

# An Overview on the Link Between HR Practices and Employee Wellbeing in Calicut City

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## ABSTRACT:

In recent years, the emphasis on employee well-being within organizations has grown substantially, recognizing its pivotal role in fostering a healthy and productive workforce. Human Resource Management (HRM) practices have been identified as key determinants influencing employee well-being. It encompasses a broad range of procedures and actions meant to optimize an organization's workforce's productivity while safeguarding their well-being.

**KEY WORDS:** HRM, EMPLOYEE, WELL BIENG

## INTRODUCTION:

Employee wellbeing is one of the most crucial element in workplace which directly influences overall employee satisfaction, job productivity and morale. Employers can improve employee well being through wellness programs, mental health support and also by positive work atmosphere. Giving importance to employee wellbeing organisations gain the improvement in productivity and operational effectiveness.

## HRM Objectives and Goals:

1. Attract and Retain Talent: One of the HRM's main objectives is to draw in and keep top talent for the company by offering them growth and development opportunities as well as a positive work environment.
2. Employee Productivity: HRM aims to improve worker productivity by coordinating goals between the organization and the individual and by giving workers the tools and training they need.
3. Legal Compliance : HRM makes sure the company abides by labor laws and rules, averting employment-related legal problems.
4. Employee well-being: HRM encourages work life balance initiatives, programs and benefits to improve employees well being.

## SIGNIFICANCE :

1. This will assist in understanding of current Human Research Management practices in various organizations
2. The practices and its impact will help us to understand the relationship between the Human Resource Management and employee well being in society.
3. This will help in understanding the importance of HRM practices in its effect on productivity.

4. It will act as an important source to Human Resource Management Department, Researchers, and Students of Management.

### OBJECTIVES OF THE STUDY

1. To investigate the relationship between Human Resource Management Practices and Well-being in Society.
2. To understand the impact of HRM practices on employee well being

### REVIEW OF LITERATURE

A number of scholarly investigations have delineated human resource management as a strategy for attaining a competitive edge. The areas where inadequate management causes discontent and employee turnover have also been covered. The literature listed below takes into consideration the subject of the current study.

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.

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.

### METHODOLOGY OF THE STUDY

Primary and secondary sources of data were gathered. 60 respondents each received a standardized questionnaire, which was used to gather primary data. Convenience sampling was used in the selection process. Through journals and the internet, secondary data was gathered. Microsoft Excel was used for data categorization and tabulation.

