

The Study On Best Hr Practices For Employees Well-Being At Saravana Selvarathnam

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Abstract- *This study has attempted to analyse the Best HR practices. The study is fully based on primary data and profile of the company. This study has been organized into five chapters. This first chapter includes three categories. The first one is introduction about the study, need and scope of the study. The introduction part explains the meaning and definitions of Best HR practices. The final category is review of literature the second chapter is industry profile which includes the profile of the industry. The third chapter is design of the study which includes the objectives, limitation of the study research methodology and statistical tools used for the data analysis for analysis of Data following tools were used Simple percentage analysis, Chi- square and correlation. The fifth chapter includes the findings, suggestions and conclusion of this study.*

HR PRACTICES

The best HR practices for employees focus on fair recruitment, comprehensive onboarding, and continuous training to enhance skills and career growth. Transparent performance management, competitive compensation, and strong benefits, including health insurance and paid leave, ensure employee satisfaction. Work-life balance is promoted through flexible work options, wellness programs, and mental health support. A positive workplace culture, recognition programs, and diversity and inclusion initiatives foster engagement and motivation. Ethical HR policies, job security, and transparent grievance handling further contribute to a supportive and thriving work environment, ultimately boosting employee retention and productivity.

I. INTRODUCTION

Human Resource (HR) practices are the strategies, policies, and processes that organizations implement to manage their workforce effectively. These practices play a crucial role in attracting, retaining, and developing employees while ensuring compliance with labor laws and organizational goals. HR practices encompass various functions, including recruitment, onboarding, training, performance management, compensation, and employee engagement. By implementing strong HR policies, organizations can create a positive work environment, improve productivity, and enhance overall business performance. In today's dynamic workplace, HR practices continue to evolve with advancements in technology, changing workforce expectations, and the need for diversity and inclusion. Effective HR management not only boosts employee satisfaction but also strengthens an organization's competitive advantage in the market. HR practices are the backbone of effective workforce management, shaping recruitment, performance, engagement, and retention. They ensure a productive, motivated, and legally compliant workforce. From hiring the right talent to fostering a positive workplace culture, strong HR practices drive business success. In today's fast-changing world, modern HR strategies focus on innovation, diversity, and employee well-being to maintain a competitive edge.

HR (Human Resource) practices are structured strategies and policies that organizations use to manage their workforce efficiently. These practices focus on hiring, training, performance management, employee engagement, and compliance, ensuring a productive and positive work environment.

II. NEED OF THE STUDY

- To enhance employee productivity and organizational efficiency through well-being initiatives.
- To reduce workplace stress, burnout, and mental health issues among employees.
- To improve employee retention and job satisfaction by fostering a positive work environment.
- To promote work-life balance through flexible policies and supportive HR practices.
- To meet evolving workforce expectations for holistic well-being and career growth.
- To ensure compliance with labor laws and ethical HR responsibilities.
- To strengthen employer branding and attract top talent with employee-centric policies.

III. SCOPE OF THE STUDY

- Examines HR policies and strategies that enhance employee well-being in organizations.
- Analyzes the impact of physical, mental, financial, and career support programs on employee performance.
- Evaluates the role of work-life balance initiatives in reducing stress and improving job satisfaction.
- Studies the effectiveness of employee engagement, recognition, and inclusion programs.
- Covers various industries and organizational structures to identify best practices.
- Assesses how HR-driven well-being initiatives influence retention and workplace culture.
- Provides recommendations for implementing holistic HR strategies to improve overall employee well-being.

