

A STUDY ON EMPLOYEE WELL BEING IN LOGISTICS

Submitted in partial fulfilment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

BY

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REGISTER NO: 42410070



DEPARTMENT OF BUSINESS ADMINISTRATION

SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

Accredited with Grade “A++” by NAAC | 12B Status by UGC-I

CATEGORY -1 UNIVERSITY BY UGC | Approved by AICTE

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December 2023



SATHYABAMA

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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the Bonafide work of **YESWANTH R 42410070** who carried out the Project Training “under my supervision from October 2023 to December 2023.

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DECLARATION

I YESWANTH R (42410070) hereby declare that the Project Report entitled “**A STUDY ON EMPLOYEE WELL BEING IN LOGISTICS**” done by me under The guidance of **DR. PRINCY** is submitted in partial fulfilment of the requirements for the award of Master of Business Administration degree.

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Yeswanth R

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

I convey my sincere thanks to **Dr. G. Bhuvaneswari, MBA., Ph.D., Dean - School of Management Studies** and **Dr. A. Palani, M.Com., M.Phil., M.B.A., Ph.D., - Head - School of Management Studies** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **DR. PRINCY** for her valuable guidance, suggestions and constant encouragement which paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the **School of Management Studies** who were helpful in many ways for the completion of the Training.

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R. YESWANTH

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ABBREVIATIONS

HPWS – High Performance work System

EBS - Employee Benefits Security

ABM–Activity-basedmanagement

ABSTRACT

Logistics is needed to supply raw materials, goods, and equipment to both the maker and consumer. Employee wellbeing is about the mental and physical health of them. The program involves good health habits which are linked to better productivity. This study shows the factors affecting wellbeing and concluded that the organization must provide some benefits and wellness programs which do not make the employee stress, anxiety, and depression. Logistics has been emerging from Peter Ducker's shadowy description as 'the economy's dark continent' for some years. From its military origins, logistics has accelerated into becoming one of the key business issues of the day, presenting formidable challenges for managers and occupying some of the best minds. Its slow route to this exalted position can be attributed to two causes. This study gives a conclusion for employee wellbeing which is that the organization can provide some benefits and by organizing tour and picnic for the employees which will make the employee to feel free and able to manage their physical and mental health.

CHARTER 1

INTRODUCTION

1.1 Introduction:

Employee's wellbeing is about optimizing the health of all employees. It is not only about physical well-being but other components of well-being that cannot be ignored when talking about healthy and well-functioning individuals or employees. Employee used to focus on health benefits when talking about employee wellbeing now a days we know that employee well-being is more than just absence of illness among employees. The term of employee well-being has expanded from traditional viewpoint and focus on providing care to employees. Employees are aware of many elements that comprise employee well-being and are looking to make their employees happier and healthier. Employees that handle stress better are less rightly to experience burn out overall when employee wellbeing is optimized, employees are more focused on their work and their productivity increases. When their hard work dedication and teamwork are appreciated the employees feel more fulfilled and satisfied in their job in addition, the employee recognition positively affects productivity and creates the culture of appreciation overall, employee recognition has a power to inspire the employees and make them realize what a crucial part of the company they are. Wellness is important in the workplace because wellness and well-being have a direct impact on how invested the workforce is in the company's future. Workplaces that lay value on well-being experience low rates of absences owing to better stress management and health behaviors including less obesity and anxiety furthermore well-being directly affects employee morale we will see how your employees are more motivates to finish task and contributed more to the firm. The primary goal of wellness I to employee health by educating, empowering, enlightening, and motivating employs about the health issues they currently face, health risk they can face in the future and how to stop them before they occur. This equates to better productivity, reducing absenteeism, lowering stress and allowing employees to unleash more creativity at work.

This problem is significant because employee wellness programs involve good health habits which are linked to better productivity. Stress is a feeling of Emotional or physical

tension. It can come from any event or thought that you feel frustrated, angry, or nervous. Stress symptoms can affect your body, your thoughts, feelings, and your behaviors. Being able to recognize common stress symptoms can help you manage them. Among the 30-40 age group, 68,000 Of women reported stress, compared to 46,000 men. The problems are discovered by changes in their physical appearance, absence, difficulty in focusing, inconsistent behaviors. It can be solved by providing wellness programs in the company and motivating the employees to focus on work. 43% of Indian employees suffer from depression with atleast 23% suffering from obesity. 52% of employees said that there is no wellness program offered by their organization and 62% said that present wellness program needs improvement.