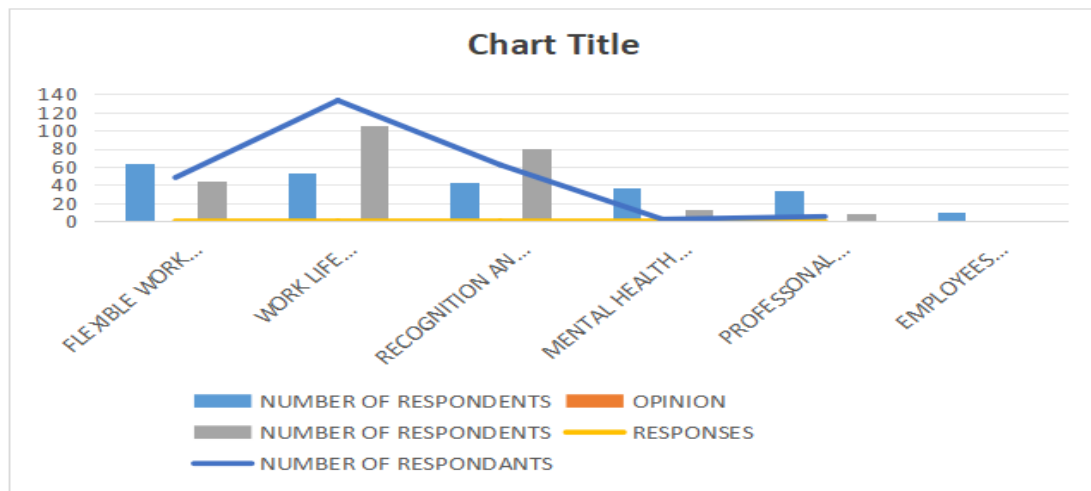
### DATA ANALYSIS

**TABLE 1. SOCIO-ECONOMIC PROFILE OF RESPONDENTS**

SL.NO	Category	No. of Respondents	% of Respondents
1	<b>GENDER</b>		
	Male	131	52
	Female	119	48
2	<b>AGE GROUP</b>		
	21-30	120	48
	31-40	56	23
	41-50	48	20
	50 and above	20	9

3	<b>OCCUPATION</b>		
	IT	70	28
	TRADING	57	23
	EDUCATIONAL INSTITUTION	36	14
	HEALTH	18	8
	MANUFACTURING	22	9
	FINANCE	20	8
	OTHERS	27	10
4	<b>EXPERIENCE</b>		
	1-5	144	59
	6-10	38	15
	11-15	28	11
	16-20	16	6
	21-25	14	5
	25 and more	10	4

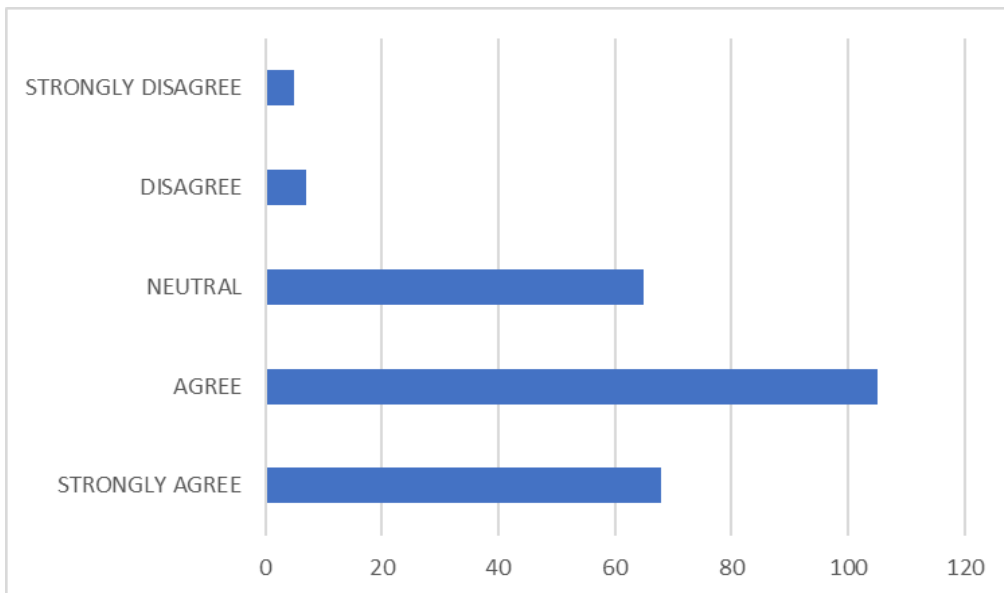
**CHART 1: FACTORS THAT INFLUENCE EMPLOYEE WELLBEING, COMMUNICATION EFFECTIVENESS, DIVERSITY AND INCLUSION INITIATIVES**



SL.NO	FACTORS	NUMBER OF RESPONDENTS	PERCENTAGE
1.	<b>EMPLOYEE WELL BEING</b>		
	NOT AT ALL	6	2
	SLIGHTLY	20	8
	MODERATELY	49	20
	VERY MUCH	133	53
	EXTREMELY	42	17
2.	<b>COMMUNICATION EFFECTIVENESS</b>		
	EXTREMELY EFFECTIVE	44	18

