification and Your perception on the total welfare amenities in the firm

ALTERNATIVE HYPOTHESIS:

H1: There is no significance relationship between Educational Qualification and Your perception on the total welfare amenities in the firm.

No of Years in working service	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum	Between-Component Variance
					Lower Bound	Upper Bound			
Highly satisfied	86	1.41	.494	.053	1.30	1.51	1	2	
Satisfied	36	2.14	.351	.058	2.02	2.26	2	3	
Neutral	13	3.08	.277	.077	2.91	3.24	3	4	
Dissatisfied	9	4.00	.000	.000	4.00	4.00	4	4	
Highly dissatisfied	6	4.00	.000	.000	4.00	4.00	4	4	
Total	150	1.99	.941	.077	1.83	2.14	1	4	
Model			.423	.035	1.92	2.05			
				.683	.09	3.88			1.168

Test of Homogeneity of Variances

No of Years in working service

Levene Statistic	df1	df2	Sig.
43.541	4	145	.000

ANOVA

No of Years in working service	Sum of Squares	df	Mean Square	F	Sig.
Between (Combined) Groups	105.989	4	26.497	147.861	.000
Linear Term	58.285	1	58.285	325.244	.000
Unweighted	103.596	1	103.596	578.090	.000
Weighted	2.393	3	.798	4.452	.005
Deviation	25.984	145	.179		
Within Groups	131.973	149			
Total					

HOMOGENEOUS

No of Years in working service

Overall satisfaction about the job	N	Subset for alpha = 0.05			
		1	2	3	4
Student-Newman-Keuls ^a	86	1.41			
Highly satisfied	36		2.14		
Satisfied	13			3.08	
Neutral	9				4.00
Dissatisfied	6				4.00
Highly dissatisfied		1.000	1.000	1.000	1.000
Sig.					
Tukey B ^a	86	1.41			
Highly satisfied	36		2.14		
Satisfied	13			3.08	
Neutral	9				4.00
Dissatisfied	6				4.00
Highly dissatisfied					

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 12.687

8.CONCLUSION

Employee well-being encompasses the physical, mental, and emotional well-being of the employee. The organisation excels at managing numerous employee well-being approaches pertaining to psychological and emotional well-being of employees. They should also focus on the employee's physical well-being, as this is a critical aspect that influences the employee's psychological and emotional well-being. To ensure the physical well-being of employees, many suggestions have been provided, which must be implemented by the company in order to increase employee productivity inside the organisation. In order to lessen the workload, they must hire more personnel.

9.REFERENCE BOOK

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