



Employee Well-Being and Mental Health in MSME Sector: A Study in Plastic Industries of Odisha.

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DOI : <https://doi.org/10.55248/gengpi.6.0225.0961>

ABSTRACT:

Employee wellbeing and mental health of employees is an important element of a strong working atmosphere in an organization. Organisations which encourage wellbeing make it relaxed for employees to succeed work pressure levels simultaneously maintain a constructive and productive environment. Employee wellbeing refers to mental and physical health of employees as well as further multifaceted effects such as employee satisfaction and appointment levels. The present article will describe about employee wellbeing and mental health is why it is important, factors related to develop the best employee wellbeing and mental health program in a place of work. As per the National study of Plastic Industries, the large number of industries belongs to the MSME (Micro, Small Medium Enterprise) Sector. In the similar way the maximum Plastic industries exist in the state of Odisha under the MSME Sector. These industries are mainly focused with the Semi-skilled, Skilled and highly skilled manpower. Again, it is categorised between the Technical Manpower viz. Production, Quality, Maintenance and the non-technical manpower viz. Marketing, Administration, Finance, Store etc. The Challenges faced by the Plastic Industries of Odisha are Gender equality, salary package and the bridge between the technical & non-technical employees, skilled manpower, experience manpower etc. In the above study the researcher has made an extensive study of MSME Sectors on Employee Well-being and Mental Health of employees working in MSME registered plastic industries of Odisha and on the other hand, poor mental health of employees can lead to negative consequences result of which can affect achieving the objective of organisation as well as great impact on performance & productivity. It can also contribute to anxiety, depression, substance abuse, and more, affecting both employees and the industry as a whole. This subject will provide a better understanding of the people working at plastic industries & growth of the Plastic Industries in the state of Odisha.

Key word: Employee, well-being, MSME, Mental, Physical, Emotional, Skilled, Technical, Enterprise, Performance, Productivity, Appraisal.

Introduction

Employee well-being is a broad term that encompasses an employee's mental, physical, emotional, and economic health. Mental health is a critical component of employee well-being and organizational success. When employees have good mental health, they are more likely to be productive, motivated, and focused. The individuals with good employee well-being and mental health working environments which reflect a better work that will contribute to achieve the objective of any organisation and work life balance among employees.

The necessity of safety and healthy working environments is not only a fundamental right but also further expected to reduce the work pressure and difference of opinion at work ultimately increases the retention level, efficiency and productivity of workforces in the organisation. On the other hand, absence of effective system and cordial work culture in the organisation particularly employees who lives with mental health situations which can disturb an individual's capability to like their work and unable to perform their work in a better manner. This will lead to demoralize the workforces to attend the at work and even can leave the organisation frequently.

This present study will try to find out the significance of employee well-being and mental health in the framework of the Plastic Industries of MSME sector at Odisha. The basic objective of this research is to understand the composite relationship among work dynamics, organizational philosophy, and employee's mental health of employees working in these enterprises. Complete experimental study, the research seeks to discover understandings that augment academic treatise and can suggest commendations for investors. The importance of this study extends beyond academic world to experts, policymakers, and organizational leaders.

Objective of the Study

- To find out importance of employee well-being and mental health in MSME Plastic Industries at Odisha.
- Make plans and decisions to improve the working atmosphere and employee commitment towards organisational production & productivity.

- To increase social relations and work communal care.
- To study elasticity training curriculum for constructive emotional environment at work.
- To determine the factors that contributes to the acceptability of employee well-being and mental health in MSME Plastic industries at Odisha.
- Determine whether Human resource managers see the benefits of employee well-being and mental health in managing absenteeism and retention rate.

Research Gap

This part of the study has tried to find out the gap in the experiential studies which were conducted in past. The employee well-being and mental health of the employee straight way impact on the selection and the participation of the workforces with the work of the organization, which has been seen in various studies. Similarly, several existing theoretic opinions which have tried to conclude the reason which can affect the employee well-being. Though a smaller number of articles has analysed the connection among employee well-being and its effect on organisational productivity and effective measures to maintain good mental health employees in the MSME sector. As compared with other sector, employees are the core in every sphere of production and productivity process including MSME sector, which can rise the output along with the viability of the organization, consequently it is vital to find out the arrangement of the organizational efficiency with the employee well-being while maintaining proper stability with the mental healthiness.

Review of Literature

E Arensman's 2023 appraises the usefulness of the MENTUPP interference in encouraging mental health in SMEs, concentrating on experimental anxiety, unhappiness, and humiliation diminishing. His research has evaluated its application across different circumstances.