Thus, motivations are concerned with how behaviour gets started, is energized, sustained and directed. Motivation results from the interaction of both conscious and unconscious factors such as the intensity of desire or need, incentive or reward value of the goal, and expectations of the individual and of his or her peers. These factors are the reasons one has for behaving a certain way.

1.2 Objective of the study

Primary Objective

- Study employee well-being in logistics

Secondary objective

- Existing wellness program adjusted in the company.
- To study the need for wellness in the organization
- Factors influencing employee wellness.
- Effectiveness of wellness

1.3 Need of the study

- Help to understand how employee well-being can affect their productivity.
- Help to understand the factors affecting employee well-being.
- Help to understand the impact of employee benefits on employee wellbeing.

1.4 Scope of the study

- This study is designed to know about employee well-being in logistics.
- This study is used to analyze the impact of employee benefits on employee wellbeing.
- This study is conducted to promote attention.

CHAPTER 2

REVIEW OF LITERATURE

Baker Akram Falah Jarah 18, 2022 The role of management accounting in the development of supply chain performance in logistics manufacturing companies This study aims to establish the role of management accounting in the development of supply chain performance in logistics manufacturing companies. The study applies quantitative research methodology and uses a questionnaire method to collect the data. The study sample consists of 181 respondents.

Chamari Pamoshika Jayarathna 14 June 2022 a qualitative approach to address these questions by interviewing 14 logistics service providers. Interview transcripts were analyzed by using coding, categorizing, and finding relationships among the concepts identified from the literature following the Gioia method. We identified 47 sustainable logistics practices under nine categories from three key themes: environmental preservation, firm's dynamic capabilities, and social well-being.

Arvind W Kiwelekar a, Laxman D Netak April 2021 Although most logistics and freight forwarding organizations, in one way or another, claim to have core values. The engagement of employees is a vast structure that affects every part of the company's core environmental values. There is little theoretical knowledge about the relationship between firms and the engagement of employees. Based on research literature, this paper aims to provide a novel approach for insight around employee engagement in a logistics organization by implementing deep natural language processing concepts.

Sehrish Huma, Waqar Ahmed, Minhaj Ikram 16 December 2019 the effect of logistics service quality on customer loyalty: case of logistics service industry Logistics service quality and customer loyalty have recently become the topic of discussion in both developing and under-developing countries. The purpose of this paper is to understand the logistics service quality factors contributing to customer loyalty in a developing country context.

Cheng, Xu, and Pan, 2018 The well-being as millennial employees carries more responsibility in society and businesses. They pursue, enjoy, and challenge the work-life balance. As far as company executives are concerned, the most important task is to recruit employees with high productivity and retention, and who are willing to grow at the same time with the organizations in order to maintain the company's stable growth rate. In this paper the researcher explores the dialectical relationship between the recruitment and well-being of millennial workers, both complementing each other.

Alexis Keeman, Katharina Näswall et.al (2017): This research presents two studies conducted to evaluate the Wellbeing Game in two different contexts: In a student sample and in an organizational setting. Study 1 investigated the efficacy of the Wellbeing Game, in terms of its effect of wellbeing, stress, and an image valence test, among 60 university students. The results showed that after playing the Wellbeing Game, students reported a significant positive change in wellbeing compared to those who did not play the Wellbeing Game, but there was no decrease in stress or any change in classification of image valence. Study 2 evaluated the Wellbeing Game in an organizational context. Employees (n = 52) in a financial organization played the Wellbeing Game for 4 weeks and answered survey questions about wellbeing and stress at the beginning and end of this period. The results showed that after playing the Wellbeing Game, employees reported lower stress levels and higher wellbeing levels for those who felt that it had helped them connect more with colleagues. The results from the two studies provide preliminary support that the Wellbeing Game may be an effective wellbeing intervention tool in both an organization and a non-organizational context.

Icenogle, Thomas, G, Chu, C (2017): Leadership behavior has a significant impact on employee behavior, performance and well-being. Extant theory and research on leadership behavior, however, has focused on employee performance, treating employee well-being (typically measured as job satisfaction) as a secondary outcome variable related to performance, rather than as an important outcome in and of itself. This qualitative state of the science review examines the process by which leadership behavior (i.e., change, relational, task, passive) affect

Employee well-being. The identification of five mediator groupings (social-cognitive, motivational, affective, relational, identification), extend the criterion space for conceptualizing employee well-being (i.e., psychological: hedonic, eudemonic, negative; and physical), **examine** the limited evidence for differential processes that underlie the leader behavior-employee well-being relationship and discuss theoretical and methodological problems inherent to the literature. Conclusion is by proposing a theoretical framework to guide a future research agenda on how, why, and when leadership behavior impacts employee well-being.

