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MENTAL WELL-BEING THE CORE OF WORK-LIFE BALANCE AMONG MANUFACTURING SECTOR WORKFORCES

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ABSTRACT

Mental well-being, as a rule, is the condition of flourishing in different everyday issues, for example, seeing someone, at work, play, and then some, notwithstanding high points and low points. It's the information that we are independent from our concerns and the conviction that we can deal with those issues. Bringing issues to light of emotional well-being in the workplace is a piece of cultivating a comprehensive work environment so that individuals can carry their entire selves to work. Likewise, the condition of psychological wellness of a worker relates with their efficiency and general development. This study mainly concentrates on how organization policies influence the mental well-being of individual employees and how mental wellbeing impacts the work-life balance among employees. Such an influence could always take the individuals to give higher productivity. The sample considered in this study is 150 respondents who are the employees of manufacturing sectors of Hosur District of Tamil Nadu. The primary data is analysed using chi-square statistical technique. As chi-square is considered best for our data, it is chosen for analysis. The findings, recommendations and conclusions are drawn and are deliberated in detail accordingly.

Keywords: Mental Well-Being, Work-Life Balance, Organizational Policies, Employees.

INTRODUCTION

Since the evolution of human beings in the society, mankind through its inventions and discoveries learnt what work is and what an organization is. Until industrialization it was merely a workplace where people used to come, work for the stipulated hours and go. No kind of sophistication was known to the management or the individual employees regarding the concept called stress, work-life balance and other elements. During industrialization also these concepts were unknown to many industries until Industrial Disputes Act was framed in 1947 and Factories Act in 1948. These acts defined many concepts and various new elements came into existence among the organizations. Then it was thought that work is the thing that action which includes mental or actual exertion done to accomplish a particular task assigned to any individual. Work is always considered important by an individual to achieve his /her ambition in life. It is required to earn a livelihood in the society where individuals live to bring various facilities are bought to the table.

A working environment is where an individual works for their boss or themselves, a position of business. Such a spot can go from a work space to a huge place of business or industrial facility. Where individuals work, like an office or manufacturing plant for financial gains. Health is the most important thing that is essential for any person. It is a condition of complete physical, mental, and social prosperity and not simply the shortfall of infection or illness. Health mainly has two types namely Physical health and Mental health. Physical health is one aspect of overall happiness. The word applies to your physical body's state and how well it works. Mental health refers to cognitive, behavioral, and emotional well-being. It is all about how people think, feel, and behave. People sometimes use the term "mental health" to mean the absence of a mental disorder.

OBJECTIVES OF THE STUDY

1. To study the link between mental well-being and organization policies.
2. To study the relationship between organization policies with employee welfare and mental well-being.
3. To study the connection between mental well-being and work-life balance.

STATEMENT OF THE PROBLEM

Mental well-being is the major thing that has to be considered in any organization when they want to extract work from the employees in proper manner as the mental health contributes to employees' productivity levels. Regarding mental well-being it's a part and parcel of an organization, the relevant organization policies should be framed which will be taking care of the mental well-being of employees. However, many organizations do not consider mental well-being considerably as a major factor while framing the organization policies to the employees. So, it becomes an essential part to understand why many organizations are not pondering on mental well-being. Hence this study becomes more relevant in the present times.



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NEED FOR THE STUDY

It is progressively being perceived that the psychological well-being of employees is an essential determinant in their general wellbeing and that poor emotional wellness and stressors at the work environment can be a contributory variable to a scope of actual sicknesses like hypertension, diabetes and cardiovascular conditions, among others. Hence, through this study the employees will be getting the advantage in giving their best to the company through which the mindset of employees can become best in mental conditions.

SCOPE FOR THE STUDY

Research studies furnish solid proof that organizations with significant degrees of emotional wellness mindfulness are more fruitful. Bringing issues to light of potential emotional wellness issues in the work environment is important for encouraging a comprehensive work environment, where individuals feel ready to carry their entire selves to work. Hence, this study shows that mental well-being at work place is important so that the employees can improve their contribution to their sectors.

