

A Comprehensive Study On Employees Well-Being, Motivation And Mental Health In Coimbatore District

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Abstract- This study examines the well-being, motivation, and mental health, highlighting their impact on organizational success. Employee well-being, encompassing physical, emotional, and psychological health, is crucial for productivity and engagement. The study explores key factors affecting motivation, including workplace environment, job satisfaction, recognition, and leadership support. It also evaluates organizational practices that promote well-being and the correlation between mental health and innovation. Using a mixed-methods approach, the research analyzes data collected from 143 respondents in Coimbatore City through surveys and statistical tools such as Chi-square and Ranking. The findings emphasize the need for supportive policies, stress management strategies, and mental health awareness programs to foster a positive work culture. The study concludes that prioritizing employee well-being leads to improved retention, satisfaction, and overall performance, offering strategic insights for companies aiming to enhance workforce productivity.

Keywords- Well being, Motivation, Innovation, Satisfaction, Management related Terms, Productivity.

I. INTRODUCTION

Employee well-being, motivation, and mental health are critical factors that influence workplace productivity, employee satisfaction, and organizational success. As businesses increasingly recognize the importance of a healthy workforce, there is a growing emphasis on fostering a positive work environment that supports both the physical and psychological well-being of employees. Companies that invest in employee well-being not only enhance job satisfaction but also experience improved retention rates, innovation, and overall efficiency.

In today's fast-paced corporate landscape, employees face multiple challenges, including high workloads, strict deadlines, and performance pressures. These stressors can significantly impact mental health, leading to issues such as burnout, disengagement, and decreased productivity. Motivation, a key driver of employee performance, is also

influenced by various factors, including job satisfaction, recognition, and workplace culture. Understanding how these elements interact is essential for organizations aiming to create a thriving work environment.

This study, conducted at S & T Engineerings Private Limited, seeks to explore the relationship between employee well-being, motivation, and mental health. By analyzing key determinants such as work-life balance, leadership support, recognition, and stress management, the research aims to provide actionable insights into improving workplace conditions. The findings will help organizations implement effective strategies to enhance employee engagement, reduce turnover, and foster a culture of well-being and resilience.

SCOPE OF THE STUDY

- Understanding the well-being and motivation of employees helps in identifying factors that drive productivity, leading to improved work performance and overall company growth.
- Examining employees' mental health enables the organization to implement strategies to reduce stress, prevent burnout, and create a healthier work environment.
- A focus on well-being and motivation can enhance job satisfaction, reduce turnover rates, and help retain skilled employees within the company.
- A well-researched approach to employee well-being and motivation can contribute to a more supportive and engaging workplace culture.

STATEMENT OF PROBLEM

Many organizations fail to prioritize employee well-being, leading to a lack of understanding of its impact on overall productivity and job satisfaction. Without employee-centric initiatives, workplaces often struggle to foster an environment where individuals feel valued, supported, and motivated. This oversight is particularly concerning when considering the strong link between mental wellness and creativity, as stressed and disengaged employees are less likely to generate innovative ideas. Additionally, a narrow

focus on immediate job satisfaction rather than holistic well-being results in short-term contentment but fails to sustain long-term engagement and performance. Addressing these gaps is essential for fostering a healthier, more innovative, and committed workforce.

OBJECTIVES OF THE STUDY

1. To study the socio-economic status of the Respondents.
2. To Identify key factors affecting employee well-being.
3. To Examine Organizational practice promoting well-being.

II. RESEARCH METHODOLOGY

RESEARCH DESIGN: A researcher usually chooses the research methodologies and techniques at the start of the research. The document that contains information about the technique, methods and essential details of a project. The sampling technique used for the study is Convenience sampling.

SAMPLE SIZE: The sample size taken for this study is 150 respondents. Out of 150 respondents, I have taken only 143 respondents because of remaining 7 respondents are not responded to the questions. Therefore my Sample size is 143.

SOURCE OF DATA: The study includes both primary and secondary data was collected for this study.

Primary data:

Primary sources of data which is collected for the first time it is original data for the data purpose of collection of primary data, questionnaire were filled by the respondents. The questionnaire comprises of close ended. The data have been collected from the various employee's of S & T private limited.

Secondary data:

Secondary data were already collected by and readily from other sources. In this project, that data have been collected from the following sources journal, articles, websites and books

TOOLS:

The statistical tools used for analysis for the study are,

- Chi-square test
- Ranking

CHI-SQUARE ANALYSIS:

In order to analyse the employees well-being, motivation and mental and , the following chi-square analysis has been applied in an effective manner.

