A STUDY ON EMPLOYEES PERCEPTION TOWARDS EMPLOYEE WELL-BEING AT WORKPLACE

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Abstract: The complex business environment in India's steel industry, which includes market competition, technological advancements, shifts in business procedures, and management styles, has resulted in a high rate of employee turnover in recent years. Studies have shown that fostering psychological safety and work-life balance contributes positively to employee mental health, which, in turn, enhances the overall well-being of the workforce. Currently the study is aimed at knowing the pulse of employee towards employee wellbeing measures taken by the organization. Results show that majority were happy with the employee wellbeing measures at workplace

Index Terms - Job satisfaction, Job security, Work life Balance, Mental Health

I. INTRODUCTION

The steel industry is a cornerstone of economic development, providing the infrastructure and materials essential for a nation's growth. India stood as the world's third-largest steel producer, a testament to its robust industrial sector. This remarkable growth was underpinned by the availability of vital raw materials, prominently iron ore, and a labor force known for its cost-effectiveness. One company that embraced this momentum and played a significant role in India's steel industry is Minera Steel & Power Private Limited. Minera Steel & Power Private Limited, a non-government entity incorporated on February 15, 2006, has been at the forefront of the Indian steel manufacturing sector. Located in Bangalore, this company is engaged in the production of basic iron and steel. What distinguishes Minera Steel & Power is not just its commitment to steel production but its unwavering dedication to the well-being and resilience of its employees. This commitment, deeply ingrained in the company's ethos, has driven the organization to continuously modernize and upgrade its infrastructure, particularly focusing on enhancing energy efficiency levels.

This research endeavors to delve into the intricate tapestry of employee well-being at Minera Steel & Power Private Limited. The importance of employee well-being cannot be overstated, as it serves as the foundation upon which organizations build resilience, foster a mental health and emotional intelligent workforce, and inspire change within their ranks. The study aims to illuminate the practices and policies that have contributed to the well-being of employees within the organization and shed light on the measures taken to address any potential shortcomings in employee engagement and productivity.

Mohanty, Vandana & Mr, Ashish & Waghe, & Mundhe, Shivaji. (2023). Study highlighted the components that impact the well-being of the employees and, in turn, how employee well-being contributes to job satisfaction. The components are initially grouped under four headings andmodelled in Smart PLS Software, which is analysed to assessthe effect on employee well-being. This study urgesfurther research to involve more components and variables influencing employee well-being

Huo, M. L., & Jiang, Z. (2023). Work-life conflict has a negative impact on employees' wellbeing, which puts their job performance at risk, according to an article. Additionally, extraversion amplifies the effects of work-life conflict on wellbeing (directly) and job performance (indirectly) via wellbeing. Additionally, it is suggested that managers adopt family-friendly policies to reduce the work-life conflict that affects workers' well-being and productivity.

Chen, Xuelin & Mamun (2023).motivational job characteristics into job design, and improving WCs and relationships can enhance employee well-beingand RI. This, in turn, promotes employee retention and contributes to the achievement of organizational goals.

Panneerselvam, Sivapragasam & Balaraman, Kavitha. (2022).Developing positive culture is a perpetual process and authentic leadersand organisations adopt creative ways of work and foster culture of well-being,engagement, experience and performance. Also, developing and maintaining a positiveculture is not a destination, but a continuous journey.

Ho, T. C., Ng, S. M., Teo, P. C., & Hee, O. C. (2022). Paper looked at and established a connection between employees' psychological wellbeing and factors such as time constraints, continuous connectivity, and presenteeism due to illness. The findings indicated that employees' psychological well-being is negatively correlated with sick leave and that time pressure is positively correlated with sick leave. These findings may result in decreased job satisfaction and work performance.

Kisang Asongwe, Jude. (2023).The methods and measures that companies can take to enhance the mental health and overall wellness of their workforce. There will be suggestions given to companies on how to improve employee mental health and wellbeing and foster a positive work environment.

Hegyesné Görgényi. (2021)employee wellbeing, satisfaction and loyalty dynamics from employees' point of view seem to be explained and evaluated in three major dimensions: physical health, emotional health and healthcare support which led to employee wellbeing. also discovers new relationships among employee workplace wellbeing, satisfaction and loyalty variables

Yadav, Shreshtha & Tiwari.(2022),It shows that that workplace spirituality and empathic concern plays a significant role in fostering wellbeing among police personnel. Further, analysis showed that organizational politics negatively affected workplace spirituality and employee wellbeing. Present study also established the role of empathic concern as mediator between employee well being and workplace spirituality.