Karina Nielsen, Morten B. Nielsen et.al (2017): This review is about organizations becoming increasingly aware of the importance of employees in gaining and maintaining competitive advantage. The happy worker–productive worker thesis suggests that workers who experience high levels of well-being also perform well and vice versa; however, organizations need to know how to ensure such happy and productive workers. The present review and meta-analysis identify workplace resources at the individual, the group, the leader, and the organizational levels that are related to both employee well-being and organizational performance. Examined which types of resources are most important in predicting both employee well-being and performance. Then identified 84 quantitative studies published in print and online from 2003 to November 2015. Resources at either of the four levels were related to both employee well-being and performance. It is found no significant differences in employee well-being and organizational performance between the four levels of workplace resources, suggesting that interventions may focus on any of these levels. Cross-sectional studies showed stronger relationships with well-being and performance than longitudinal studies. Studies using objective performance ratings provided weaker relationships between resources and performance than self-rated and leader/third party-rated studies.

Erik Hofmann August 2017, the authors pursue the goal of shedding light on the young and mostly undiscovered topic of Industry 4.0 in the context of logistics management, thus following a conceptual research approach. First, a logistics-oriented Industry 4.0 application model as well as the core components of Industry 4.0 are presented. Different logistics scenarios illustrate potential implications in a practice-oriented manner and are discussed with industrial experts.

Liang-Chih, Huang, David Hlstrom et.al (2016): This study gives the importance of high-performance work systems (HPWS) with respect to firm competitive advantage, this paper holds that the contribution of HPWS toward the desired outcomes for organizations may depend significantly on employee job involvement. Underpinning the argument of happy workers being productive, the purpose of this paper is to propose the critical mediator of employee well-being to explain the hypothesized multilevel relationship between HPWS and job involvement. The authors distributed questionnaires to the target participants. Data collected from 451 employees and 50 HR managers/professionals of 50 firms in the three major industrial categories of manufacturing, finance, and service in Taiwan. This study identifies the significance of employee well-being by incorporating the theories of planned behavior and positive psychology and provides empirical evidence for the cross-level influence of HPWS on employee well-being and job involvement. This study incorporates the perspective of positive psychology as an important addition to research on SHRM and performance by highlighting employee well-being as a key mediator of SHRM and job involvement.

Anne Mäkikangas, Ulla Kinnunen et.al (2015): This article reports a systematic review of findings on the long-term development of employee well-being, considering the effects of time lag, age, and job change. High-quality quantitative empirical studies focusing on employee affective well-being based on the circumplex model and utilizing measurements at more than two points in time were searched from eight databases. The systematic analysis of the 40 studies revealed that the level of employee well-being was generally high but not fixed – instead changes in mean levels over time were typical. In addition, the stability of well-being was found to be low, as the explained variances were below 50%. Age and change of job were the major factors influencing stability: younger employees and job changers

Tended to display larger across time changes in well-being than older employees and job stayers, both at the mean level and in terms of their position relative to others. The findings of this review suggest that the indicators of employee affective well-being studied here (i.e., burnout, engagement, and job satisfaction) can meaningfully be applied in future research in measuring changes in employees' well-being. In conclusion, based on the designs, methodologies, and main findings of the reviewed studies, seven avenues for future.

Piecyk, M.I. and Björklund, M. (2015), "Logistics service providers and corporate social responsibility: sustainability reporting in the logistics industry" The purpose of this paper is to present a content analysis of corporate social responsibility (CSR) reports published by **logistics** service providers (LSPs), and to analyze factors influencing the level and scope of reporting. To address this objective, the authors show to what extent various social and environmental categories are covered in the CSR reports. The authors also investigate whether any differences in the use of CSR indicators can be found about the use of a formal reporting framework, the size of a company, location of its headquarters, and ownership structure.

Patricia P. Schultz & Richard M. Ryan et.al (2014): The present study investigated how both mindfulness and managerial autonomy support affect work adjustment. Two hundred and fifty-nine working adults were recruited online, and they were assessed for individual differences in mindfulness and the autonomy-supportive versus controlling style of their management at work. Also assessed were indicators of work-related adjustment, namely, burnout, turnover intention, and Absenteeism. Results showed that both autonomy support and mindfulness had direct relations with employee work well-being. Less autonomy-supportive work climates thwarted employee's basic psychological needs at work, which partially explained the association of lower autonomy support at work and decreased work adjustment. These indirect effects were moderated by mindfulness. Specifically, people higher in mindfulness were less likely to feel need frustration, even in unsupportive managerial environments. Mindfulness thus appears to act as a protective factor in controlling work environments.

