



Impact of the Relationship between the HR Policies and Employee Well-Being with References to HBL Power Ltd

Ms. Sunkari Ganesh¹, Dr. Appasaba L.V², Dr. Gangu Naidu Mandala³, Prof. Jitendra Mohan Mishra⁴, Dr. Kusum⁵

¹P. G Scholar, Department of Business Management, Central Tribal University of Andhra Pradesh

²Central Tribal University of Andhra Pradesh, Vizianagaram

³Central Tribal University of Andhra Pradesh, Vizianagaram

⁴Central Tribal University of Andhra Pradesh, Vizianagaram

⁵Central Tribal University of Andhra Pradesh, Vizianagaram

DOI : <https://doi.org/10.55248/gengpi.6.0425.1601>

ABSTRACT

This study examines the impact of HR policies on employee well-being at HBL Power Systems Limited to understand how these policies influence job satisfaction, stress levels, motivation, and retention. The research highlights both the strengths and gaps in the company's HR practices, providing insights into how employee well-being can be improved. The structured HR policies positively impact job satisfaction, particularly in areas such as training, performance management, and employee recognition. However, challenges remain in work-life balance, workplace stress, and HR communication, especially for employees in high-pressure roles. Many employees are unaware of well-being programs, and mental health support services need better promotion and accessibility. Employees also expressed concerns about workload stress, unclear career growth opportunities, and the need for more transparent communication from HR. The study finds that effective recognition programs, stress management initiatives, and career development opportunities can significantly enhance employee engagement and retention. A comparison with industry best practices suggests that while HBL Power Systems Limited has strong HR policies in place, there is scope for improve employee well-being programs, digital HR engagement, and flexible work arrangements. By implementing these improvements, the company can create a healthier, more motivated, and productive workforce.

Key words: -Compensation and benefits, mental and physical health, work-life balance, training and retention, job satisfaction, motivation, well-being on productivity.

Introduction

Human Resource (HR) policies play impotent role in shaping employee well-being, job satisfaction, and overall organizational success. Effective HR policies create a work environment that fosters employee engagement, productivity, and a positive workplace culture. This study analyze the impact of the relationship between HR policies and employee well-being, with a specific focus on HBL Power Systems Limited, a key player in the power solution industry.

Employee well-being encompasses physical, mental, and emotional health, which directly affects performance, motivation, and retention. Organizations that implement well-structured HR policies, including fair compensation, work-life balance initiatives, health and safety measures, career development opportunities, and stress management programs, tend to have a more satisfied and productive workforce. On the other hand, ineffective HR policies may lead to workplace stress, low morale, and high turnover rates.

This research aims to assess how HR policies at HBL Power Systems Limited influence employee well-being, job satisfaction, engagement, and retention. By analyzing employees' perceptions and experiences.

Scope of the study

The scope of the study covers employees of all the departments in HBL in order to understand their point of view with respect to Relationship between the Human resources policies and employee well-being. As HBL is an Organisation with a huge presence in the corporate sector, the analysis of various policies impact on the employee at HBL ltd. The scope of the study also includes the response of the employees to the various measures taken by the management of HBL to make the employees comfortable and satisfaction at the work place. The scope is also winded to find out the expectations of the employees from the management with respect to the above concept. The scope also includes the importance attributed to the grievance settlement procedure as a part of implement different policies to the employee Satisfaction and motivation.

- Focuses on HR policies related to work-life balances compensation and benefits
- Covers employees at different levels within an organisation
- Examines both direct and indirect effects on employee well-being.

Statement of the problem

Human Resources are the backbone to any organization. HR Policies play major role in influencing overall employee well-being. there is a concern at HBL that, how effectively HR policies address the employee needs, impacting on work life balance, contributing to their satisfaction. there is limited research that specifies the relation between HR Policies and employee well-being within the context of HBL. the study is sought to address the gap by investigating the impact of relation between HR Policies and Employee well-being at HBL Power Systems Ltd., the study aims to explore whether the current HR policies impacting employee well-being this research will provide insights into policies where HR intervention can be improved to enhance employee welfare by extension company's organizational culture.