Coppens, Evelien & Hogg,(2023).tThere is a need to sup -port SMEs more thoroughly in implementing measures to promote wellbeing and prevent non-clinical mental health issues in their employees. However, prior to implementing such interventions, employers need to be convinced that investing in employee mental health in the workplace is beneficial and thus is worth their time and money.

Saputra, Jro & i Gede,(2023).Work engagement had a positive and significant impact on employee well-being, and the results indicated that perceived organizational support had a positive and significant impact on both. One way that perceived organizational support affects employee well-being is through complementary work engagement

Li, Zhonqiu & Yang et al .(2023)This study extends the literature on employee workplace wellbeing by identifying the role of future work self in improving employee workplace wellbeing. Also findings revealed that the salient future work self can improve self-management, thereby increasing employee workplace wellbeing, especially when employees have high levels of person–organization fit.

Dong, J., & Yan, S. (2022). Article reveal (1) It is inappropriate to use job satisfaction as a substitute for measuring employee well-being, as the weight of job satisfaction is the lowest among the four dimensions. (2) Employee well-being is also largely reflected in their overall satisfaction with life because life satisfaction is the most heavily weighted. (3) Employee well-being needs to consider the emotion-related indicators and satisfaction-related indicators comprehensively because fuzzy analysis proves that their relationship is redundant.

Jaiswal, Akanksha & Prabhakaran, Neethu. (2023). Application: In order to support remote work, organizations need to create flexible work policies. Additionally, managers need to effectively manage employees' boundaries and professional isolation in order to improve their performance and well-being. Originality / Value: The writers first explore the function of professional isolation and boundary control in this relationship before analyzing the effect of worker well-being on output in the context of remote work.

Haepp, T. (2022). Shows that there is no significant overall effect on different measures of employee well-being. Also the the role of skill gaps and workplace training and show that a negative effect exists for workers who do not possess sufficient skills in the use of the new technologies and that this negative impact can be completely offset by the provision of training in the use of the newly introduced technologies.

Monteiro, Elvira & Joseph, James. (2023). Aside from providing helpful advice on how to promote positive work environments and improve employees' mental health and wellbeing, the study report will be beneficial to decision-makers, practitioners, and businesses. In general, the review article makes a substantial contribution to our comprehension of the ways in which workplace culture influences employee mental health and well-being.

Iqbal, Q., & Piwowar-Sulej, K. (2022). The authors used structural equation modeling to empirically test the hypothesized model in this study. The research shows that Sustainable leadership is significantly related to the employees' wellbeing in SMEs. Regarding mediating effect, Sustainable leadership also indirectly influences employees' wellbeing through Employee resilience. Moreover, the impact of SL on employees' WB becomes more prominent in the presence of lower ET.

Rani, H. A., Radzi, A. R., Alias, A. R., Almutairi, S., & Rahman, R. A. (2022). survey sows that Fourteen critical factors were determined, including salary package, working hours, project progress, planning of the project, workers' welfare, relationship between top management and employees, timeline of salary payment, working environment, employee work monitoring, communication between workers, insurance for construction worker, general safety and health monitoring, collaboration between top management and employee, and project leadership.

Chaudhary, P., Rohtagi, M., Singh, R. K., & Arora, S. (2022)A survey reveals The three core e-competencies of leaders (e-communication skills, e-change management skills and e-technological skills) impacting the wellbeing of employees in the COVID pandemic were found. Also, emotional intelligence significantly moderated the association of leader's e-competencies and the wellbeing of employees

Okros, N., & Virga, D. (2023). In the survey The authors used structural equation modeling to test which revealed workplace safety is positively linked to job satisfaction and negatively to health complaints, and these relationships are partially mediated by thriving at work. Consistent with the conservation of resources theory, thriving at the workplace is a mechanism that translates the positive effect of workplace safety on well-being.

Kalliath, T., & Kalliath, P. (2012).The findings of the studies included in this special issue provide insights into six specific work-environmental issues influencing employee wellbeing, including workplace bullying; inter-organizational networks; professional contractor well-being; inter-generational differences; commitment and intention to leave; and work-engagement.