Nicole Legate 25 September 2014 Psychological Need Satisfaction in Employee Well-being The present study investigated how both mindfulness and managerial autonomy support affect work adjustment. Two hundred and fifty-nine working adults were recruited online, and they were assessed for individual differences in mindfulness and the autonomy-supportive versus controlling style of their management at work. Also assessed were indicators of work-related adjustment, namely, burnout, turnover intention, and absenteeism. Results showed that both autonomy support and mindfulness had direct relations with employee work well-being.

Muhtesem Baran 6 November 2013 an Empirical Research on the Relationship between Job Insecurity, Job Related Stress and Job Satisfaction in Logistics Industry The employees' experience of job insecurity may be described as a combination of a perceived threat regarding their job, and the sense of powerlessness to do anything about this very threat. Job insecurity has been found to be associated with an increase in job related stress.

Predi Madalina, Weipeng Lin et.al (2013): Researchers believe that abusive supervision leads to poor employee well-being (e.g., poor mental health and lower job satisfaction). However, these relationships are not always observed. Based on the cognitive appraisal theory, the current research extended the content domain of abusive supervision research by examining the moderating effect of power distance orientation, a kind of cultural value, on these relationships. Here they tested two independent samples (N1 = 762 and N2 = 347) using different methods. Results showed that employees' power distance orientation moderated the relationships of abusive supervision with employee psychological health and job satisfaction, such that the negative relationships were weaker for employees with higher power distance orientation. The findings suggest the adaptive function of cultural values employees hold in organizational behavior.

Despoina Xanthopoulou, Arnold B Bakker et.al (2012): This article reviews short term variations in employee well-being and highlights new theoretical assumptions and results from seven articles in this special issue. The articles identify key psychological mechanisms involved in explaining within – person changes in well-being, including the ways in which people appraise the events at work, the importance of humor, the sense of hope and the balance between skills and challenges.

Dianne A. Vella-Brodrick (2012): This paper details the design and evaluation of a positive psychology-based employee well-being program. The effect of the program on well-being was evaluated using a mixed method design comprising of an RCT to assess outcome effectiveness, and participant feedback and facilitator field notes to assess process and impact effectiveness. Fifty government employees were randomly allocated to either an intervention or a control group (reduced to n = 23 for complete case analysis). The intervention group participated in the 6-week Working for Wellness Program and completed measures of subjective, psychological, affective, and work-related well-being (SWB, PWB, AWB and WWB) at pre-intervention, post-intervention, and three- and 6-month follow-ups. The control group completed the questionnaires only. As predicted, mixed ANOVAs revealed improvements in SWB and PWB for intervention group participants over time relative to control participants, but these effects had reduced by time 4. There was a main effect of group on AWB in the predicted direction but no effect on WWB. Participant feedback indicated that the focus on strengths and group delivery were the most effective components of the program. Key issues were sample attrition and a lack of on-the-job support for change. Findings suggest employees can learn effective strategies for sustainably increasing their subjective and psychological well-being.

J. de Haan, F. Naus May 2012, Implications for logistics firms and workers Due to thin profit margins, a managerial orientation on logistics employees as a source of costs rather than a source of added value prevails. However, to foster employee well-being and organizational effectiveness, a fit is needed between the job characteristics influenced by the need for process control, and workers' need for autonomy and creativity in their jobs.

James B. Avey (2009): The recently recognized core construct of psychological capital or PsyCap (consisting of the positive psychological resources of efficacy, hope, optimism, and resilience) has been demonstrated to be related to various employee attitudinal, behavioral, and performance outcomes. However, to date, the impact of these positive core constructs over time and on important employee well-being outcomes has not been tested. This study meets this need by analyzing the relationship between a broad cross-section of employees' (N = 280) level of PsyCap and two measures of psychological well-being over time. The results indicated that employees PsyCap were related to both measures of well-being and, importantly, that PsyCap explained additional variance in these well-being measures over time. The limitations needed future research, and practical implications conclude the article.

Giovanni Costa 07 jul 2009 Influence of Flexibility and Variability of Working Hours on Health and Well-Being Flexible working hours can have several meanings and can be arranged in a number of ways to suit the worker and/or employer. Two aspects of "flexible" arrangement of working hours were considered: one more subjected to company control and decision (variability) and one more connected to individual discretion and autonomy (flexibility). The aim of the study was to analyze these two dimensions in relation to health and well-being, taking into consideration the interaction with some relevant background variables related to demographics plus working and social conditions.

