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A Study on HR Practices for Enhancing Employee Well-Being and Resilience at Kovilpatti Lakshmi Roller Flour Mills Ltd, Tirunelveli

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ABSTRACT :

To sustain organizational success and enhance employee engagement, it is crucial to promote employee well-being and resilience in today's fast-paced work environment. This study investigates the strategic HR practices of Kovilpatti Lakshmi Roller Flour Mills Ltd. (KLRF) to improve employee resilience and well-being in Tirunelveli. Specifically, it assesses the impact of HR programs related to training and development, mental health support, and work-life balance. Structured questionnaires were utilized to gather data from a sample of 120 employees as part of a descriptive study design. Among the statistical techniques employed for analysis were correlation approaches, chi-square tests, and percentage analysis. Overall, the findings indicate that individuals are satisfied with the existing well-being programs, particularly those that provide emotional and mental health support. Many employees noted that there was minimal administrative engagement in addressing mental health concerns. However, well-received training and development programs significantly enhanced employee flexibility and professional growth. The research concludes that businesses must promote mental health awareness, implement flexible human resource procedures, and cultivate a resilient culture to ensure a thriving workforce and sustainable organizational success.

Keywords: Employee well-being, work-life balance, mental health, training and development, resilience, and HR practices.

1. Introduction

The foundation of any successful firm is its human resources, and contemporary HR procedures are increasingly geared at promoting the comprehensive development of employees. In addition to hiring, paying, and complying with regulations, companies today understand that fostering psychological resilience and employee well-being is essential to retention, productivity, and satisfaction. Specially, HR tactics emphasizing personal growth, mental health, and work-life balance have become essential to developing a driven and productive team. The well-known South Indian manufacturer, Kovilpatti Lakshmi Roller Flour Mills Ltd., offers a distinctive setting for analyzing HR's contribution to improving wellbeing. KLRF's human capital is essential to its operational effectiveness and business continuity due to its diverse businesses, which include engineering and food manufacturing. The purpose of this study is to examine KLRF's present HR procedures, evaluate their impact on workers' emotional health and well-being, and make suggestions for enhancing these programs

Objectives of the Study

- The main purpose is to look at HR practices that improve employee resilience and well-being.
- Secondary objectives include studying mental health programs, reviewing training options, evaluating work-life balance initiatives, and determining how they affect emotional resilience.

Limitations of the Research

The research is limited to KLRF workers and cannot be applied to other sectors of the economy. There is a 120-person limit on the sample size, and replies could be biased. A few participants were reluctant to share information about their mental health. Another issue was the restricted availability of internal HR documents.

2. Literature Review

Jeremiah Olawumi Arowoogun, Adekunle Oyeyemi Adeniyi, Chioma Anthonia Okolo, Oloruntoba Babawarun, and Rawlings Chidi. (2024). The purpose of this review is to investigate the many approaches and programs intended to improve psychological resilience in medical personnel. To shed light on the variables affecting psychological resilience, resilience-boosting techniques, and therapies specifically designed for healthcare professionals, this thorough study synthesises the body of available evidence. Furthermore, the review assesses the efficacy of various interventions and talks about difficulties and obstacles in putting them into practice. The relevant literature, books, and peer-reviewed publications were thoroughly

examined. With a focus on interventions and tactics used to improve resilience, the search was limited to studies that addressed psychological resilience in healthcare workers. The literature review covers a range of healthcare environments and occupations. The review examines professional and personal factors that affect healthcare workers' psychological resilience. Many tactics are covered in detail, such as support networks and training initiatives. The efficacy of interventions, which range from mind-body methods to cognitive-behavioural treatments, is examined.

L. Zanbar (2024). Low-socioeconomic status (SES) communities have a greater risk of crime and neglect, as well as social, economic, and health issues for its residents. The study, which was based on the social cure method, sought to determine whether community resources mediate the relationships between personal resources and resilience and well-being. Additionally, the moderating influence of engaging in community activities was examined. Questionnaires evaluating individual and community resources as well as outcomes (well-being, resilience) were filled out by 400 members of low-SES communities, 200 of whom were community organizers. The mediating function of community resources was demonstrated via structural equation modeling. The results of the moderation analysis showed that the outcomes for activists and nonactivists followed distinct routes. According to the findings, personal resources by themselves do not significantly improve welfare in low-SES communities; instead, they should be directed toward fostering a sense of community and dedication. The differences between activists and nonactivists should also be considered by professionals that work with these populations.

Alegre, J., López-Cabral, Á., and Salas-Vallina, A. (2021). Although employee well-being continues to be of interest, there are still many unanswered questions on how this idea mediates the relationship between performance and human resource management (HRM). Furthermore, studies usually focus on either leadership or HRM, with little attention paid to how HRM and leadership work together to influence employees' performance and well-being. This means that more information about how leaders implement HRM is needed. Based on the social exchange theory and the work demands–resource model, this study investigates the relationship between performance and well-being-oriented human resource management (WBHRM) in a sample of very large agencies. Furthermore, we examine how middle managers' leadership influences the relationship between WBHRM and workers' well-being. The findings show that authentic WBHRM implementation is fostered by engaging leadership behavior, which also directly affects employee performance.