IV. REVIEW LITERATURE

1. **Chinnam Reddy, S (2014)** The study shows that when employees are involved in decision making and deciding targets, they indulge in working in team and bring greater performance. HRM practices and firm performance are positively correlated. According to the study, employee productivity is significantly impacted by HRM practices such as performance appraisal, teamwork, training and development, and benefits. The study conveys that if firms want to adopt quality, deliver or flexibility strategy, firms should consider soft HRM practices as priorities, like employee participation and incentives.
2. **Sandhya Sinha (2015)** It was demonstrated that downsizing and retrenchment had a detrimental impact on current Pantaloons employees, even though staff rightsizing may not always be worse. Retrenchment causes anxiety in both the separated individuals and those who remain in the same position. Employee involvement in the process should also be a priority. Appropriate training initiatives to prevent dissatisfaction, which can reduce output.
3. **Grant et al. (2007)** called attention towards the trade-off within the dimensions of well-being due to some HR practices and shed light on the multidimensional nature of wellbeing and highlighted the effects and the same and offered guidelines for managing wellbeing.
4. **Canbino (2008)** researched on the effect of innovative HR practices on three dimensions of well-being (Physical WB, Psychological WB, and Social WB) by using qualitative data which was collected through semi-structured interviews and an in-depth case study of HR personnel and employees, and found out that the practices can lead to positive and negative outcomes at the same time in the case of well-being. The trade-off was also created due to the same practices.
5. **Celma et al. (2017)** analyzed the impact of "responsible" HRM practices on the three dimensions of employees' well-being at work: job stress, job satisfaction, and trust in management by using the quality of life 2007 survey and found that higher job quality increases employee well-being at work, job security and right environmental working conditions positively affect all domains of employee well-being.

V. OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

- To assess the overall effectiveness of HR practices in enhancing employee well-being.
- To evaluate employee satisfaction with key HR policies, including work-life balance, compensation, benefits and career growth opportunities.
- To identify the impact of HR-driven well-being initiatives (such as stress management programs, health benefits, and employee engagement activities) on workforce productivity and job satisfaction.

SECONDARY OBJECTIVE

- To analyze the fairness and transparency of salary structures and their influence on employee motivation.
- To examine the role of HR policies in creating a positive work culture that supports mental health, job security and professional development.
- To explore the effectiveness of communication between HR and employees regarding workplace policies, grievances and employee benefits.
- To identify potential gaps in existing HR practices and recommend improvements based on employee feedback.
- To study the relationship between employee well-being and retention rates within the organization.

VI. RESEARCH METHODOLOGY

SAMPLING METHODS

Sampling Technique: A stratified random sampling technique will be used to ensure responses from different job roles (Sales associates, Managers, HR personnel, etc.). All population members have an equal probability of being selected. This method tends to produce representative, unbiased samples.

SAMPLING POPULATION

In SaravanaSelvarathnam Retail Pvt. Ltd, Chennai has a total population around 2000 employees. Those employees who have undergone the HR practices for employee well-being.

SAMPLE SIZE

This sample of 155 was taken from the employees.

PRIMARY DATA

The primary data are collected fresh and for the first time and happen to be original in character. The primary data is collected using well-designed questionnaire in English. The primary data is collected through the G-Form questionnaire.

SECONDARY DATA

Secondary data means data that are already available. The secondary data is collected with help of company records, company manual, Internet. The secondary data are those which have already been collected primary data.

VII. DATA ANALYSIS AND INTERPRETATION

CHART SHOWING THE RESPONDENTS SATISFIED ON WORK ENVIRONMENT

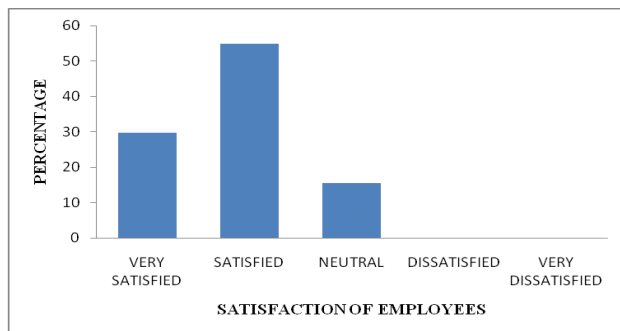


TABLE 7.1

TABLE SHOWING THE RESPONDENTS SATISFIED ON WORK ENVIRONMENT

S.N O	ATTRIBUTES AND ITS IMPORTANT LEVEL	RESPONDENTS	PERCENTAGE
1	VERY SATISFIED	46	29.68
2	SATISFIED	85	54.84
3	NEUTRAL	24	15.48
4	DISSATISFIED	0	0
5	VERY DISSATISFIED	0	0
	TOTAL	155	100

SOURCES: PRIMARY DATA

INTERPRETATION

From the above table it is inferred that the 29.68% is felt very satisfied, 54.84% is felt satisfied and 15.48% felt neutral are the respondents.