Shams-ur Rahman1 May 2006 The results of this study indicate that the primary obstacles for not implementing quality programs are "establishing employee ownership of the quality process", "changing the corporate culture", and "training and education of employees". The results also show that the most important component that identifies quality in logistics is "on-time delivery".

(Snyder et al, 2004). Also, the managers and the supervisors support towards encouraging employee participation, mutual commitment, and understanding of the diversity issues play a significant role in motivating and enabling performance.

Stewart i. Donaldson, Elisa j. Grant-Vallone (2001): The effects of work-family conflict on the well-being of a diverse sample of 342 non-professional employees from the greater Los Angeles area were examined. Data were collected at two points in time, and a rigorous research design was employed. The effects of self-report bias were considered by controlling for social desirability bias, and by collecting two sources of data (i.e., self-reports and co-workers' reports). The results revealed that work-family conflict predicted employee well-being over and above social desirability bias. In addition, analyses were consistent when both self-report and co-workers' reports were utilized. Finally, work-family conflict was a longitudinal predictor of employee's positive well-being. Both cross-sectional and longitudinal analyses were consistent across self-reports and co-worker reports.

J De Jonge, H Bosma, R Peter, J Siegrist - Social science & medicine, 2000 - Elsevier the purpose of the present study was to test the effects of two prominent job stress models in a large representative sample of Dutch working men and women. Overall, the findings support both the Job Demand-Control Model and the Effort-Reward Imbalance Model. Both models had independent cumulative effects on poor well-being, using either psychological or physical demands. Moreover, both models showed similar effects on poor well-being in men and women as well as in young and old people.

Hackman and Oldham (1980) urged that organizations must restructure work to induce intrinsic motivation. Greater skill variety, task identity, and task significance increases the experienced meaningfulness of work, autonomy raises experienced responsibility, and feedback provides knowledge of results.

CHAPTER 3

RESEARCH METHDOLOGY

3.1 Methodology:

Research methodology is needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. This time research methodology is framed for the purpose of finding the **employee well-being in logistics**.

3.2 Research design:

Descriptive Research Design

Descriptive research is a study designed to depict the participants in an accurate way. More simply put, descriptive research is all about describing people who take part in the study.

3.3 Sampling technique:

Convenience sampling method

A convenience sample is one of the main types of non-probability sampling methods. A convenience sample is made up of people who are easy to reach.

3.4 Sources of data:

Primary data: questionnaire given to 70 employees.

Secondary data; Research publications, websites, articles and journals, books

3.5 Structure questionnaire:

Questionnaire was divided into two sections. First part was designed to know the general information about the employees in the logistics and the second part contained the respondent's opinions,

Basic questions

Likert scaling questions

3.6 Sample size:

Collected 70 responses.

3.7 Period of study:

The study was conducted during the period of September to October 2023.

3.8 Location and targeted people of study:

The study was done in Chennai and Thiruvalluvar District among the employees working in logistics sector.

3.9 Hypothesis:

Correlation Analysis

- H_0 (Null hypothesis): There is no significant relation between feasible working hours and stress, anxiety or depression at work.
- H_1 (Alternate hypothesis): There is significant relation between feasible working hours and stress, anxiety, or depression at work.

Chi Square Test

- H_0 : There is no significant difference between marital status and family related concerns and responsibilities.
- H_1 : There is significant difference between marital status and family related concerns and responsibilities.

ANOVA

- H_0 : There is no significant association between salary and income & monetary benefits.
- H_1 : There is significant association between salary and income & monetary benefits.

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1 Correlation analysis

H₀ (Null hypothesis): There is no significant relation between feasible working hours and stress, anxiety, or depression at work.

H₁(Alternate hypothesis): There is significant relation between feasible working hours and stress, anxiety, or depression at work.

Correlations			
		Age	Do you experience any kind of stress, anxiety or depression at work?
Age	Pearson Correlation	1	-.045
	Sig. (2-tailed)		.710
	N	70	70
Do you experience any kind of stress, anxiety, or depression at work?	Pearson Correlation	-.045	1
	Sig. (2-tailed)	.710	
	N	70	70

Table 4.1.1 Correlation table

Interpretation:

The p value is 0.45 which is greater than 0.005. Hence, we accept null hypothesis.

Inference:

Therefore, there is no significance between feasible working hours and stress.

4.2 Chi square test:

H₀: There is no significant difference between marital status and family related concerns and responsibilities.

H₁: There is significant difference between marital status and family related concerns and responsibilities.

