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Strategies to Promote Employee Well-Being in the Workplace: National Engineering Industry Ltd. Vadodara

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ABSTRACT:

A key element influencing output, venture pleasure, and the overall performance of an organisation is employee well-being. Conducted at National Engineering Industry Ltd. In Vadodara, this test seems at techniques to beautify worker nicely-being by a radical technique. The examine investigates crucial elements of well-being such as mental and emotional health, paintings-existence balance, monetary protection, and social assist. Using a blended-strategies method, the look at assesses employee perceptions and organizational practices the utilization of each qualitative and quantitative tools which include surveys and interviews. The findings show that worker well-being is heaps progressed via manner of adopting bendy work hours, intellectual health campaigns, economic schooling guides, and crew-building sports activities. Moreover, growing a top notch administrative center life-style depends on leaders' commitment and businesses' help. The record gives sensible advice for companies to growth properly-being packages, consequently assisting a more powerful and healthful body of workers.

Key Words: Employee well-being on working area

Introduction:

Organizations want to promote worker properly-being within the administrative center. Emphasizing staff amenities ought to now not obstruct organization manufacturing. Reaching targets calls for making sure body of workers well-being. To listen nicely, team of workers individuals require contentment with their jogging conditions. Dealing with mental, bodily, information, health, and monetary worries is actually essential. Rewarding staff people allows to beautify interest and average overall performance, therefore supporting organisation goals. Meeting crucial dreams will increase employee usual performance. Key is task happiness due to the fact qualified people gain appropriate positions. Employee properly-being includes bodily health, intellectual issues, procedure delight, art work-lifestyles stability, and happiness. Corporate well-being, or workplace health, is manufactured from actions encouraging properly place of business conduct. It seeks to decrease costs for worker fitness advantages, indicating viable choice prejudice.

Managing place of business overall performance method addressing artwork issues to decorate conditions and team of workers happiness. Physical workload might possibly have an impact on worker overall performance and contact for control of bodily concerns and rest. Managing health-associated issues and enhancing performance depend upon imparting medicinal drug and suitable relaxation. Employees are suffering from mental issues, workload, production objectives, health, welfare, and voice worries. Worker nicely-being is supported through corporate-stage provision of suitable remedy, rest, unfastened health offerings, and medical insurance. It's essential to provide vacations for injuries and contend with workplace intellectual fitness.

Financial factors have an effect on staff usual performance. Fair pay, incentives, and bonuses counting on process usual overall performance help to sell properly-being and enhance agency standard performance. To enhance employee performance, corporations should consider economic assist at both business enterprise and organizational degrees. Social factors have an effect on personnel universal performance inside the administrative center. Including circle of relatives and neighborhood issues that could have an effect on employees, society is the number one effect in human existence.

Objective:

Boosting Psychological Well-being

Advancing Physical Wellness

Elevating Job Satisfaction

Review Of Literature:

Sr. No	Author	Findings
1	Noe (2017)	improving job satisfaction and overall well-being
2	Harter et al. (2002)	role of leadership in promoting employee well-being is crucial
3	Karen A. Jehn's 1995	maintaining a positive work environment and protecting employee well-being
4	Jon Kabat-Zinn's	handle work-related stress is crucial for preventing burnout and promoting overall well-being
5	Elufioye et al. (2024)	strategic methods to incorporate mental health initiatives, utilizing technology and data analysis to customize well-being programs

Research Methodology:

Title: Strategies to Promote Employee Well-Being in The Workplace: National Engineering Industry Ltd, Vadodara

➤ **Background Of the Study:**

Promote Employee Well-Being base study

Significance of the Study:

Employee well-being has become a crucial factor in organizational success, with wide-ranging effects on both individual and company Performance. Employees who are healthy and satisfied consistently show higher levels of productivity, creativity, and engagement in their work. This increased output not only improves the organization's financial performance but also contributes to a more vibrant and innovative workplace culture. Additionally, when employees feel valued and supported through well-being initiatives, they are less prone to experience burnout or excessive stress, leading to decreased absenteeism and lower turnover rates. This workforce stability allows companies to maintain operational continuity and reduce expenses associated with frequent hiring and training.

Moreover, organizations that prioritize employee well-being often benefit from an improved reputation in the job market and wider business community. This positive image aids in attracting top talent and can provide companies with a competitive advantage in recruitment. A strong emphasis on well-being also nurtures a more positive workplace culture, where employees feel empowered to share ideas, collaborate effectively, and take calculated risks. Such an environment is conducive to innovation and problem-solving, which are essential for long-term organizational success. Furthermore, when employees feel their well-being is a priority, they are more likely to align with the company's values and objectives, resulting in increased loyalty and a stronger sense of purpose in their work.