CHART SHOWING THE FAIR SALARY COMPARED TO JOB RESPONSIBILITIES

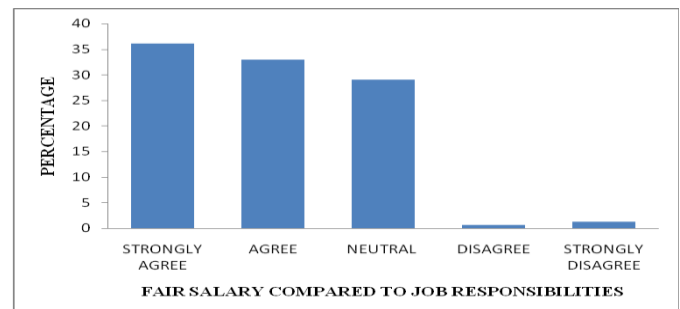


TABLE 7.2

TABLE SHOWING THE FAIR SALARY COMPARED TO JOB RESPONSIBILITIES

S.N O	ATTRIBUTES AND ITS IMPORTANT LEVEL	RESPONDENTS	PERCENTAGE
1	STRONGLY AGREE	56	36.13
2	AGREE	51	32.9
3	NEUTRAL	45	29.03
4	DISAGREE	1	0.65
5	STRONGLY DISAGREE	2	1.29
	TOTAL	155	100

SOURCES: PRIMARY DATA

INTERPRETATION

From the above table it is inferred that the 36.13% is Strongly disagree, 32.9% is Agree, 29.03% is Neutral, 5.81% is Disagree and 1.29% Strongly disagree are the respondents.

VIII. STATISTICAL TOOLS

Statistical tools aid in the interpretation and use of data. They can be used to evaluate and comprehend any form of data. Some statistical tools can help you see trends, forecast future sales, and create links between causes and effects. When you're unsure where to go with your study, other tools can assist you in navigating through enormous amounts of data.

Using Chi-square test,

TEST 8.1

To test if there is a significant association between the age group of employees and their satisfaction with their current job role in the company

HYPOTHESIS

NULL HYPOTHESIS (H₀)

There is a significant relationship between the age group of employees and their satisfaction with their current job role in the company

ALTERNATIVE HYPOTHESIS (H₁)

There is no significant relationship between age group of employees and satisfaction of current job role in the company.

TABLE 8.1
TABLE SHOWING AGE AND JOB SATISFACTION OF THE EMPLOYEE

Age of the respondents satisfaction of current job role of the employee cross tabulation						
Count						
	Satisfaction of current job role of the respondents					Total
	Very well	Well	Neutral	Poor	Very Poor	

18-25	10	25	10	5	3	53
26-35	15	20	7	2	1	45
36-45	5	10	5	5	2	27
46-55	5	8	3	3	2	30
TOTAL	35	63	25	15	8	155

SUMMARY OUTPUT

Chi-square Tests			
	Value	D F	Asymptotic significance (2-sided)
Pearson Chi-Square	23.45	12	0.017
Likelihood Ratio	22.98	12	0.018
Linear-by-Linear Association	6.34	1	0.012
N of valid Cases	155		

INTERPRETATION

From the above it is inferred that the **p-value (0.017)** is **less than 0.05**, we **reject the null hypothesis**. This means that the data provides sufficient evidence to conclude that there **is a significant association** between the **age group** of employees and their **job satisfaction**.

IX. FINDINGS

1. Majority (54.84%) of the respondents are satisfied with the work environment, while none of the respondents are dissatisfied or very dissatisfied.
2. The majority (36.13%) of respondents strongly agree that their salary is fair compared to their job responsibilities, while the lowest percentage (0.65%) disagree.

X. SUGGESTION

- Implement stronger diversity, equity, and inclusion (DEI) programs and anti-discrimination policies, with regular bias training for all employees.
- Expand medical benefits to include vision, and more wellness services, offering flexible plan options to meet diverse employee needs.

- Improve clarity of salary and benefits communication through more accessible formats like infographics and regular informational sessions.

XI. CONCLUSION

In conclusion, the survey results provide valuable insights into employee satisfaction and areas for improvement within the organization. However, there are notable areas for improvement, particularly in enhancing communication of HR policies, offering more clarity regarding salary and benefits, and expanding employee well-being initiatives like mental health support and flexible work arrangements. The study also suggests increasing opportunities for career development, recognition, and mentoring to further engage employees and improve retention.

HR practices with best standards, fostering a supportive, healthy, and motivated workforce. By acting on these findings, the company can enhance overall employee well-being, satisfaction, and productivity, ultimately contributing to the organization's success and positive work culture.

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