Do your family related concerns on responsibilities often distract you at work? *

Marital status Cross tabulation

			Marital status		Total
			1	2	
Does your family related concerns on responsibilities Often distract you at work?	1	Count	0	2	2
		Expected Count	1.2	.8	2.0
	2	Count	2	2	4
		Expected Count	2.5	1.5	4.0
	3	Count	13	4	17
		Expected Count	10.4	6.6	17.0
	4	Count	22	12	34
		Expected Count	20.9	13.1	34.0
	5	Count	6	7	13
		Expected Count	8.0	5.0	13.0
	Total	Count	43	27	70
		Expected Count	43.0	27.0	70.0

Table 4.2.1 Cross tabulation

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.463 ^a	4	.167
Likelihood Ratio	7.162	4	.128
Linear-by-Linear Association	.000	1	.988
N of Valid Cases	70		

a. 4 cells (40.0%) are expected to count less than 5. The minimum expected count is .77.

Table 4.2.2 Chi square test

4.3 ANOVA

H₀: There is no significant association between salary and income & monetary benefits.

H₁: There is significant association between salary and income & monetary benefits.

ANOVA

Salary

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	7.924	4	1.981	2.177	.081
Within Groups	59.161	65	.910		
Total	67.086	69			

4.3.1 Table for Anova

Interpretation:

The p value is 0.081 which is greater than 0.005. Hence, we accept null hypothesis and reject alternative hypothesis.

Inference:

There is no significant association between income and monetary benefits and results of the employees.

4.4 Percentage analysis

- 1 represents to strongly disagree.
- 2 represents disagreement.
- 3 represents neutral.
- 4 represent agree.
- 5 represent strongly disagree.

1. Healthy lifestyle compared to other sectors.

Do you have a healthy lifestyle when compared to other sectors?

	Frequency	Percent	Valid Percent	Cumulative Percent
1	4	5.7	5.7	5.7
2	14	20.0	20.0	25.7
3	37	52.9	52.9	78.6
4	13	18.6	18.6	97.1
Valid 5	2	2.9	2.9	100.0
Total	70	100.0	100.0	

Table 4.4.1 percentage analysis for healthy lifestyle to other sectors



Chart 4.4.2 healthy lifestyle compared to another sector.

Inference:

From the above table it is interpreted that 5.7% of respondents strongly disagree, 20% of respondents disagree, 52.9% of respondents say neutral, 18.6% respondents agree and 2.9% of respondents strongly agree.

Inference:

Majority of the respondents (52.9%) say neutral.

2. Feasible working hours

Table 4.4.3 percentage analysis for feasible working hours

Do you have feasible working hours?				
	Frequency	Percent	Valid Percent	Cumulative Percent
1	4	5.7	5.7	5.7
2	26	37.1	37.1	42.9
3	28	40.0	40.0	82.9
4	11	15.7	15.7	98.6
5	1	1.4	1.4	100.0
Total	70	100.0	100.0	

