



International Journal of Advanced Research in Arts, Science, Engineering & Management

Volume 12, Issue 3, May - June 2025



INTERNATIONAL
STANDARD
SERIAL
NUMBER
INDIA

Impact Factor: 8.028



A Study on Employee Mental Health and Wellbeing in VMC Steel & Alloys Industry at Erode

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ABSTRACT: The purpose of this research is to study the relationship between mental health and employee performance and productivity in VMC alloy at Erode. The methodology used is a qualitative approach. Data collection was conducted based on a structured one to one interview method. An inductive narrative analysis method of analysing interview transcripts was used. The findings show that there was a significant relationship between employees' job performance and mental health. In the meantime, the study confirmed that the company in Erode don't put enough effort "in reality and on the ground" to maintain the mental health of their employees although it is, in some times, written in their policies. Based on the results, one can conclude that low mental health level among employees can reduce their performance. Managers should use proper methods to decrease the negative consequences resulted from the lack of mental health in workplaces and senior managers should put in more effort and include the mental health in their strategic and business plans.

KEYWORDS: Mental health, employee performance, business strategy, employee wellbeing, mental health strategy,

I. INTRODUCTION

Mental health problems have an impact on employers and businesses directly through increased absenteeism, negative impact on productivity and profits, as well as an increase in costs to deal with the issue. In addition, they impact employee morale adversely.

Work-related stress is a major cause of occupational ill health, poor productivity and human error. This means increased sickness absence, high staff turnover and poor performance in the organization and a possible increase in accidents due to human error. Work-related stress could also manifest as heart disease, back pain, headaches, gastrointestinal disturbances or various minor illnesses; as well as psychological effects such as anxiety and depression, loss of concentration and poor decision making

Employee wellbeing is defined as the overall mental, physical, emotional, and economic health of your employees. It's influenced by various factors such as their relationships with co-workers, the decisions they make, and the tools and resources they have access to. Hours, pay, and workplace safety also have a significant impact on employee wellbeing.

Employee's health measures refers to all those effects of employers, trade union, voluntary organization and governmental agencies, which help employees, feel better and perform better. Employee's health measures is a term, which must necessarily be elastic, somewhat different in interpretation in one country from another, according to the different social customs, the degree of industrialization and educational level of the workers.

II. STATEMENT OF THE PROBLEM

The study is useful to find out the opinion of the workers about the employee mental health and wellbeing in VMC Steel & Alloys Industry at Erode. The study will predict the need of the guidance for employee mental health measures. Through the guidance we can improve the mental health and well-being of the firm. Research has given information about the employee health measures prevailing in the organization. Study will suggest some recommendations to improve the work environment, health measures and all other things in the working conditions.



III. OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

A study on implementing a employee mental health and wellbeing in VMC Steel & Alloys Industry at Erode.

SECONDARY OBJECTIVES

- To study the workers' health measures and work environment.
- To study the well-being among mental health benefits to the employees.
- To understand how mental health measures improve the motivation of the employees
- Health and emotional benefits provided to each and every employee in working environment.

SCOPE OF THE STUDY

- This study is on the various approaches to employee mental health and wellbeing provided by the company to their employees.
- This is an attempt to find out the level of satisfaction observed by the workers of the company regarding the health measures.
- The analysis and findings will be useful to improve the approach to employee mental health measures offered company.
- The analyses add to general feeling of satisfaction with the company and reduce employee's turnover in work environment.

LIMITATIONS OF THE STUDY

- The study involves certain problem like employee's doesn't spent time to reply for the questions.
- Few employees are reluctant to give complete information.
- There were possibilities of ambiguous replies, omission of replies to certain questions. The sample size of the study was 150 respondents only.
- The result obtained from the analysis would not be applicable to similar organization in the industry.

IV. REVIEW OF LITERATURE

Roberts and Zeidner (2023) explained mixed trait ability model to deal with personality-like traits along with emotional abilities. Identified five factors including Intra personal Ability, Interpersonal ability, Stress Management, Adaptability helps in recognizing the emotions of others, thus, nurturing leader with virtues of empathy, supportiveness, understanding and receptiveness towards team.

Rotman (2023) acknowledged use of mental health and well-being by educators, the government, businesses and society as one of the leading dependent variables as it depicts employee's behavior that significantly contribute to accomplishment of organizational goals in their work confirmed the effects of constructive HR practices on the concluded WP to be the end-result in human resource studies. Further, revealed that employee's motivation can enhance their performance by deploying ways including capacity building, increasing responsibility level, initiating positive attitude and introducing incentives

V. RESEARCH METHODOLOGY

Research methodology simply refers to the practical "how" of a research study. More specifically, it's about how a researcher systematically designs a study to ensure valid and reliable results that address the research aims, objectives and research questions. To fulfil any task, it is necessary to follow a systematic method. Research methodology is the main aspect of research studies. The methodology follow by research is detailed here.