Need for the study

HR policies and Employee well- being plays key role in paramount to the success of HBL and a well-structured human resources (HR) framework ensures that employee feel valued, motivated, and engaged, leading to higher productivity and retention. However, organization often struggle to align their HR policies with employee well-being, which can result in increased stress, job dissatisfaction, and turnover.

Understanding the impact of HR policies on employee's mental health, job satisfaction, motivation, and stress levels is essential. Many companies implement HR policies, but their effectiveness in fostering a positive work environment remains a challenge. Employees may perceive HR initiatives as inadequate or ineffective, leading to low morale and decreased performances.

- It helps to enhancing employee well- being
- It helps to reducing workplace stress and turnover
- It helps to improving organization productivity.
- It helps to implementing new HR policies for employee motivation, job satisfaction.

Objectives of the study

The objectives of the present study is to impact relationship between the HR policies and employee well-being in HBL Ltd, since it is battery company implemented various HR policies for employee well-being with the goal of identifying the best policies to optimize workforce health and performance, the study aims investigate the relationship between various HR policies such as compensation and benefits employee satisfaction, motivation training programmes and their impact on including physical health ,mental health and work-life balance. The success of any organisation mainly depends on employee's performances.

The present study is undertaken by keeping following in mind.

- To Analyse the impact of HR policies on employee well-being
- To assess employee satisfaction with current HR policies at HBL power ltd
- Evaluate employee well-being levels
- Identify the relationship between policies and job performances
- To analyse the human resources (HR) policies and workplace stress.

Research Methodology

HBL Power Systems Ltd is situated at Kandivalasavillage, Pusapatirega mandal, Vizianagaram. the plant area spares 80 acres with additional 29 acres dedicated to greenery ensuring sustainable set up. HBL is strategically positioned between the Bay of Bengal on the east and Eastern ghats on the west. the presence of coastline ensures connectivity to ports for industrial exports. Visakhapatnam Chennai industrial corridor enhances industrial growth by offering superior logistics, ensuring seamless transportation of raw material and finished goods. HBL is having good natural resources and skilled workforce who continuously work for the company.

The company's HR policies cover areas like employee benefits, work life balances, career development, reduces stress, employee motivation grievance handling, performance management, and workplace safety. By evaluating these policies, the study seeks to determine their effectiveness in fostering job satisfaction, employee engagement, and mental and physical well-being.

Research design

The design of research project specifies both the data that are needed and how they are to be obtained. The step in data collection process is to look for primary data as well as secondary data. 1) Primary data 2) Secondary data

Secondary data

The secondary data are those which have already been collected by someone or else which have been passed through statistical process. Sources of secondary data can be categorized into 2 broad categories named published and unpublished statistics. Various sources are available namely books, journal and articles magazines etc. and also collected from various file, records and HBL ltd.

Primary data

The primary data are those, which are collected freshly and for the first time, from the employees directly. It is collected the following methods.

Questionnaires: a structure of questionnaire was prepared and distributed among the employees.

Interview: personnel interview and interaction with the employees and labour.

Survey: Survey research is a systematic approach to collecting quantitative or qualitative data from a sample of people. It aims to understand attitudes, opinions, beliefs, or behaviours on specific topics. By analyzing survey data

Sample area: The specific area for study will focus on **HBL power systems limited**, covering various departments and employee categories within the company

Sample techniques: convenience techniques

Sample size: 100

Analytical tools: Excel, Word, Google forms and SPSS tools were used to analyse the impact of the relationship between HR policies and employee well-being.

Limitations of the study

The data given by the employee are based on the individual perception and may not be reliable.