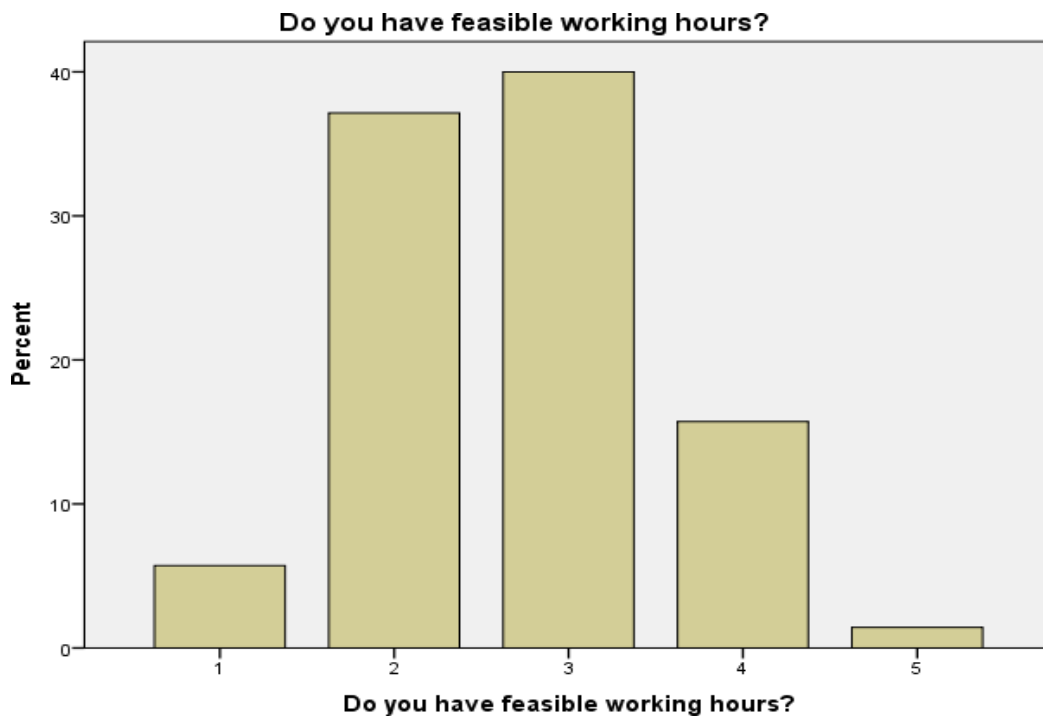


Chart 4.4.4 feasible working hours

Interpretation:

From the above table it is interpreted that 5.7% of respondents strongly disagree, 37.1% of respondents disagree, 40.0% of respondents say neutral, 15.7% respondents agree and 1.4% of respondents strongly agree.

Inference:

Majority of the respondents (40.0%) says neutral.

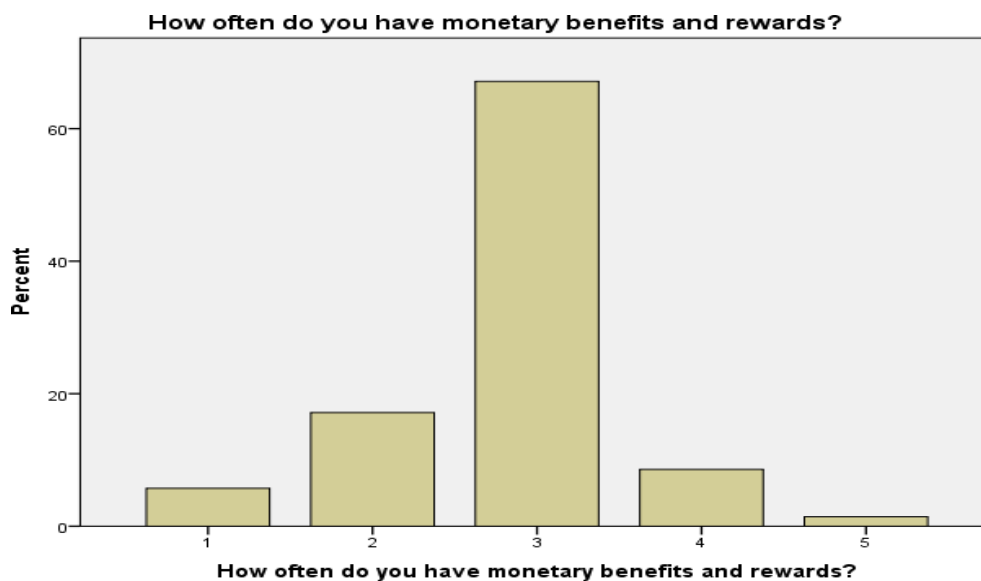
3. Monetary benefits and rewards

How often do you have monetary benefits and rewards?

	Frequency	Percent	Valid Percent	Cumulative Percent
1	4	5.7	5.7	5.7
2	12	17.1	17.1	22.9
3	47	67.1	67.1	90.0
4	6	8.6	8.6	98.6
5	1	1.4	1.4	100.0
Total	70	100.0	100.0	

Table 4.4.5 percentage analysis of monetary benefits and rewards

Chart 4.4.6 monetary benefits and rewards



Interpretation:

From the above table it is interpreted that 5.7% of respondents strongly disagree, 17.1% of respondents disagree, 67.1% of respondents say neutral, 8.6% respondents agree and 1.4% of respondents strongly agree.

Inference:

Majority of the respondents say (67.1%) neutral.

4. Family related concerns on responsibilities

Do your family related concerns on responsibilities often distract you at work?

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	2.9	2.9	2.9
2	4	5.7	5.7	8.6
3	17	24.3	24.3	32.9
4	34	48.6	48.6	81.4
5	13	18.6	18.6	100.0
Total	70	100.0	100.0	

Table 4.4.7 percentage analysis of family related concerns and responsibilities

Does your family related concerns on responsibilities often distract you at work?