FORMULA

$$\Sigma (O - E)^2 / E$$

O Observed frequency

E=Expected frequency

Degree of freedom refers to the maximum number of logically independent values, which are values that have the freedom to vary, in the data sample. The degrees of freedom for the chi square are calculated using the following formula:

Degree of Freedom (r-1) (c-1)

r=number of rows

number of columns

TABLE SHOWING GENDER AND LEVEL OF PREFERENCE TOWARDS THE KEY CONTRIBUTION FOR AN EMOTIONAL WELL-BEING

FACTOR	CALCULATE D/ SIGNIFICANT VALUE	TABLE VALUE	D F	REMARKS
Job security	.079	9.488	4	Significance at 5% level.
Deadlines	.319	7.815	3	Significance at 5% level.
Monthly Payment	.612	9.488	4	Significance at 5% level.
Positive workplace relationships	.236	9.488	4	Significance at 5% level.
Clear communication from management	.005	9.488	4	Significance at 5% level.
Professional Development	.519	9.488	4	Significance at 5%

				level.
Job flexibility	.028	9.488	4	Significance at 5% level.
Stress Management	.001	9.488	4	Significance at 5% level.

INTERPRETATION:

It is disclosed from the above analysis that the calculated between the Gender and Job security, value (.079) is lesser than the table value (9.488). From the analysis that the calculated between the Gender and Deadlines, value (.319) is lesser than the table value (7.815). From the above analysis that the calculated between the gender and Monthly Payment, value (.612) is lesser than the table value (9.488). From the above analysis that the calculated between the gender and Monthly Positive workplace relationship, value (.236) is lesser than the table value (9.488). From the above analysis that the calculated between the gender and Clear communication from management, value (.005) is lesser than the table value (9.488). From the above analysis that the calculated between the gender and Professional Development, value (.519) is lesser than the table value (9.488). From the above analysis that the calculated between the gender and Job Flexibility, value (.028) is lesser than the table value (9.488). From the above analysis that the calculated between the gender and Stress Management, value (.001) is lesser than the table value (9.488). Hence, the Null hypothesis (H_0) is Accepted for all the given factors.

INFERENCE:

Hence, there is no significant relationship between gender and key contribution for an emotional well-being, by the Respondents.

RANK ANALYSIS:

Rank analysis done in the method of weighted rank. Weighted scoring is a method of prioritizing projects by assigning a numeric value to each task according to the cost-benefit (or effort-to-value) analysis.

It is possible to avoid making any assumptions above the population being studied by ranking the observation according to size and basin the calculation on the ranks rather than upon the ordinate observations. It does not matter in which way the items are ranked, items number one may be the

largest or it may be smallest using rather than actual observation gives the co-efficient correlation.

TABLE SHOWING RANK OF EMPLOYEE WELL-BEING, MOTIVATION, AND MENTAL HEALTH IN THE SECTOR

Factors	1	2	3	4	5	6	Total	Rank
Paid time off	76	13	7	2	4	12	223	VI
Subsidies	6	45	25	19	11	8	350	V
Team meetings	8	22	46	22	9	7	365	IV
Bonus/Rewards	3	12	23	47	16	13	442	III
Satisfaction	2	17	6	13	53	23	509	I
Team Work	19	5	7	11	21	51	505	II

INTERPRETATION:

The above table shows that Paid time off is in the Sixth rank with the Average Score of 223, Subsidies is in the Fifth rank with the Average score of 350, Team meeting is in the Fourth rank with the Average score of 365, Bonus/Reward is in the Third rank with the Average score of 442, Team Work is the second rank with the Average of 505, Satisfaction is the Top rank in the responses side with the average score of 509.

INFERENCE:

Satisfaction coverage as the first rank, second rank covers of Team work, and third rank covers the Bonus / Rewards.

III. FINDINGS

CHI-SQUARE ANALYSIS:

There is a significant relationship between Gender and key contribution for an emotional well-being, by the Respondents.

RANK ANALYSIS:

- 1st rank had been given for Employee's Satisfaction
- 2nd rank had been given for Team Work.
- 3rd rank had been given for Bonus/Rewards.
- 4th rank had been given for Team meetings.
- 5th rank had been given for Subsidies.
- 6th rank had been given for Paid time off.

SUGGESTIONS:

- Boosting Employee Motivation
- Improving Mental Health Support
- Enhancing Workplace Benefits S(paid time off)

IV. CONCLUSION

The study reveals that employees at S & T Engineerings Private Limited experience moderate well-being and motivation. However, gaps exist in leadership support, stress management, and recognition programs, impacting overall job satisfaction. The majority of respondents are males aged 21-30, indicating the need for targeted workplace policies.

Work-life balance is a significant challenge, with 43% of employees struggling to maintain it due to demanding workloads. Additionally, only 36% believe that leadership provides adequate mental health support, emphasizing the need for structured wellness programs. Recognition is another concern, as 42% of employees receive acknowledgment only occasionally, which can affect morale and engagement.

Financial support is identified as the most preferred form of motivation, highlighting the importance of competitive salaries and incentives. Furthermore, 41% of employees report that stress and anxiety hinder problem-solving, necessitating better workplace stress management strategies to enhance overall productivity and well-being.

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