- The data collected from the questionnaire is limited and is confined to the questions with regard to the questionnaire.
- Availability of urgent information & its confidentiality is also a main limiting factor.
- The scope of the study is limited to some departments only.
- Data collection methods survey, questionnaires, secondary data.
- The study has converted into survey on HBL Ltd., because of which I could not able to get complete understanding of all the departments.
- External factors such as economic and social factors not considered.

Data analysis and interpretation

Impact of HR Policies on Job Satisfaction and Health? [HR policies promote a balance between work and personal life.]

Table4.16: Rating on work life balance

Work life balances	Respondents	Percentages %
Strongly Agree	20	20.0%
Agree	40	40.0%
Neutral	20	20.0%
Disagree	12	12.0%
Strongly Disagree	8	8.0%
Total	100	100.0

Source: Primary Data

Interpretation: Work life balance is must to any employee. Both from the employer and employee should work on this issue. It is very hard to balance this work life balance. Currently there are so many people are suffering with work life balance. 20% are strongly agree to the statement that the work life balance policy at HBL is excellent, 40% of the respondents are agreeing, 20% stand neutral and 12% are disagreeing, 8% are strongly disagree with the statement.

Table: Correlation Matrix

Variables	Jobsat	health	HR jobsat	HR healthenv	HR work life
Jobsat	1	.68	.72	.65	.70
health	.68	1	.66	.75	.60
HR jobsat	.72	.66	1	.63	.68
HR healthenv	.65	.75	.63	1	.67
HR worklife	.70	.60	.68	.67	1

There is a strong positive relationship between HR job satisfaction and overall job satisfaction ($r = 0.72$), indicating that employees who perceive HR policies positively in terms of job satisfaction also report higher overall job satisfaction. HR health environment policies significantly influence both job satisfaction ($r = 0.65$) and health ($r = 0.75$). This highlights the importance of HR's role in ensuring a healthy work environment for employees. HR work-life balance policies also have a strong positive impact on job satisfaction ($r = 0.70$), showing that employees value policies that support their work-life balance. The relationships between health and job satisfaction ($r = 0.68$) and work-life balance ($r = 0.60$) suggest that employees who are more satisfied with their jobs tend to experience better health and vice versa.

Table: Regression Summary –Job Satisfaction

Model Summary	R	R ²	Adjusted R ²	Sig. (ANOVA)
HR policies → Job Sat	0.79	0.63	0.61	0.000

R (Correlation Coefficient) = 0.79: The R value of 0.79 suggests a strong positive relationship between HR policies and job satisfaction. This means that as HR policies improve (e.g., job satisfaction, health environment, work-life balance), job satisfaction tends to increase significantly.

R² (Coefficient of Determination) = 0.63: R² = 0.63 indicates that 63% of the variance in job satisfaction can be explained by the HR policies included in the model. This is considered a moderate to strong explanatory power, meaning that the HR policies significantly contribute to determining how satisfied employees are with their jobs.

Adjusted R² = 0.61: The Adjusted R² value adjusts the R² value to account for the number of predictors used in the model. It is slightly lower than R², which is common because it penalizes adding variables that do not improve the model significantly. The value of 0.61 suggests that the model is still highly effective at predicting job satisfaction, even when adjusting for the number of predictors.

Sig. (ANOVA) = 0.000: The p-value from the ANOVA (Analysis of Variance) test is 0.000, which is less than 0.05. This indicates that the overall regression model is statistically significant, meaning that the HR policies as a group significantly predict job satisfaction. In other words, the relationship between HR policies and job satisfaction is not due to random chance.

Table: Coefficients

Predictor	B	Std. Error	Beta	t	Sig.
(Constant)	0.85	0.40	—	2.13	0.036
HR Job Satisfaction	0.45	0.08	0.41	5.63	0.000
HR Health Environment	0.28	0.09	0.26	3.11	0.003
HR Work-Life Balance	0.33	0.07	0.30	4.71	0.000

1. Constant (Intercept) = 0.85 ($p = 0.036$):

The constant (intercept) value of 0.85 represents the predicted job satisfaction when all predictors (HR job satisfaction, health environment, work-life balance) are zero. The statistical significance ($p = 0.036$) indicates that the constant is significantly different from zero and contributes meaningfully to the prediction of job satisfaction.