Research Design:

Here researcher of the adopted exploratory design. As the student that concept was completely base on well-being, so the researcher wants to explore each and every in the reference of identity on the Strategies to Promote Employee Well-being in the Select company. The research design serves as the framework for integrating various components of a study in a coherent and logical manner (Fletcher, 2017). Selecting an appropriate design ensures that the research problem is adequately addressed and facilitates the collection, measurement, and analysis of data. For this study, both descriptive and experimental designs were chosen.

Universe:

This study population consists of 900 employees who occupy diverse positions within their respective companies.

Sample and Sampling Methodology:

The sample of the study would be employees of the National Engineering Industry Ltd, Vadodara

Population:

Employees of the National Engineering Industry Ltd, Vadodara

Sampling Method:

The researcher uses simple random sampling method for data collection.

Sample Size:

70th employees of the National Engineering Industry Ltd, Vadodara.

Method of data collection:**➤ Tools for the data collection:**

Survey Questionnaire: To collect quantitative data on employees well-being on workplace, including their satisfaction, perceived benefits, and challenges, data was gathered through structured surveys and questionnaires.

Interviews: Conducted with the employees, managers, and HR obtain quantitative insights. These interview provided deeper understanding of their well-being welfare activities and their impact.

➤ Limitation of the study:

Sample Size and Generalizability

Self-Reported Data

Limited Timeframe

Focus on Selected Companies

Exclusion of Certain Variables

Potential Response Bias

Reliance on Quantitative Analysis

Finding:**• Employee Well-being Components:**

Physical wellness (37%) was identified as the most crucial factor, followed by psychological health (27%) and work-life balance (24%).

A holistic approach integrating these elements is necessary for improved employee wellbeing.

• Company Initiatives on Employee Well-being:

73% of respondents confirmed that their company offers wellness and health initiatives, but 27% indicated the absence of such programs.

Companies addressing well-being consistently were 41%, while 16% stated their organizations did so infrequently.

• Mental Health Support:

46% of employees reported comprehensive mental health resources in their workplace, while 40% mentioned limited access.

43% of employees preferred therapy services, and 43% valued stress management workshops, highlighting the need for diverse mental health initiatives.

• Work-Life Balance:

88% of employees had flexible working hours, whereas 12% did not.

The most desired strategies to improve work-life balance were remote work options (39%) and shortened work hours (35%).

• Job Satisfaction and Employee Engagement:

The quality of management (40%) was the most significant factor affecting job satisfaction, followed by workplace relationships (34%).

Consistent feedback (40%) and open communication (30%) were recognized as the most effective leadership practices.

• Financial Well-being:

80% of employees stated their company provides financial assistance, while 20% reported the absence of such support.

74% of employees were satisfied with their compensation, but 26% expressed dissatisfaction.

• Effectiveness of Wellness Programs:

57% of employees strongly agreed that wellness programs helped them manage stress, and 30% agreed.

Only 13% found the wellness programs ineffective, indicating room for improvement.

Suggestion:

- Implementation of Personalized Employee Wellness Programs:

Organizations should tailor wellness programs to employees' specific needs by conducting regular surveys and assessments. Instead of a one-size-fits-all approach, customized well-being plans, such as flexible work schedules, mental health support, and financial wellness coaching, can lead to higher employee engagement and productivity.

- Strengthening Leadership Role in Employee Well-being:

Managers and leaders play a crucial role in creating a healthy work environment. Leadership training programs focusing on emotional intelligence, communication, and mental health awareness can help supervisors better support their teams, reducing stress and increasing job satisfaction.

- Integration of Technology for Workplace Well-being:

The use of AI-powered health applications, virtual mental health counselling, and digital fitness programs can significantly enhance employee well-being. Organizations should explore digital well-being solutions to provide employees with on-demand access to mental health resources and wellness programs.

- Promoting Financial Literacy and Assistance Programs:

Financial stress is a major factor affecting employee well-being. Employers should offer financial literacy workshops, salary transparency policies, and employee assistance programs (EAPs) to support employees in managing their finances, planning for retirement, and reducing stress related to economic insecurity.

- Encouraging Work-Life Balance Through Policy Changes:

Flexible work arrangements, remote work options, and paid leave policies should be revised to support employees in achieving a better work-life balance. Companies should regularly evaluate workload distribution and ensure employees have access to necessary resources to prevent burnout and promote long-term well-being.

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