



## A PROJECT REPORT ON EXPLORES THE CORRELATION BETWEEN SAFETY PRACTICES, EMPLOYEE WELL-BEING, AND ORGANIZATIONAL PERFORMANCE

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### ABSTRACT :

**Purpose:**To evaluate the effect of employee well-being on performance in organization with reference to the manufacturing sector. The study helps in knowing the expectations and opinions of the employees towards the well-being which is provided by the organization.

**Design/methodology/approach:** In this study empirical research method is being used. The study has used the primary data is gathered through a direct questionnaires. Sample consists of (n=100) employees from the manufacturing sector.

**Findings:**This research helps in finding out the effectiveness of employee well-being within the organization and how important well-being is to motivate employee performance within the organization.

**Research limitations/implications:** In this study certain respondents were hesitant and some of them were not willing to respond. The study has been conducted only in manufacturing sector in Bangalore and so the opinion of the respondents in manufacturing sector in Bangalore only has been considered.

**Practical implications:** The study where the employee well-being is linked to the performances of the employees and the employee behavior towards their working conditions and environment.

**Originality/value:**This paper helps in understanding the employee's expectation

from the organization in order to perform better in the workplace.

**Keywords:**Well-being measures, Employee well-being, Well-being on performance, Workplace well-being.

### I. INTRODUCTION

The Employee wellbeing in an organization where it acts as a important issue that organizations are striving to address and to safeguard that their employees always remain content and motivated at their workplace. If the environment is good the employees are potential. Employee wellbeing covers both the corporeal and cerebral state where the employees feel free to work. Physical wellbeing comprises various elements, such as contact to the lighting, temperature control ventilation and essentially, things that will directly effect on the employee's body.

Employee wellbeing is a one of the main problem that the business strives to tackle in order to keep a healthy relationship and also keep their staff content and interested at the job (Wilson et al., 2004). Employee well-being is something that covers the entire organization, so we need to involve everyone from the managing director to human resource, marketing, finance, equipment and IT to effectively introduce a fresh cross-division initiative. The well-being of employees includes both the corporeal and cerebral condition. Corporeal well-being includes biophilic aspects such as access to lighting,

ventilation and temperature control, mainly things that affect our body directly. Equally essential is mental wellness assistance, by offering appropriate breakout zone for relaxation or by having an unofficial meet up you're your colleague. Through office design, supporting corporeal and cerebral well-being can assistance build a healthy, productivity workforce.

Employee well-being is contented living and working condition. Employees are one of the most significant assets of the organization. The value of employee's assets can be made greater in size considerably by investing in the training and well-being activities. The main logic behind providing the well-being schemes is to loyal, create efficient, healthy and satisfied labor force for organization.

Employee satisfaction is a significant factor of a company and employee retention is more important in these days, so the companies should concentrate more on employee welfare to retain their employees. Employee wellbeing is very much important in an organization. To keep employees satisfied in their work place employee wellbeing measure must be provide to their employees. A study on "Employee well-being" was conducted to know the facilities provided to their employees by the organization. Employee well-being measure should be provided by the company to satisfy their employees and improve the level of productivity in the organization.

Good workers are often believed to be productive workers as well. Well-being is very much authoritative for the employees as well as their performance in the workplace. If the employees are very much satisfied with the wellbeing that the organization is providing to their employees will have no other distraction and can perform well at their work place (Gillert et al., 2012). Employee well-being also helps the organization to achieve its goals. There are many types of well-being measures that the organization should provide to their employees so that the employees can perform effectively in the workplace.

Employees are the main backbone of the company and employees performance the strength of the company. The company should maintain a good employee relationship, so that the employees can feel free to work at their workplace and move together to reach the organizations goals and objectives. The impact of employee well-being on performance in their workplaces is an essential topic that all the organizations concentrating nowadays. There are many types of well-being which will help the employees to perform better in their workplace. The organization should provide all the well-being such as emotional well-being, physical well-being, social well-being, workplace well-being and societal well-being so that the employees have a peace of mind and can work better for the organization and can increase the productivity too.

The purpose of the study is to identify various well-being measures provided by the organization for employee's benefits. To study the employee's expectation and the employee's opinion on the well-being measures delivered by the company. To know the level of employee's satisfaction towards the various well-being activities provided to them. To understand whether the well-being activities improve employee performance and motivate them to work better. These are the few things which helps both the management as well as the employees to perform better in the organization and maintain a good relationship among them.

## II. LITERATURE REVIEW

A vast amount of research shows that wellness program in the workplace value monetized business outcomes such as health care and productivity costs. Nevertheless, some researchers also propose that workers calculate results indirectly correlated with monetary value, including the well-being environment of the workplace. Such findings provide measures of general health of workers, work environment that are safe and employee engagement. This article explores how efficiently build a health profile which identifies key metrics of health and well-being

that are indirectly and directly linked to business outcome. This method the corporate well-being profile, can be used to convey important health outcomes to corporate leaders around the environment of the workplace (William et al., 2019).