E Coppens, 2023 A study on mental health and wellbeing in SMEs discovered the procedures to develop good working environment are mostly used, a detailed involvements corresponding to wellbeing training are rarely applied. This is due to lack of resources, and employees face confidentiality, discernment, and dishonour apprehensions.

Emily O'Connor et al 2023 the study says that nursing staff in in New Zealand faces mental health issues due to lacks of adequate manpower. To overcome these problem organisations should focus career development, resilience building, regulation, and focus on development of strengths, encouraging superiority care and continuing professional growth.

E. Kevin Kelloway et al 2023 COVID pandemic has amplified consciousness of employee mental health problems, encouragement research on work-related analysts, conclusions, and work roles for developing a positive mental health.

Simon Riches et al 2023 His study reviewed seventeen European studies and found that alluring skills like virtual reality can encourage work wellbeing, but carefulness is required due to inadequate information, precise trials, and realistic studies.

Samma Faiz Rasool et.al 2021, discovers the effect of a destructive work atmosphere on workforces' appointment in small and medium-sized enterprises China, disclose that a virulent work setting leads to pressure, tension, unhappiness, and apprehension, while organizational care increases engagement.

Jongsik Yu et.al 2021 study explain the effect of the pandemic on work stress, employee well-being, mental well-being, organizational societal accountability, and employee customer identification using qualitative and quantitative tactics, providing insights into the effects of epidemics on hotel employee efficacy.

Anya Johnson Shanta Dey et.al. 2020 his study observes how work changes driven by technology disturb mental health, with a specific importance on computerization and advanced technologies. It similarly says how due to elastic work provisions are beneficial for the organisation, industries, government.

Statement of the Problem:

Employee well-being is vital for production and organisational performance, as acute pressure among workforces can lead to reduced output, increased absenteeism, and turnover. Encouraging mental health can reduce the cost on medical expense. Development of a constructive work environment which usually creates a well-being that boost employees job satisfaction, improved morale, and motivation. Proprietors must guarantee a benign and conducive work atmosphere to further drag into different problems. Encouraging employee well-being which provide organizations a wider social accountability by lowering immediate psychological ailment.

Scope of the Study

Employee well-being and mental health are affected by various distinct issues, work atmosphere of the organization, societal care systems, emotional wellbeing, and physical health. Different individual elements like personality characters, handling instruments, and hereditary tendencies impact mental health, while the organizational working systems including job design, job assignment, and growth prospects which impact on psychological well-being. The employee health condition and working atmosphere, for example workplace safety and well-being that promote physical health, permitting to intervene into to increase worker wellbeing and organizational success.

Research Methodology

Primary Data collection:

The Primary data has been collected through structured questionnaire, Top level executives & Owners were interviewed and their representatives were briefed. The Scholar Periodically observed the HR Practices in different Plastic Industries MSME Registered in the state of Odisha.

Secondary data collection:

The secondary data has been collected from use of current technologies such as the internet, e-mail, pamphlets, journals, and reports from government or non-government accounts available in the library.

Benefits of Employee-wellbeing and Mental Health

Wellbeing can benefit mental strengths, [emotional intelligence](#), and flexibility, development of soft skills which is essential for productivity, inventiveness, and effectiveness. Therefore, employee wellbeing is the base of high-performance at work, prosperous employees, and an effective organisation. Employee wellbeing mostly adds to:

- Accomplishment of objective
- Getting the assigned responsibilities
- Getting solution to the problem
- Reduced the employee [absenteeism](#) rate
- Improved employee [retention](#) and [engagement](#)
- Reduction of medical care expenditure of employees
- A flourishing organisation culture

Obligation of Employer to Promote Employee Wellbeing

The Human Resource department should make ensure that employee's wellbeing is of prime important to make it a part of the organisation [philosophy](#). Every employee should take care of their health, it is the responsibility of human resource department who can inspire wellbeing as working ethics. There are different ways to fill wellbeing into an organisation's method to work:

- **Work stability with different Sports activities.** Continuing with the work is required for getting output simultaneously employees are not machines and should be treated as human being. To have energy for doing the work in the organisation should organise some time for playing games. Consolidating mood improving activities, public relation development, and communal congregations, like employee get together, gives employee an opportunity to refresh and re-join.
- **Encourage for appreciation.** Every employer should encourage for harmony and expressive work skills by identifying and acknowledging employee for the performance they have done and achievements. Communication of recognition will fill with good vibrations and sense of good work groups.
- **Encouragement for Consciousness.** Consciousness set the basis for keen policymaking, good work, better communication, and good thought process. Being conscious a practice helps employees to control the sentiments and views. Groups can make regular practice consciously for different exercise and meditations [before doing a meeting](#) or conference. To encourage awareness at a specific level, organisation has to select a particular hall or garden as a technology free area for individuals to have noiseless, non-disturbed lonely time.