2. HR Job Satisfaction ($B = 0.45$, $Beta = 0.41$, $t = 5.63$, $p = 0.000$):

The B value of 0.45 means that for each unit increase in HR job satisfaction, job satisfaction is predicted to increase by 0.45 units.

The Beta value of 0.41 shows the standardized effect of HR job satisfaction on job satisfaction, meaning that for every one standard deviation increase in HR job satisfaction, job satisfaction increases by 0.41 standard deviations. This is the strongest predictor in the model.

The t-value of 5.63 and the p-value of 0.000 indicate that this predictor is highly statistically significant, confirming that HR job satisfaction significantly influences job satisfaction.

3. HR Health Environment (B = 0.28, Beta = 0.26, t = 3.11, p = 0.003):

The B value of 0.28 indicates that for each unit increase in HR health environment policies, job satisfaction increases by 0.28 units.

The Beta value of 0.26 suggests that for every one standard deviation increase in HR health environment policies, job satisfaction increases by 0.26 standard deviations.

The t-value of 3.11 and the p-value of 0.003 show that this predictor is also statistically significant, though its impact is smaller than HR job satisfaction.

4. HR Work-Life Balance (B = 0.33, Beta = 0.30, t = 4.71, p = 0.000):

The B value of 0.33 indicates that for each unit increase in HR work-life balance policies, job satisfaction is predicted to increase by 0.33 units.

The Beta value of 0.30 suggests that for every one standard deviation increase in HR work-life balance, job satisfaction increases by 0.30 standard deviations.

The t-value of 4.71 and the p-value of 0.000 indicate that this predictor is highly statistically significant.

Findings

- Employees appreciate well-defined HR policies related to recruitment, training, and performance management leading to higher job satisfaction.
- Employees feel motivated and engaged when recognized for their contributions, especially through performance-based incentives and appreciation initiatives.
- HR policies focusing on training, upskilling, and career development contribute to employee motivation and retention.
- Employees in manufacturing and operations acknowledge the strong workplace safety policies implemented by HR.
- Competitive salaries, job security policies, and career progression programs have helped retain talent within the organization.
- Employees in high-pressure roles, particularly in technical and operational departments, report difficulty in maintaining work-life balance due to long working hours.
- Many employees are unaware of existing mental health, stress management, and wellness programs, indicating a gap in HR communication.
- High workloads, tight deadlines, and role ambiguity contribute to workplace stress, affecting employee motivation and productivity.
- Employees feel HR policies are not effectively communicated, leading to confusion about grievance handling, promotions, and company benefits.
- While some policies meet industry standards, areas like flexible work arrangements, digital HR engagement, and mental health initiatives require improvement to match leading companies.

Conclusion

"People in the organization are most important assets". HBL POWER SYSTEMS LTD strongly believes in the above HR policies implemented effectively to employee well-being is considered as a crucial. ensure that structured HR policies in areas such as training, career development, and employee recognition have positively influenced job satisfaction and retention. However, challenges remain in work-life balance, workplace stress, and HR communication, especially for employees in high-pressure roles. To enhance employee well-being, HBL Power Systems Limited should focus on improving work-life balance initiatives, strengthening stress management programs, and ensuring clear HR communication. Aligning HR strategies with industry best practices will further help the company create a healthier, more motivated, and productive workforce. By addressing these areas, the organization can improve employee engagement, reduce turnover, and enhance overall organizational performance.

References

Abdelmotaleb, M. (2019). Socially Responsible Human Resources Management, Perceived Organizational Morality, and Employee Well-being. Springer Science+Business Media, 1-15.