RESEARCH METHODOLOGY

This study mainly focuses on how company policies have an impact on the mental well-being of personnel and how mental well-being affects the work-life balance amongst employees. Such an influence ought to usually take the people to extend higher productivity. The sample considered in this research is 150 respondents who are the employees of manufacturing sectors of Hosur District of Tamil Nadu. The primary data is collected with the help of a structured questionnaire administering Likert's five-point scale. The primary data collected is analyzed using chi-square statistical method. As chi-square is considered best for our investigation, it is selected for analyzing. For secondary data journal published research papers from different authors are considered which are supporting the objectives of this study.

LITERATURE REVIEW

Organizational well-being is an obligation, wherein many human beings agree with that improving place of work well-being can have an effective impact on average organizational performance (P.Warr, 2007). Workplace properly-being can form one's mind in the direction of maximizing work performance and reaching self-efficiency (W.L.H.Mangundjaya, 2011). The concept of place of job well-being is the utility of subjective and psychological wellness which builds the concept of worker mental well-being. Individual well-being is a wonderful state of mind that includes all existence reports. Components of individual well-being consist of lifestyles superiority, beneficial care, and awful care (W.L.H.Mangundjaya, 2011; E.Kurniadewi, 2016).

Well-being additionally contributes undoubtedly and drastically to the emergence of someone's persona characteristics this is pondered in psychological capital namely aspirations, self-efficacy, resilience, and optimism (W.L.H.Mangundjaya, 2011, E.Kurniadewi, 2016, D.F.Fachruddin & W.L.H.Mangundjaya, 2012; P.Williams, M.L.Kern & L.Waters 2015).

Research performed to determine the effect of place of work properly-being on teacher performance indicates the consequences. There is a considerable effect among workplace well-being on primary trainer performance (Herwanto & F.T.Ummi, 2017). The correlation coefficient of the place of business well-being variable to teacher performance is -0,855, because of this it lowers the organizational well-being teacher, the decrease the instructor's overall performance, and vice versa. This can prove that the impact of the place of business well-being is character performance (Herwanto & F.T.Ummi, 2017). Workplace well-being can shape one's mind towards maximizing job's overall performance and accomplishing self-capability (W.L.H.Mangundjaya, 2011).

Entering the workforce may also be accompanied by large changes in the frequency and type of feedback received. Young adults may appreciate and expect frequent feedback, and praise for accomplishments makes them feel confident and secure in their work; lack of these can leave them unconfident, uncomfortable, and confused. Continuous rejections and negative feedback from the job-seeking process and learning new skills can be harmful to the emotional well-being of students (Biebel, Golden & Levin et. al., 2018). Negative feedback can lead to disengagement with goals, trigger doubts, and cause new employees to lower goals and view goals as less attainable overall (Hu, Creed, Hood, 2017). Recent graduates and new employees in the workforce may prefer easygoing and unstructured work environments, which make them feel trusted and in control. However, a lack of structured work and feedback may also lead to stress in new employees because of the change from a structured feedback model in most college classes and uncertainty about expectations and measures of success. Learning how to adjust to measures of success in the workplace leads to increased satisfaction among young workers (Polach, 2004). Socialization is an aspect of mental health and emotional wellbeing in the workplace, which may be especially important for employees entering the workforce whose social networks may be simultaneously shifting and narrowing. Demand, control, and support are three key factors of mental health and emotional wellbeing in the workplace (Geirdal, Nerdrum & Bonsaksen, 2019). Workers facing excessive demands at work, while lacking support, often feel they are losing



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control and capacity to handle adverse situations. For employees transitioning from university to the workplace, high levels of job demand significantly increased psychological distress. Other stressors included job insecurity, bullying or harassment, low social support, injustice in the workplace, and perceived effort-reward imbalance.

Employees entering the workforce exposed to these job stressors experience lower levels of emotional wellbeing; however, these are modifiable risk factors (LaMontagne, 2014). Employers can work to create environments that support employee wellness, especially for employees entering the workforce.

DATA ANALYSIS AND INTERPRETATION

The data collected was analyzed with the help of chi-square test and accordingly the hypotheses framed have been tested. Chi-square test is chosen for the analysis due to the fact that this test was understood to be the best test for our data. The data was coded and then the test was administered. The output of the test is being depicted in three tables like table 1, table 2 and table 3 for three sets of hypotheses respectively.