In this research article, does higher employee well-being results in more productivity and ultimately the tangible benefits for businesses bottom line, research has surveyed the evidence and studied this question. The researcher has found a significant, strong positive correlation between the engagement of workers with their organization and employee performance and customer loyalty and a strong negative correlation with the turnover of staff. Generally most work-related well-being is positively correlated with improved productivity at the business unit level (Ward and Neve, 2019).

The researcher has investigated the effects of retirement from work on the overall well-being of the people over 50 years of age. Two indicators approximate the overall well-being: the life satisfaction indicator, which is a cognitive reflection of life satisfaction and a multi-dimensional indicator of self-realization, control and autonomy. Using the European longitudinal health, ageing and retirement survey, we find that working and recently retired respondents do not have different levels of satisfaction with their lives (Sohierset al., 2019).

The relationship between works done overtime and work strength to both types of results, the bridge separate the well-being and the career related work effort. They also expand the part of choice in shifting the results of work effort from well-being to career linked outcomes. The data collected from the various European surveys, the researchers demonstrates that increased work activity is strongly related to decreased well-being and mostly to poorer career-linked consequences, through flexibility can alleviate these adverse effect. The job frequency is usually a better indicator of unfavorable outcome than overtime work, even with flexibility. Implications that is

necessity for workers to be aware of the wider limits of excessive work effort, and public policy to develop plans that help limit the adverse effect of work (Avgoustaki and Frankort, 2019).

The satisfied worker-productive theory of the workplace, indicating that people and groups with greater wellbeing to achieve better in their employment than those with lesser well-being. They discuss various types of context-free and job-associated well-being and analyze in-role and extra-role behavioral work performance through specific activities such as being innovative or constructive. Longitudinal and Cross-sectional performance associations are established in individual worker studies when concentrating on well-being in the form of satisfaction of the job. Turning to the well-being of the group level we find that the emotional tone of the group is also related to performance (Warr and Nielsen, 2018).

Because of its impact that is positive on individual's lives, the connection between happiness and well-being has generated increasing interest worldwide. The main purpose of this research is to suggest a model which is theoretical to explore the relationship between leisure satisfaction, satisfaction well-being, with life and contentment. Turkey suggest that substantial relationships existed between personal well-being, national wellbeing, satisfaction with leisure, satisfaction with life and contentment. The findings endorse the proposed relationship, indicating that well-being as a context directly affects recreation, life satisfaction and contentment indirectly. The finding of this study indicates that life satisfaction and leisure satisfaction are the moderators of contentment aspect and substantially mediate the impact of well-being on contentment (Argan, Argan and Dursun, 2018).

### III. METHODOLOGY

In this study empirical research method is being used. The study has both primary as well as secondary data has been used where the primary data is collected through the questionnaires. The study covers about 100

respondents which are divided in to two parts from the primary (n=50) and secondary (n=50) Manufacturing Department. This study has been conducted to study to find out the effectiveness of well-being of the employees and the impact of employee well-being on performance in workplace at manufacturing sector. To find the practical difficulties that is involved and the employees are facing within the organization these things are clearly evaluated in this study. The study influence of Employee Well-being on Performance in workplace with reference to manufacturing sector helps in bringing out the result for the problems faced by the labors availing the well-being activities in the workplace. The study also helps in understanding the workers atmosphere and their opinion on the well-being measures that are provided to them by the organization in the workplace and to check whether the working schemes that the organization is providing good facilities to their employees or not. This study is beneficiary for both management as well as the employees were the management can know the needs and expectations of their employees and the employees can also convey their needs and requirements to the organization through this study. Also to know the fulfillment level of the employees on the well-being activities.

#### IV. DATA ANALYSIS AND INTERPRETATION

**Table 1: Regression Results of Employee Wellbeing on Organizational Performance**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.646 <sup>a</sup>	.417	.321	15021	.417	4.348	14	85	.000	1.978

a. Predictors: (Constant), WB14, WB12, WB10, WB4, WB3, WB6, WB7, WB2, WB5, WB8, WB1, WB9, WB13, WB11; Dependent Variable: Organizational performance

Table 1 represents the regression analysis of employee well-being on Organisational Performance the coefficient of determination is 41.7 percent with a significance of less than 0.05 percent.

Table 2: Anova Results of Employee Wellbeing on Organizational Performance

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.373	14	.098	4.348	.000 <sup>a</sup>
	Residual	1.918	85	.023		
	Total	3.291	99			

a. Dependent Variable: Organizational Performance  
b. Predictors: (Constant), WB14, WB12, WB10, WB4, WB3, WB6, WB7, WB2, WB5, WB8, WB1, WB9, WB13, WB11; WB: Wellbeing

Table 2 represents the Anova table for employee wellbeing on organizational performance. There is a significant of less than 0.05 percent and also the F value is 4.35.