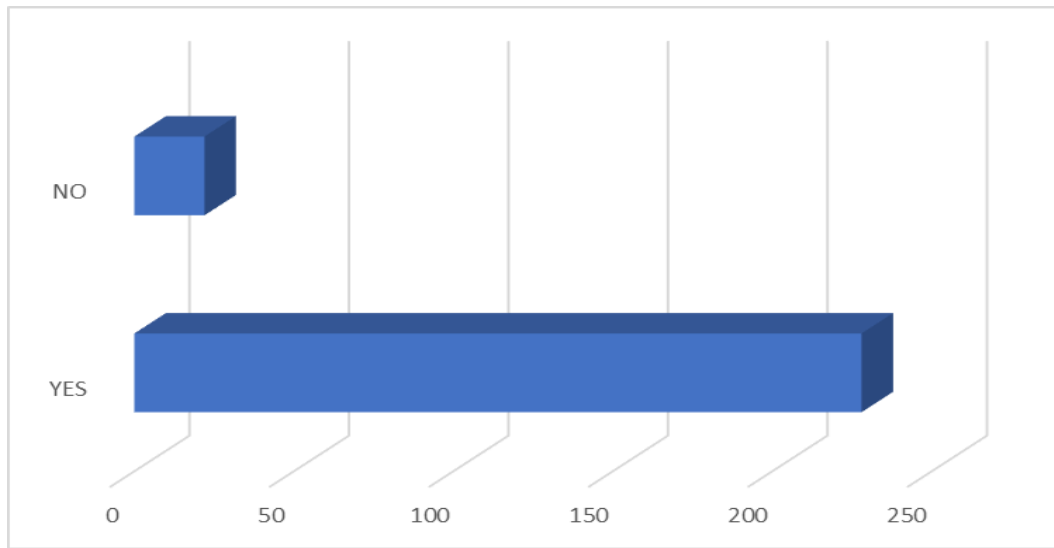
	VERY EFFECTIVE	105	43
	MODERATELY EFFECTIVE	80	32
	SLIGHTLY EFFECTIVE	13	5
	NOT EFFECTIVE	8	2
3.	<b>DIVERSITY AND INCLUSION INITIATIVES</b>		
	STRONGLY AGREE	48	19
	AGREE	133	53
	NEUTRAL	62	25
	DISAGREE	2	1
	STRONGLY DISAGREE	5	2

**CHART 2: OPINION ON HEALTH AND SAFETY PROTOCOLS**



SL.NO	RESPONSES	NUMBER OF RESPONDANTS	PERCENTAGE
1	STRONGLY AGREE	68	27
2	AGREE	105	42
3	NEUTRAL	65	26
4	DISAGREE	7	3
5	STRONGLY DISAGREE	5	2