Hypothesis 1

Ho: There lies no relationship between mental well-being and organization policies.

H1: There lies relationship between mental well-being and organization policies.

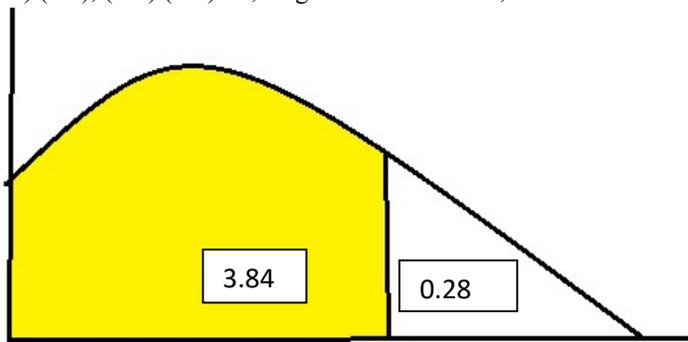
Table 1 Describing relationship between mental wellbeing and Organization Policies

Table with 4 columns: Variables, Value A, Value B, Total. Rows include Mental wellbeing, Organization policies, and Total.

Table 1.1

Table with 5 columns: Oi, Ei, Oi-Ei, (Oi-Ei)^2, (Oi-Ei)^2/Ei. Includes a row for p value = 0.28.

Oi- Observed value, Ei- Expected value, r-row, c-column (r-1) (c-1), (2-1) (2-1) =1, Degree of freedom= 1, 5%=0.05->3.84



From Table 1, we understand that the organization policy (1586) is not comfortable for the employee mental wellbeing (2314). Though there are organization polices, they are not supporting the mental wellbeing of the individual employees. The employees want less of stress, legitimate workload and more of flexibility in their work roles. The employees' opinion that the organization policies are unclear to them in terms of mental wellbeing being supported in the organization. The Table 1.1 describes that p value of mental well-being and organization policies is 0.28 by calculating Observed value (Oi) and Expected Value (Ei). According to Chi-square table the value (5% =3.84) is less than 0.05, which mean there is no significant relationship between organization policies and

mental wellbeing. Hence from the analysis it is understood that H0 is accepted which means there lies no significant relationship between mental wellbeing and organization policies. The organizations should frame policies such that the employee mental wellbeing is take care.



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Hypothesis 2

Ho: There lies no relationship between the organization polices with regard to employee welfare & mental well-being of employees.

H1: There lies relationship between the organization polices with regard to employee welfare & mental well-being of employees.

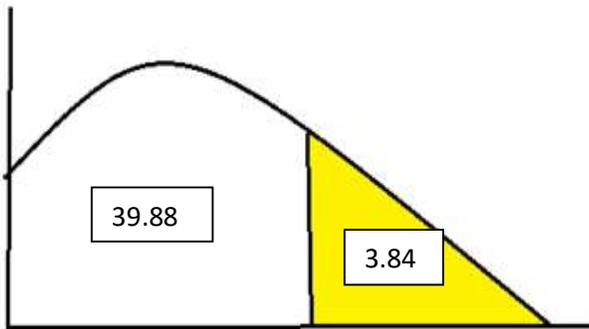
Table 2 Describing relationship between Work life Balance and Organization policies

Variables	Value A	Value B	Total
Work life balance	1464	1460	2924
Organization policies	950	636	1586
Total	2414	2096	4510

Table 2.2

O _i	E _i	O _i -E _i	(O _i -E _i) ²	(O _i -E _i) ² /E _i
1464	1565	101	10201	6.518
1460	1359	101	10201	7.506
950	849	101	10201	12.015
636	737	101	10201	13.841
p value = 39.88				

O_i- Observed value
 E_i- Expected value
 r-row
 c-column
 (r-1)(c-1)
 (2-1)(2-1)=1
 Degree of freedom= 1
 5%=0.05 -> 3.84



From the above Table 2 we understand that the organization policy (1586) is not comfortable for the employee work life balance (2924). Though there are organization polices, they are not supporting the work life balance of the individual employees like stress, flexible timings, decrease in productivity, staff sickness. The employees want to spend time in their families also then why the contribution of employee should be more. The employees' opinion that the organization policies are not suitable for their work life balance. The Table 2.1 describes that p value of mental well-being and organization policies is 39.88 by calculating Observed value (O_i) and Expected Value (E_i). According to Chi-square table the value (5% =3.84) is more than 0.05, which mean there is significant relationship between organization policies and work life balance. Hence from the analysis it is understood that H₀

is rejected which means there lies significant relationship between work life balance and organization policies.