Guidelines for Developing effective Employee Wellbeing Programs and Initiatives:

This can be interesting to develop a common well-being program, every organisation should think about as per positive requirements of the hour.

- Recognizing the problematic areas which can comprise tiredness, nonexistence of task resolution, and work and family life disparity.
- Assessing the main barricades to happiness. Maybe lack of good atmosphere and management, much more assigned responsibilities, or an organisational policy which hinder for leading a healthy state of mind.
- Evaluation of absence of employee wellbeing and its impact of organisational productivity and achievement of the objective.
- Arrangement and promotion of employee well-being program in the organisation by calculating the various standards.
- Preparation of a tailor-made well-being package which must offer practical, personalized results for employee, levelling the difficulties and problems at various stages.

Effectively Measurement of Employee-wellbeing

Employee wellbeing is consolidative, therefore in toto all the activities and programmes of the schedule to be seen in complete set. There are several methods to measure and evaluate the employee- wellbeing in an organisation.

- **Collect feedback through pulse surveys.** Collection of feedback by giving questions which is correlated to single complete subject and employee should be given the choice for rating in what way they are feeling which can provide obliging responses. Undecided queries can also be helpful for better understanding, but certainly this will make that you have the time and resources to address individually reply. The [survey](#) that can comprise queries that can cover on matters like wage & salary, appointment, belonging, assignment, task, and job objectives.
- **Tracking of employee's information.** The information of employees doesn't imitate an individual's inner struggle, it only exemplifies the challenges like a high rate of absence or low output, which is likely to be fundamental matter to be addressed.
- **Transitory receptions.** The employers have to meet regularly with the employees to get regular feedback about their different issues through physical meeting or on line which may not have been seeming to get the information through surveys method or any information collection method.

The elements of employee-wellbeing

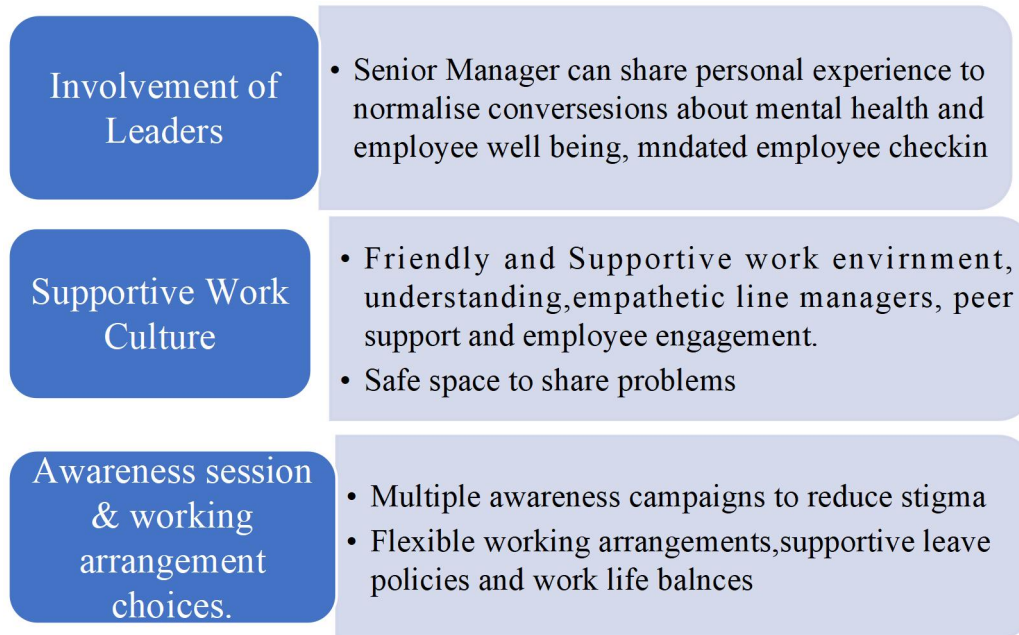
The five rudiments of employee wellbeing are preservative, which says that effects as sickness problem, stress, anxiety and related expenses globule with each element an employee flourishes in. Prosperous in physical wellbeing alone is not as much of valuable than flourishing in all five areas.

Though current study recommends that inheritances regulate around partial of wellbeing, specific choice impacts a varied difference about the hereditary baseline.