I.   RESEARCH METHODOLOGY

3.1 Sample Size & Sampling Method:
A sample size of 60 responses was collected. This size was chosen to represent a significant portion of the organization's workforce while maintaining a manageable dataset for analysis. The sampling method employed in this research was Simple Random Sampling. This method ensures that each employee within the selected departments had an equal chance of being included in the sample.

3.2 Data Collection:

Data was collected through questionnaires distributed to the employees and secondary data

Objectives:

To analyze employees' perception towards employee well-being.

IV. RESULTS AND DISCUSSION

4.1 Results of Descriptive Statics of Study Variables

1.How do you rate the medical benefits supplied by the business for the employees.

Particulars	Responses	Percentage
Highly Satisfied	28	47
Satisfied	32	53
Neutral	0	0
Dissatisfied	0	0
Total	60	100

Above table and chart shows the 53% of the responses are satisfied to the benefits and 47% of the responses

if that highly satisfied with medical benefits to perform well.

2. Does the company ensure Employee security?

Particulars	Responses	Percentage
Yes	59	98
No	01	02
Total	60	100

Above chart and table indicates that 98% of the responses are yes to the safety tools, techniques and training

satisfied with them and rest of 2% of responses is No towards the safety measures.

3. Are you satisfied with the work-life balance supplied by the company?

Particulars	Responses	Percentage
Highly Satisfied	15	25
Satisfied	36	60
Neutral	09	15
Dissatisfied	0	0
Total	60	100

Above table hows that 60% of respondents from employees are satisfied 25% Highly satisfied and
remaining 15% number of workers are neutral for the work-life balance

4. How do you rate the leave policy ?

Particulars	Responses	Percentage
Highly Satisfied	25	42
Satisfied	31	51
Neutral	04	07
Dissatisfied	0	0
Total	60	100

Table shows that 51% of responses are satisfied with the company policy, 42% is highly satisfied and rest of neutral.

5. Are you happy with the travel services offered by the company ?

Particulars	Responses	Percentage
Good	34	57
Very good	24	40
Average	02	03
Poor	0	0
Total	60	100

Above table shows 57% of response is that good towards the transportation, 40% of employee response is said that very good and rest of the average

4. Are you pleased with the social security supplied by the company? (insurance & others)

Particulars	Responses	Percentage
Yes	59	98
No	01	02
Total	60	60

The above table demonstrate that 98% of respondents are happy with their insurance coverage, while the remaining 2% are dissatisfied, indicating that a well-being insurance plan is a preferable option for enabling workers to work effectively.

The findings derived from the research conducted provides comprehensive picture of the state of employee well-being within the organization. The majority of employees say yes when asked if the well-being measure includes the necessary security for them to work well. More than half of the responses shows the vehicle facility is good to reach and to go and work on time. Nearly Half of the staff members are happy with leaves with are provided and to enjoy the leaves. Nearly half among all responses, they are satisfied with their work life balance towards the work. Every employee's responses are that providing safety information, tools, techniques are good and all the well- being measures are include in that to the workers. majority of

employees are content with the medical benefits. which is provide by the business and to do work with fitness and perform well.

SUGGESTIONS

Digital Well-being Packs: Develop digital well-being packs for employees, utilizing resources from the 'Every Mind at Work' website and other relevant sources. These packs can include information, tips, and resources to support employees' mental health and well-being.

Organizational Perspective on Mental Health: Share a clear statement from the organization about its perspective on mental health. Explain why supporting mental health is crucial, emphasize its importance within the company, and outline the steps the organization is taking and plans to take in the future to promote mental well-being.

Virtual Exercise Sessions: Organize virtual exercise sessions, such as yoga or other fitness activities, to promote physical well-being. Encouraging movement and exercise can contribute to better overall health and stress reduction.

Team Challenges for Charity: Encourage employees to participate in group challenges or charitable activities. Engaging in such activities fosters teamwork, enhances collaboration, and provides a sense of purpose by contributing to charitable causes.

Conclusion

In conclusion, the case of Minera Steel & Power Private Limited demonstrates the tangible advantages of prioritizing employee well-being. The study conducted herein serves as a testament to the evolving landscape of organizational management, where the happiness and health of employees are recognized as pivotal drivers of success. Thereby employees had positive response at the employee wellbeing measures provided at organization. It is a call to action for organizations to commit to the well-being of their employees, thereby fostering a culture of resilience, mental health, security job Satisfaction, emotional intelligence, and adaptability within the workforce. By doing so, organizations can achieve the twin goals of creating a more satisfying workplace for employees and a more prosperous future for the business.

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