Hypothesis 3

Ho: There lies no relationship between mental well-being and work life balance

H1: There lies relationship between mental well-being and work life balance

Table 3 Describing relationship between Work-life balance and Mental Wellbeing

Variables	Value 1	Value 2	Total
Work life balance	1464	1460	2924
Mental well-being	1366	948	2314
Total	2830	2408	5238



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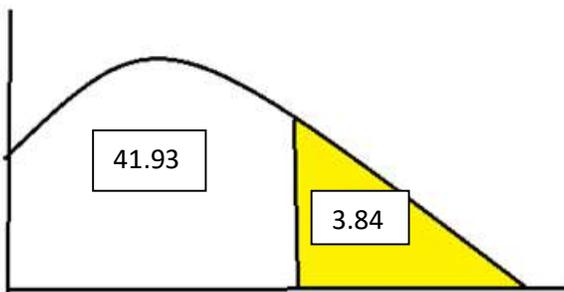


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Table 3.1

O _i	E _i	O _i -E _i	(O _i -E _i) ²	(O _i -E _i) ² /E _i
1464	1580	116	13456	8.516
1460	1344	1163.84	13456	10.011
1366	1250	116	13456	10.764
948	1064	116	13456	12.646
p value = 41.937				

O_i- Observed value, E_i- Expected value, r-row, c-column
(r-1)(c-1), (2-1)(2-1)=1, Degree of freedom= 1, 5%=0.05 -> 3.84



relationship between work life balance and mental well-being. The organization should aim at employees' work-life balance so that even mental well-being is taken care.

FINDINGS

It is found from this study that the organization policies framed by the organization were not employee friendly. The policies no doubt was framed but it was not supporting the mental well-being of workforces. It was also detected that the organization policies were not taking care of the work-life balance of the employees. The employees were not given sufficient flexibility in their timings, the health insurance was not taken care, and the welfare measures were neglected by the organization. It is progressively being perceived that the emotional well-being of employees may be an urgent determinant in their general wellbeing which poor psychological well-being and stressors at the work environment maybe a contributory element to a scope of actual sicknesses like hypertension, diabetes and cardiovascular conditions, among others. Moreover, poor emotional wellness can likewise exhaustion among representatives, genuinely influencing their capacity to contribute seriously in both their own and expert lives.

LIMITATIONS

1. Since this study is restricted to manufacturing sectors the conclusions cannot be generalised.
2. As the study was for a small duration, not much of data could be collected.

RECOMMENDATIONS

The organizations should frame policies such that the employee mental wellbeing is take care. Then the employee can focus in their job. The policies should be employee friendly and taking care of the work environment of the organization that could be benefiting the organization. The organization by doing so will get maximum productivity from the employees and the growth of the organization is rest assured. The organization policies should be supporting the work-life balance only then they can work without any kind of pressure and this leads to concentration in their job and family. If the mental well-being and work-life balance is appropriate then it will make the employee become stress-free, good at work and it also benefits the organization for increasing the profits.

CONCLUSION

Work environment psychological wellness advancement is vital to individual and authoritative wellbeing and achievement. The proof is evident that changes should be made and that psychological wellness in the work environment is a genuine concern. In pushing ahead with working environment psychological well-being advancement programs, recall each person and association is



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novel. Find designer programs explicitly to the necessities of the particular association; try to have responsibility from senior administration and to include representatives in the preparation and direction. Additionally, make a point to track down the pattern assess the program and offer the discoveries. Now is the ideal opportunity to begin roll out certain improvements.

SCOPE FOR FUTURE RESEARCH

A similar study could be done at any geographical locations with much more sample size to get a deeper understanding on mental well-being. Study could also be done with some more variables to get a bigger implication of organizational policies on work-life balance concept in various sectors too.

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