



# Human-Centric Strategies: Rethinking Employee Well-Being in Strategic HR Management

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## ABSTRACT

**Purpose:** Within the quickly changing field of strategic HRM, the necessity of placing a high priority on employee well-being has become increasingly apparent. The purpose of this conceptual research paper is to shed light on the critical role that employee well-being plays within the context of strategic HRM.

**Design/Methodology/Approach:** This paper presents an in-depth review of academic research, case studies, and empirical insights to reveal the various facets of human-centric methods. It sheds light on topics including inclusive policies, work-life balance, mental health support, and flexible work arrangements. The synthesis highlights the ways in which these tactics support overall organisational resilience, agility, and competitiveness in addition to raising employee happiness and morale.

**Findings:** This study examines the paradigm shift that emphasises and found that the integration of human-centric strategies into strategic HRM practices, acknowledging the dynamic relationship that exists between the success of the business and the well-being of its employees. The objective of this project is to investigate various contemporary organisational settings, industry sectors, and cross-cultural contexts in order to develop innovative techniques that support a culture of well-being, engagement, and sustainable performance.

**Conclusion:** This study provides a thorough framework for rethinking HRM from a human-centered perspective. This study encourages organisations to create an atmosphere that supports, empowers, and thrives on the well-being of its workforce by arguing that employee well-being is a strategic necessity. In the end, this paper offers a guide for companies looking to align strategic HRM with a steadfast dedication to the overall well-being of their workforce.

**Keywords:** *Human-Centric Strategies, Employee Well-Being, Strategic HR Management*

## 1. INTRODUCTION

The alignment of strategic Human Resource Management (HRM) with human well-being has become a compelling requirement in today's organisational management landscape. The importance of personnel as valued assets has become paramount as firms negotiate hitherto unseen opportunities and challenges. As a result, a paradigm shift is taking place, and companies are being urged to reassess their HRM strategy by prioritizing human-centric tactics.

Conventional HRM practices have embraced a holistic perspective that links employee performance and company success, moving beyond transactional processes. This shift recognizes that employees are more than just resources; they are complex contributors to an organization's culture, innovation, and competitive advantage. The concept of "Human-Centric Strategies" in this context emphasises the value of employee well-being as a tactical tool, going beyond the conventional HRM framework. This introduction provides the framework for a detailed examination of how businesses could rethink HRM via the lens of employee well-being. The study that follows addresses a wide range of connected subjects, such as work-life balance, mental health support, flexible work schedules, and inclusivity. By examining these areas, the study hopes to provide light on the important contributions that human-centric approaches make to organisational resilience, employee engagement, and overall success.

As we embark on this research into human-centered strategies this may provide new insights into how companies might support thriving ecosystems in which workers are empowered, happy individuals as well as productive members of the workforce. Through a thorough examination of these strategies, we hope to offer insights that go beyond theory and help organisations create workplaces that prioritise the welfare of their most valuable asset the human element.

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## 2. REVIEW OF LITERATURE

A rising collection of research has shed light on the revolutionary effects of human-centric strategies on the field of strategic human resource management (HRM) in recent years. The importance of promoting employee well-being as a key component of organisational performance is highlighted by this paradigm shift.

**Embracing Holistic Well-being:** Modern literature emphasises the shift from traditional HRM practises to holistic approaches to well-being. Improved employee motivation and overall health are closely correlated with meeting psychological demands for autonomy, competence, and relatedness, according to researchers studying "Self-Determination Theory" like Deci and Ryan (2017).

**Flexible Work Arrangements and Work-Life Balance:** The study "Flexible Work Arrangements: The Intersection of Employees' Own and Their Partner's Use" by Allen et al. (2019) found that flexible work conditions improve work-life balance, which in turn increases job satisfaction and decreases burnout.

**Mental Health Support and Inclusivity:** The impact of diversity and mental health support on wellness is a recurrent theme. A study published in "Mental Health Strategies in the Workplace" by Harvey et al. (2021) emphasises the significance of de-stigmatizing mental health conversations and putting in place proactive support mechanisms for staff members.