- Alegre, J. (2021). The challenge of increasing employees' well-being and performance: How human resource management practices and engaging leadership work together toward reaching this goal. Department of Business Management, University of Valencia, Valencia, Spain, 333-347.
- asha, A. B. (2020). Employee Well-being through Internal Branding: An Integrated Approach for Achieving Employee-based Brand Outcomes. *Global Business Review*, 1065-1086.
- Carnevale, J. B. (2020). Employee adjustment and well-being in the era of COVID-19: Implications for human resource management. *Journal of Business Research*, 183-187.
- David, E. (2017). Human Resource Management and Employee Well-Being: Towards a New Analytic Framework. published in *Human Resource Management Journal*, 1-42.
- E, D. (2017). Human Resource Management and Employee Well-Being: Towards a New Analytic framework. *Human Resource Management Journal*, 1-42.
- Elufioye, O. A. (2024). Reviewing employee well-being and mental health initiatives in contemporary HR Practices. *International Journal of Science and Research Archive*, 829-840.
- Ho, H. (2019). Human resource management systems, employee well-being, and firm performance from the mutual gains and critical perspectives: The well-being paradox. Department of Leadership and Organizational Behaviour BI Norwegian Business School, 1-19.
- Inceoglu. (2017). Leadership behavior and employee well-being: An integrated review and a future research agenda. *Leadership Quarterly*, 1-64.
- Jaskeviciute, V. (2021). "The relationship between employee well-being and organizational trust in the "The relationship between employee well-being and organizational trust in the. "Problems and Perspectives in Management", 118-131.
- Kinowska, H. (2022). Influence of algorithmic. Emerald Publishing Limited management practices on workplace well-being – evidence from European organisations, 21-42.
- Madero-Gómez, S. M. (2023). Companies Could Benefit When They Focus on Employee Well-being and the Environment: A Systematic Review of Sustainable Human Resource Management. *sustainability*, 1-12.
- Marco Guercia. (2022). High performance work practices and their associations with health, happiness and relational well being: Are there any tradeoffs? Department of Social and Political Sciences, 1-42.
- Molnár, C. (2024). Organizational strategies and tools of employee well-being as perceived by employees. *Management & Marketing*, 337-360.
- Samuel Farley. (2023). What influences the relationship between workplace bullying and employee well-being? A systematic review of moderators. *informa UK Limited, trading as Taylor & Francis Group*, 346-372.
- Sivapragasam, P. (2017). HRM and Employee Engagement Link: Mediating Role of Employee Well-being. *SAGE Publications*, 1-15.
- STANKEVIČIENĖ, A. (2021). THE MEDIATING EFFECT OF WORK-LIFE BALANCE ON THE RELATIONSHIP BETWEEN WORK CULTURE AND EMPLOYEE WELL-BEING. *Journal of Business Economics and Management*, 988-1007.
- Straub, c. (2018). Effective HR implementation: the impact of supervisor support for policy use on employee perceptions and attitudes. *The International Journal of Human Resource Management*, 3115-3135.
- Sven Hauff. (2022). High-performance Work Practices, Employee Well-being, and Supportive Leadership: Spillover mechanisms and boundary conditions between HRM and leadership behavior. *International Journal of Human resource management*, 1-41.
- Tortia, E. C. (2022). A Human Growth Perspective on Sustainable HRM Practices, Worker Well-Being and Organizational Performance. *MDPI stays neutral with regard to jurisdictional claims in published maps and institutional affiliations*, 2-22.
- Yadav, P. (2024). IMPACT OF REMOTE WORK ON EMPLOYEE WELL BEING -A CONCEPTUAL PERSPECTIVE. *International Journal of Management*, 97-107.
- Zhang, Y. (2021). High commitment work systems and employee well-being: The roles of workplace friendship and task interdependence. *Wiley Periodicals LLC.*, 1-23.