Key Facts:

- Acceptable and better work culture is good for mental health.
- Improper working atmospheres which include differentiation and disparity, extreme work pressure, low job control and job uncertainty will lead to the risk to mental health.
- About 15% of adults were projected to have a mental disorder during the year 2019.
- It has been projected that universally almost loss of 12-billion-man days annually due to depression and anxiety which cost of approx. US\$ 1 trillion loss in productivity.
- Provision for prevention of hazards in regards to mental well-being at job, safeguard and encouragement for development of mental healthiness at work, and caring to employees with mental health situations.

Key aspects which facilitate and increase effectiveness of workplace steps in addressing mental health issues:



Action Plan for Mental Health at Work

The government, employers, and the associations which represent employees and employers, and other shareholders are accountable for employees' well-being and safety which can support to develop mental health at work through various initiatives as mentioned.

- Avoid job-related stress and mental healthiness situations by avoiding the hazards to mental health at workplace,
- Safeguard and encourage mental well-being at work,
- Encourage employees with mental healthiness situations to take part and prosper in work, and
- Construct a supporting atmosphere for transformation.

The various actions to respond the mental health at work should be carried out with the significant participation of employees and their representatives, and employees with existing knowledge of mental health conditions of employees in the organisation.

Employee Well-being and Mental Health Practices in Plastic Industries of Odisha under MSME:

Human resource managers can help their employees to develop environment friendly skills through by providing good training, and development. They can also encourage employees to be more conscious by implementing effective techniques to tackle with different work situation to avoid work pressure and mental agony, which are especially important in these industries. Work assignments is also to be given to employees in accordance with the capacities, skill and knowledge by involving them in different activities which can reduce the mental illness due to task. It is the responsibility of every employer and executives for empowering the employees to implement the essential practices in their place of work. The knowledge gained will also help the employer as well as executive including employees create a conducive atmosphere free from all ailments maintaining a balance life by providing various initiatives of employee well-being and mental healthiness in the enterprise.

Finally, the study provides the employer and senior management with evidence-based knowledge on how various aspects of employee well-being and mental health have a great effect an organization's production and productivity, as well as the impact on a enterprise's growth prospects. It will also provide a proactive method for manufacturing SMEs to increase productivity while adhering to regulations as required.

Challenges of Employee well-being and Mental Health Practices in MSMEs:

In this regard, challenges appear to differ based on the size of a company. Small and medium-sized firms (SMEs) have been found to differ from large enterprises in terms of barriers to employee well-being programme implementation. However, some obstacles are universal to all businesses, regardless of size. The most common is a lack of awareness about the impact of employee well-being and mental health. This issue could be the result of limited and inadequate resources, inadequate fund etc. It could also be the result of insufficient human resource management knowledge. Another obstacle to employee well-being and mental health practises may be a lack of financial and adequate human resources. Such constraints would have a direct influence on the ability to implement organisation sustainability-focused practises and initiatives.

Summary of Findings:

- Most of the respondents are male which is up to 60%.
- It has been seen that 30% of the respondents are below 30 years.
- It has been seen that 40% of the respondents are Graduate.
- It has been seen that 40% of the respondents are getting salary below Rs.300000 PA.
- It has been seen that 50% of the respondents are unmarried.
- It has been found that 64% of respondent have chosen yes, they trust that the organizational culture supports employee well-being.
- It has been seen that 36% of respondent are satisfied with the prospects for growth and development provided by the organization is good.
- It has been found that 50% of respondent have recorded yes that organization's leadership matters are in promoting employee well-being.
- It has been seen that 25% have marked workload is significant, 28% marked work-life balance guidelines are most important, 25% have categorised that organization culture is important,

Conclusion:

It is the responsibility of every employer of organization that they should play a key role in addressing challenges faced for the employee well-being and mental health because they are the primary source of initiating the employee concerns. As a result, organizational leaders should create initiatives to address the employee psychology concerns.

To summarize, it has been seen that the various programmes related to employee well-being and mental health has the potential to improve employee well-being as well as the success of MSMEs. The various employee well-being programmes increase employee participation in the workplace in order for the company to operate in a friendly manner. Employers and experts can show the value of employee participation and involvement in management programs to improve organizational performance. Employees and labour unions can help companies implement the policies and practices that protect and improve employee health and well-being. Employees can manage both their professional and personal life as well. As a result, employee attitudes and behaviours toward regulations and practices will be change. As a result, costs will be reduced, efficiency will be raised, and resources will be better utilized. Finally, everyone wants to live in a healthy life the various initiative of employee well-being and mental health a great tool for that to remain healthy.

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