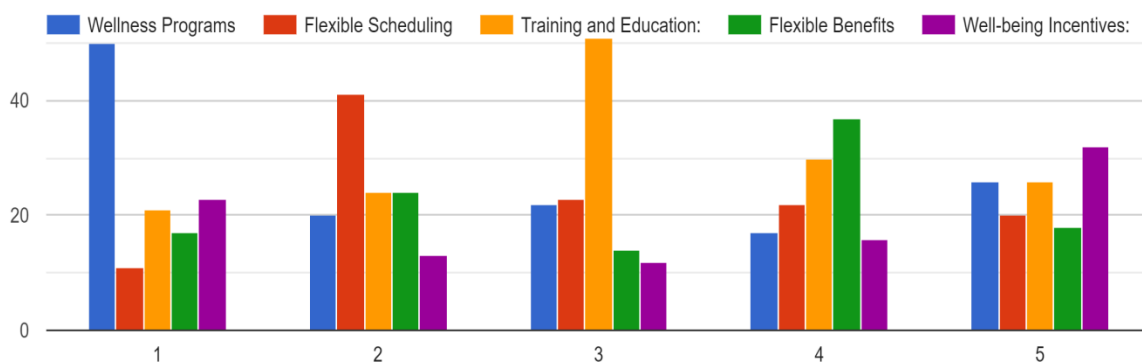
**CHART 3: HRM PRACTICES AND WORK LIFE SUPPORT**



SL.NO	RESPONSES	NUMBER OF RESPONDENTS	PERCENTAGE
1	YES	228	91
2	NO	22	9
TOTAL		250	100

**CHART 4: IMPROVEMENTS TO BE MADE BASED ON RANKS**

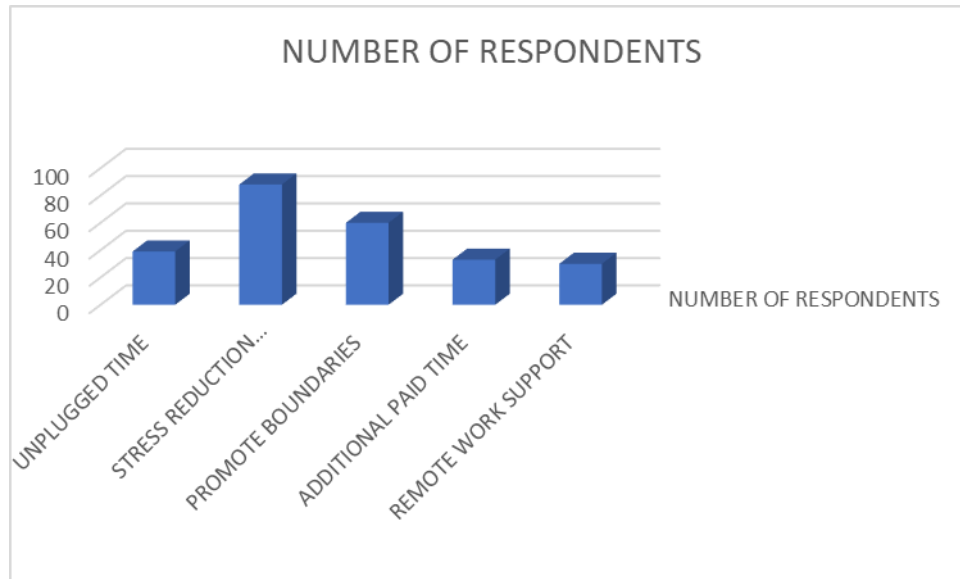
14. What improvements do you think would be beneficial for employee well being? (rank 1-5, 1 being the most important and 5 being the least)



SL.NO	FACTORS	NUMBER OF RESPONDENTS WITH RANKS
1	WELLNESS PROGRAMS	1. 50 2. 20 3. 22 4. 17

		5. 26
2	FLEXIBLE SCHEDULING	1.11 2.24 3.23 4.22 5. 20
3	TRAINING AND DEVELOPMENT	1.21 1. 24 2. 51 3. 30 4. 26
4	FLEXIBLE BENEFITS	1. 17 2. 24 3. 14 4. 37 5. 18
5	WELL BEING INCENTIVES	1. 23 2. 13 3. 12 4. 16 5. 32