Table 3: Coefficient Results of Employee Wellbeing on Organizational Performance

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.601	.138		4.363	.000
	WB1	.013	.015	.078	.883	.380
	WB2	-.002	.017	-.012	-.138	.890
	WB3	.004	.015	.026	.272	.786
	WB4	.002	.016	.013	.141	.889
	WB5	-.007	.019	-.035	-.398	.692
	WB6	-.002	.018	-.008	-.097	.923
	WB7	.017	.014	.103	1.195	.235
	WB8	.003	.023	.013	.149	.882
	WB9	.014	.014	.091	.997	.321
	WB10	.020	.016	.115	1.287	.201
	WB11	-.011	.016	-.071	-.698	.487
	WB12	.036	.015	.214	2.402	.018
	WB13	.199	.037	.482	5.368	.000
	WB14	.152	.043	.315	3.565	.001

a. Dependent Variable: Organizational performance; Independent variable: WB: Well-being

Table 3 represents the coefficient of determination of employee wellbeing on organizational performance and we can see that three factors WB 12 (0.018), WB 13 (0.000) and WB 14 (0.001) and were having a significant relation whereas the other factors of wellbeing did not have a significant relation on the organizational performance.

#### DISCUSSION

This paper mainly speaks about the effectiveness of employee well-being on performance in workplace. Employee satisfaction is an important factor of a company and employee retention is more important in these days, so the companies should concentrate more on employee welfare to retain their employees. Employee wellbeing is very much important in an organization. To keep employees satisfied in their work place

employee wellbeing measure must be provide to their employees. A study on “Employee well-being” was conducted to know the facilities provided to their employees by the organization. Employee well-being measure should be provided by the company to satisfy their employees and improve the level of productivity in the organization. The activities involved in manufacturing sector well-being measures are health and safety, children education, housing, travelling and recreation facilities. The manufacturing sector provides all the facilities that the employees require to perform better in the organization. The need for conducting this research is to find out whether the labor well being helps in providing a better industrial relations, to know more about the level of employee satisfaction towards the employee well-being in the organization, to analyze the facilities provided by the organization to satisfy their employees. The purpose of the research is to evaluate the impact of employee well-being on performance in workplace with reference to the manufacturing sector. The study helps in knowing the expectations and opinions of the labors towards the well-being activities provided by the organization. The objectives of this study are to identify various well-being measures provided by the organization for employee’s benefits, to study the employee’s expectation and the employee’s opinion on the well-being activities provided by the company, to know the level of employee’s satisfaction towards the various well-being activities provided to them, to understand weather the well-being activities improve employee performance and motivate them to work better. In this study empirical research method is being used. The study has both primary data which is collected through questionnaires and the secondary data has been collected through research articles. The study covers 100 respondents of employees where those 100 respondents are divided into two that is 50 from Primary Manufacturing Department and 50 from Secondary Manufacturing Department. To find the effectiveness of

employee well-being measures at manufacturing sector is been studied. The difficulties involved in well being measures that are analyzed in the study. The study helps in bringing out the solutions for the difficulties faced by the employees availing the wellbeing activities. It also helps in understanding the workers condition at the work place and helps the establishment to check if the current schemes are providing good amenities to their employees or not. Concluded in this study company would be able to know the satisfaction level of the employees on the well-being methods. The data that are collected through questionnaires and then the collected data have been classified and have been analyzed and interpreted through regression to get a clear picture about the research. The result of the study is that it helps in finding out the effectiveness of employee well-being within the organization and how important well-being is to motivate employee performance within the organization.

## V. CONCLUSION

Employee well-being activities are supported to maintain strength and empower both mentally and physically. The development in working environment are recommended to progress the effectiveness of the employee wellbeing measures like medical facilities, rest rooms, spittoons, children education facilities,canteen facility,drinking water, travelling facility, housing facilities and recreation facilities which will turn to build the morale and improve the efficiency of the employees. Employee well-being is a substance of better satisfaction that majority of the respondents observe that well-being measures helps in improving employee performance in the workplace.

There is a possibility to increase safety and health measures for the employees. It claims well for the organization that mainstream of the respondents have revealed their satisfaction level with regard to all the facilities provide by manufacturing sector such as medical facilities, children education facilities, travelling facility, housing facilities

and recreation facilities. The pleasant surprise is that manufacturing sector provides all the facilities required by the employees. This motivates the employees in performing better and increase the level of productivity. Employee well-being measures help the employees in attaining both individual and organizational goals. Employees are able to manage work life as well as family life without any major problems and stress level is easily managed at manufacturing sector employees.

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