D. G. Gardner (2020). People's psychological well-being (PWB) is seriously threatened by the expectations placed on them in the twenty-first century. Organizations have a moral and financial obligation to support their members' PWB because individuals with higher PWB are happier, healthier, and more productive than those with lower PWB. This study investigates how organizations might use knowledge about work design and individual variations to support their members' PWB, based on the job demands/resources hypothesis. We suggest that companies can raise members' PWB by improving job autonomy, which will raise organization-based self-esteem (OBSE), which has a positive correlation with PWB. Additionally, we suggest that resilience may moderate this indirect association, so that autonomy's favorable relationship with OBSE and, in turn, with PWB is strengthened by high resilience. A sample of 674 organizational managers was surveyed online to get data on autonomy, resilience, OBSE, and PWB.

P., Jena, L. K., Bhattacharyya, and Pradhan, S. (2019). Healthcare practitioners view humour as an essential job resource. Additionally, it has been attributed to a number of beneficial effects, including wellbeing and resilience. This study examined the following topics: (a) the mediating function of resilience between self-enhancing and affiliative adaptive humour styles and well-being at work; and (b) the moderating function of self-esteem in the indirect relationship between adaptive humour styles and well-being at work via robustness. 354 medical professionals were included in the study's sample. The study's conclusions show that, with resilience acting as a mediator, there is a substantial correlation between adaptive humour styles and job satisfaction. Moreover, the indirect association between resilience and self-enhancing humour and well-being at work was found to be strongly moderated by self-esteem.

3. Research Methodology

The systematic plan or design that specifies how data will be gathered, examined, and interpreted for a study is known as research methodology. Research is the methodical study of a topic or issue to produce new knowledge, confirm hypotheses, or bolster evidence-based procedures. The subject area for this research is Kovilpatti Lakshmi Roller Flour Mills Limited in Tirunelveli.

Research Design

The process of determining the kind of study, variables, and techniques to be employed in a research project is known as research design. In this study, a descriptive research design is employed. A systematic approach to investigating and recording the connections, actions, or traits of a group or phenomenon is known as a descriptive study design. The methodical process of collecting data to produce a comprehensive narrative or statistical depiction of a subject is known as descriptive research design.

Source of Data

Data sources are crucial elements of study that determine the level, dependability, and extent of data gathered for examination. Classifying the input points that go into a research project, such as individuals, papers, databases, or observations, is known as data source classification. Primary as well as secondary data were employed in this investigation.

Sample Size

The size of the sample Data from 120 workers at Kovilpatti Lakshmi Roller Flour Mills Limited in Tirunelveli was gathered for this study. Thus, the study's sample size is 120.

Analyzing tools

1. Analysis of percentages
2. Analysis using Chi-Square
3. Analysis of correlations

4. Analysing and Interpreting Data**CHI-SQUARE ANALYSIS****RELATIONSHIP BETWEEN WORK-LIFE BALANCE INITIATIVES AND EDUCATIONAL QUALIFICATION: HYPOTHESIS TESTING**

Null hypothesis (H₀): Work-life balance initiatives and educational background do not significantly correlate.

Alternative hypothesis (H₁): Initiatives for work-life balance and educational attainment are somewhat correlated.

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
EDUCATIONAL QUALIFICATION *						
WORK-LIFE BALANCE INITIATIVES	120	100.0%	0	.0%	120	100.0%

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	160.104^a	52	.000
Likelihood Ratio	149.923	52	.000
Linear-by-Linear Association	17.224	1	.000
N of Valid Cases	120		

a. 68 cells (97.1%) have expected count less than 5. The minimum expected count is .13.

Analysis: According to the table above, the P value is 0.000, meaning that it is not significant at the 5% (0.05) level. The predicted count is at least 13. As a result, the null hypothesis is disproved, and it is discovered that the respondents' educational background and work-life balance initiatives differ significantly.

Analysis of Correlations

**THE CONNECTION BETWEEN THE RESPONDENTS' AGE AND
PERSPECTIVES ON EMOTIONAL RESILIENCE**

Null hypothesis (H₀): The respondents' opinions regarding emotional resilience and their age do not significantly correlate.

Alternative hypothesis (H₁): The respondents' opinions regarding emotional resilience and their age have a substantial correlation.

Correlations

	AGE OF THE RESPONDENTS	RESPONDENTS' OPINION ON EMOTIONAL RESILIENCE
Pearson Correlation	1	.565**
AGE OF THE RESPONDENTS Sig. (2-tailed)		.000
N	120	120
Pearson Correlation	.565**	1
RESPONDENTS' OPINION ON EMOTIONAL RESILIENCE Sig. (2-tailed)	.000	
N	120	120

** . Correlation is significant at the 0.01 level (2-tailed).

Analysis: According to the above table, there is a .565 correlation coefficient between respondents' age and their perception of emotional resilience out of 120 respondents. It is less than one. Therefore, there is a favorable correlation between respondents' opinions on emotional resilience and their age.

5. Suggestions

1. Supervisors have a responsibility to actively support and guide employees in balancing their personal and professional commitments.
2. To adapt to shifting employee demands, the organization should regularly examine and enhance work-life balance efforts.
3. The company needs to ensure that mental health options, such counselling and stress management classes, are readily available.
4. The organization should promote an open, stigma-free environment where employees feel comfortable seeking mental health assistance.
5. The organization should actively encourage participation in professional development events through incentives or recognition programs.

6. Conclusions

The study highlights the role that HR procedures have in developing a workforce that is resilient and mentally well. Although training and development are robust, work-life balance and mental health support require improvement. Long-term corporate success and employee satisfaction can both be boosted by customized HR initiatives.

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