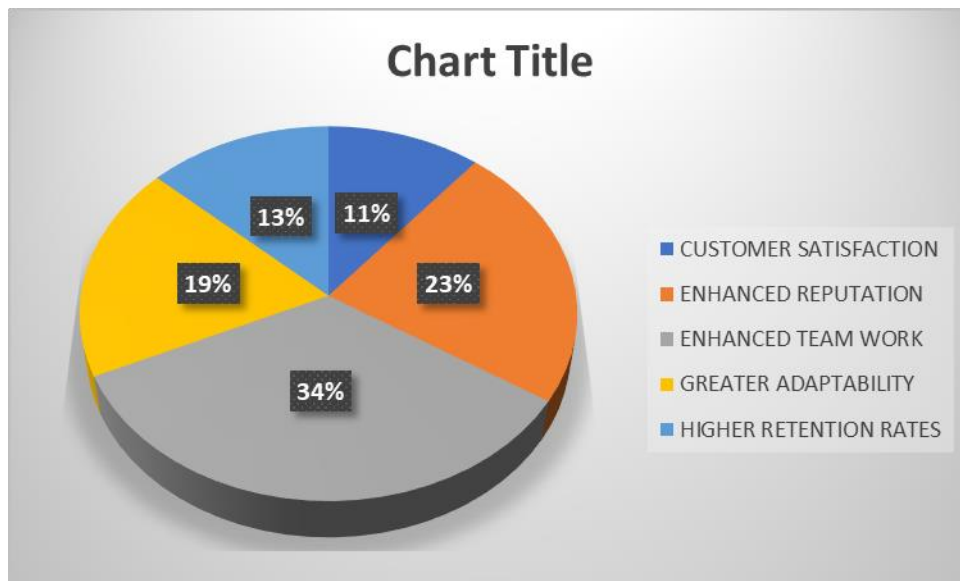
**CHART 5: FACTORS THAT BENEFIT TO ENHANCE WORK LIFE BALANCE**



SL.NO	ENHANCEMENTS	NUMBER OF RESPONDENTS	PERCENTAGE
1	UNPLUGGED TIME	39	15
2	STRESS REDUCTION ACTIVITIES	88	35

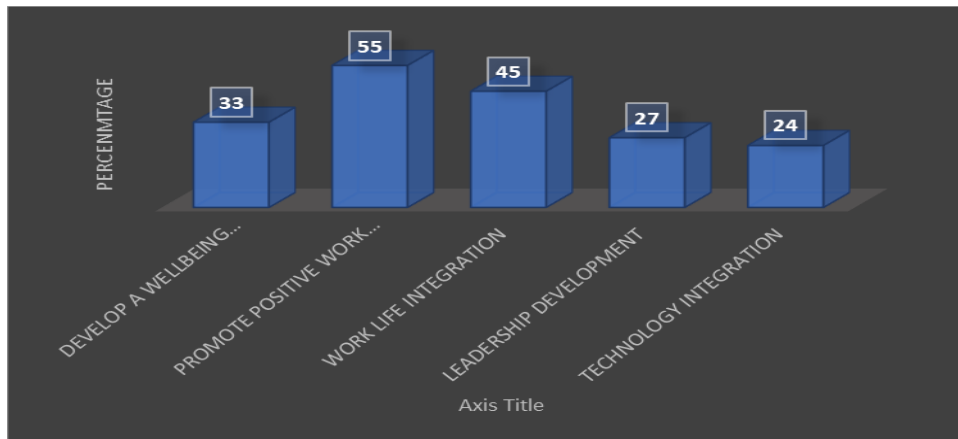
3	PROMOTE BOUNDARIES	60	24
4	ADDITIONAL PAID TIME	33	13
5	REMOTE WORK SUPPORT	30	12
TOTAL		250	100

**CHART 6: EMPLOYEE WELLBING AND ORGANISATIONAL PERFORMANCE AND PRODUCTIVITY**



SL. NO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE
1	CUSTOMER SATISFACTION	27	11
2	ENHANCED REPUTATION	57	23
3	ENHANCED TEAM WORK	86	34
4	GREATER ADAPTABILITY	47	19
5	HIGHER RETENTION RATES	33	13

**CHART 7: RECOMMENDATIONS TO ENHANCE WELLBEING**



SL. NO	OPINION	PERCENTAGE
1	DEVELOP A WELL BEING STRATEGY	33
2	PROMOTE POSITIVE WORK ENVIRONMENT	55
3	WORK LIFE INTEGRATION	45
4	LEADERSHIP DEVELOPMENT	27
5	TECHNOLOGY INTEGRATION	24

**RESULT AND DISCUSSION**

In summary, this research project underscores the vital role of HRM practices in shaping the well-being of individuals within Calicut city. As the city continues to evolve and grow, it is essential for organizations and policy makers to work in tandem to ensure that HRM practices are aligned with the societal perspective, promoting the overall welfare of the community. Understanding this relationship can lead to more harmonious and prosperous future for Calicut and serve as a model for other regions facing similar challenges

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