RESEARCH DESIGN

It is the design of study connected with technique for collection of data and analysis of data in a manner that aims to have relevance purpose.

TYPE OF RESEARCH



Descriptive research

Descriptive research designs include surveys and fault finding enquires of different kinds. It deals with the state of affairs and is an exposit-facto research.

SOURCE OF DATA

Primary Data

Primary data is collected through a well-structured questionnaire. The data is collected by administering, the questionnaire to the consumer directly and collecting the information immediately.

Secondary Data

Secondary data refers to data that is collected by someone other than the primary user. Common sources of secondary data for social science include censuses, information collected by government departments, organizational records and data that was originally collected for other research purposes. Data regarding company profile and product profile are collected from company records.

SAMPLING DESIGN

Stratified random sampling has been chosen for selecting samples for the study. The entire Coimbatore was classified into different strata based on their geographical locations. Then from each stratum samples were selected in proportion to the size of the strata to make up a sample of 150.

SAMPLE SIZE

Sample size was chosen as 150, which is expected to reveal the exact facts regarding the perception of subscribers about the firm.

STATISTICAL TOOLS USED FOR ANALYSIS

- Percentage Analysis
- Chi – square Analysis
- Correlation Analysis
- Anova

VI. CHI – SQUARE ANALYSIS

NULL HYPOTHESIS

H₀: There is a significance relationship between Educational Qualification and Your perception on the total welfare amenities in the firm

ALTERNATIVE HYPOTHESIS

H₁: There is no significance relationship between Educational Qualification and Your perception on the total welfare amenities in the firm

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.346E ^a	16	.000
Likelihood Ratio	238.413	16	.000
Linear-by-Linear Association	116.587	1	.000
N of Valid Cases	150		

a. 16 cells (64.0%) have expected count less than 5. The minimum expected count is .18.

RESULT

Since the calculated value is less than the table value. So we accept the null hypothesis. There is relationship between Educational Qualification and Your perception on the total welfare amenities in the firm.

CORRELATION

The table shows the relationship between no of years in working service and working nature of the working environment



Correlations

No of Years in working service	Pearson Correlation	No of Years in working service	working nature of the working environment
Sig. (2-tailed)		1	.867*
N		150	150
working nature of the working environment	Pearson Correlation	.867**	
Sig. (2-tailed)		.000	
N		150	150

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

RESULT

This is positive correlation. There is relationship between the no of years in working service and working nature of the working environment

ANOVA ANALYSIS

NULL HYPOTHESIS

H₀: There is no significant relationship between objectives of labour health measure implement and Satisfied your accommodation and opinion about personal feelings.

ALTERNATIVE HYPOTHESIS

H₁: There is a significant relationship between objectives of labour health measure implement and Satisfied your accommodation and opinion about personal feelings

ANOVA

No of Years in working service	Sum of Squares	df	Mean Square	F	Sig.
Between (Combined) Groups Linear Term Unweighted Weighted	105.989	4	26.497	147.861	.000
Deviation	58.285	1	58.285	325.244	.000
	103.596	1	103.596	578.090	.000
	2.393	3	.798	4.452	.005
Within Groups	25.984	145	.179		
Total	131.973	149			

RESULT

From the above analysis, we find that calculated value of the F-value 148.663 is a positive value, so H₁ accept. Since the P value 0.000 is less than < 0.05 regarding there is a significant relationship between Age and Monthly income. The results are **significant** at 5 % level



VII. SUGGESTIONS

- Management should recruit more persons to reduce the job stress level of the employees
- Management should increase the cleanliness of the company as it is an important factor which will affect the health of the employees
- Majority of the employees are happy with their work assignment, job and compensation package. The HR person should maintain this so that all the employees will work at their best.
- It is also said by the employees that they are not happy with their advancement and job security. Opportunity for learning and training should be provided to the employees.
- To ensure the job security of the employees, the management should take the necessary action it will help the employees to give their full coordination to the HR.
- ESI should be provided to all the employees.
- Frequent rewards and incentives should be provided to the employees. It will motivate the employees.
- Work timing should be specified and shifts should be allocated systematically to the employees by the management.

VIII. CONCLUSION

Employee well-being refers to physical, mental, emotional well-being of the employee. The company is good at handling various employee well-being techniques related to psychological and emotional well-being of the employees. They should also concentrate on the physical well-being of the employee as it is a very important factor which will affect the psychological and emotional well-being of the employee also. To ensure the physical wellbeing of the employee various suggestions has been given it is required to be followed by the company to promote the efficiency of the employees in the organization. And they have to recruit additional employees to reduce the work burden.

Welfare facilities provided to the labours was found to be satisfactory. It has been found from the study that the worker had a positive attitude towards their job and management. The study conducted also revealed that a majority of the workers of VMC steel & alloys industry at Erode, were satisfied with their job and work environment. The relationship with the supervisors and the co-workers also provides conducive work environment for the workers. The study therefore highlights the various aspects on welfare facilities provided satisfaction for the labours.

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