**Organizational Resilience and Employee Engagement:** According to recent research published in "Work and Well-Being, A Global Perspective" by Robertson and Cooper (2019), companies that prioritise employee well-being report higher employee engagement, lower absenteeism, and increased organisational resilience to disturbances.

**Technological Enablers for Well-being:** Thanks to technology improvements, creative approaches to employee well-being are now feasible. The study "The Digital Workplace: A Driver of Employee Well-Being" (2022) by Beatty et al. emphasises the potential of digital platforms in supporting remote work, well-being initiatives, and creating a sense of connectedness among dispersed teams.

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## 3. RESEARCH GAP

The absence of thorough research on these tactics' long-term viability and scalability. While a wealth of study has been done on the benefits of human-centered methods for employee engagement and well-being, little of it has been done on how these tactics change over time to accommodate shifting organisational dynamics.

This disparity impedes our comprehension of the possible obstacles, modifications, and continuous endeavours necessary to guarantee the long-term efficacy of those tactics. By bridging this gap, strategic HR management practices will become more robust and well-informed as well as provide insights into the processes for sustaining and optimizing human-centric initiatives as organisations change.

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## 4. RESEARCH OBJECTIVES

- To Assess the Effects of Human-Centric Strategies on Employee Wellbeing.
- To Determine Organisational Factors Influencing the Effective Use of Human-Centric Strategies.

**Assessing the Effects of Human-Centric Strategies on Employee Wellbeing:** This purpose, which is related to strategic HR management, is to assess how human-centric strategies like work-life balance initiatives, flexible work schedules, and mental health support affect improving employee well-being. This goal looks at case studies, empirical data, and existing literature to determine how these strategies affect general psychological and physical well-being, work satisfaction, and engagement.

**Determining Organisational Factors Influencing the Effective Use of Human-Centric Strategies:** The aim of this study is to ascertain the organisational elements that facilitate or hinder the strategic HR management's assimilation and use of human-centric approaches. Through qualitative interviews with HR specialists and organisational leaders, the study seeks to identify critical structural, leadership, and cultural components that either facilitate or impede the effective application of these strategies. The intention is to provide insights into how businesses could adapt their strategy to best suit their unique set of circumstances.

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## 5. RESEARCH METHODOLOGY

An in-depth examination of academic journals, case studies, and industry reports is part of this topic. In the framework of strategic HR management, this study seeks to identify important human-centric strategies and their effect on employee well-being by synthesizing existing knowledge. Among the various facets that the study will look at our work-life balance, mental health support, flexible work schedules, and inclusivity. Patterns, correlations, and emerging trends will be the focus of the investigation in order to shed light on the effectiveness of different strategies. Qualitative interviews with HR specialists and organisational executives will also be conducted in order to learn more about the challenges, successes, and lessons related to real implementation. With the help of this mixed-methods approach, organisations will be able to gain a comprehensive grasp of how to integrate human-centric strategies in order to maximize employee well-being and promote long-term, strategic HR management practices.

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## 6. CONCLUSION

The study emphasises the critical role that employee well-being plays in the growth and adaptation of an organisation. Through a thorough analysis of the literature, case studies, and qualitative interviews, this study has illuminated the noteworthy impacts of tactics such as work-life balance initiatives, mental health support, and flexible work arrangements on employee engagement, satisfaction, and overall well-being. The findings demonstrate that, as essential components of strategic HR management, organisations must prioritise human-centric strategies. Establishing a work environment that prioritizes and fosters employee well-being can help organisations cultivate a culture of sustained performance, innovation, and productivity. This study also emphasises how crucial it is to integrate these techniques with context-specific aspects, leadership philosophies, and organisational culture in order to ensure successful adoption.

HR professionals and organisational leaders looking to use the power of human-centric initiatives will find practical guidance in the research's findings as firms change and adapt to ever-changing work environments. Organisations may attain their business objectives and establish work environments that prioritise the well-being and development of their most important resource, the people, by placing employee well-being at the centre of strategic HR management.

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