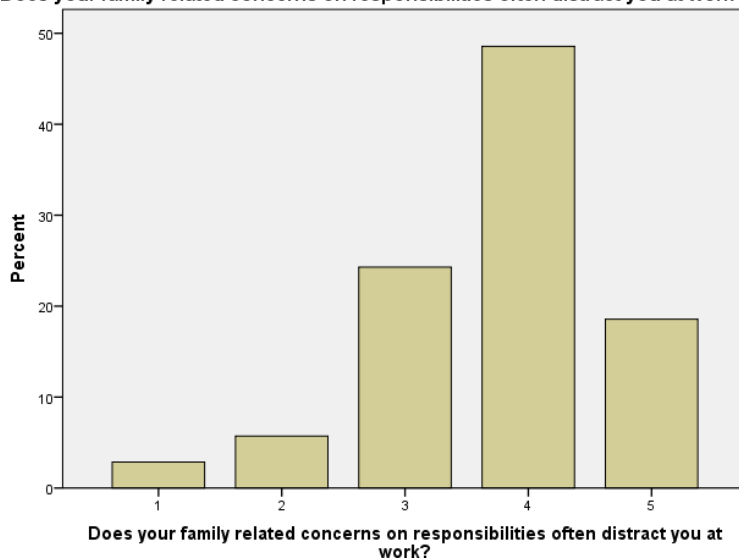


Chart 4.4.8 family related concerns and responsibilities

Interpretation:

From the above table it is interpreted that 2.9% of respondents strongly disagree, 5.7% of respondents disagree, 24.3% of respondents say neutral, 48.6% respondents agree and 18.6% of respondents strongly agree.

Inference:

Majority of the respondents (48.6%) agree that family-related concerns about responsibility often distract them at work.

5. Organizational support provided to minimize work family conflicts.

Does organization support you in providing facilities to minimize
workfamily conflict?

	Frequency	Percent	Valid Percent	Cumulative Percent
1	6	8.6	8.6	8.6
2	27	38.6	38.6	47.1
3	27	38.6	38.6	85.7
4	9	12.9	12.9	98.6
5	1	1.4	1.4	100.0
Total	70	100.0	100.0	

Table 4.4.9 Organizational support provided to minimize work family conflicts.

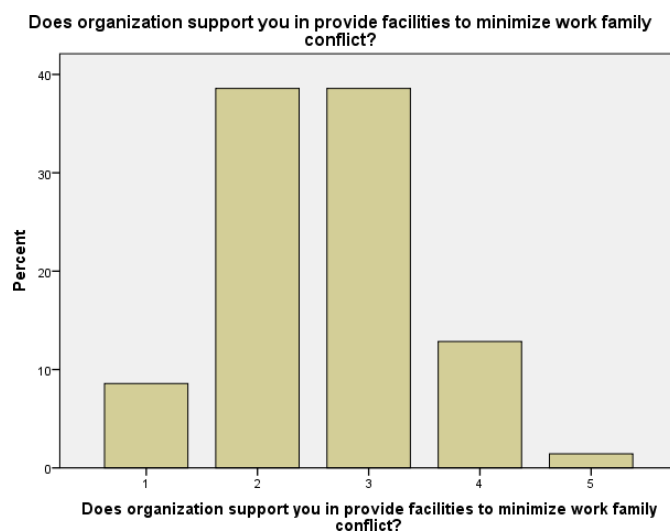


Chart 4.4.10 Organizational support provided to minimize work family conflicts.

Interpretation:

From the above table it is interpreted that 8.6% of respondents strongly disagree, 38.6% of respondents disagree, 38.6% of respondents say neutral, 12.9% respondents agree and 1.4% of respondents strongly agree.

Inference:

Majority of the respondents (38.6%) response both disagreed and neutral.

6. Satisfactory salary at work

Does the organization provide satisfactory salary according to your work?

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	2.9	2.9	2.9
2	12	17.1	17.1	20.0
3	45	64.3	64.3	84.3
4	9	12.9	12.9	97.1
5	2	2.9	2.9	100.0
Total	70	100.0	100.0	

Table 4.4.11percentage analysis satisfactory salary at work



Chart 4.4.12 satisfactory salary at work

Interpretation:

From the above table it is interpreted that 2.9% of respondents strongly disagree, 17.1% of respondents disagree, 64.3% of respondents say neutral, 12.9% respondents agree and 2.9% of respondents strongly agree.

Inference:

Majority of the respondents (64.3%) responses neutral

7.Helpfulness in conducting wellness program.

Do you think conducting wellness programs during office hours is helpful?

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	7.1	7.1	7.1
3	30	42.9	42.9	50.0
Valid 4	27	38.6	38.6	88.6
5	8	11.4	11.4	100.0
Total	70	100.0	100.0	

Table 4.4.13 percentage analysis for helpfulness in conducting wellness program.

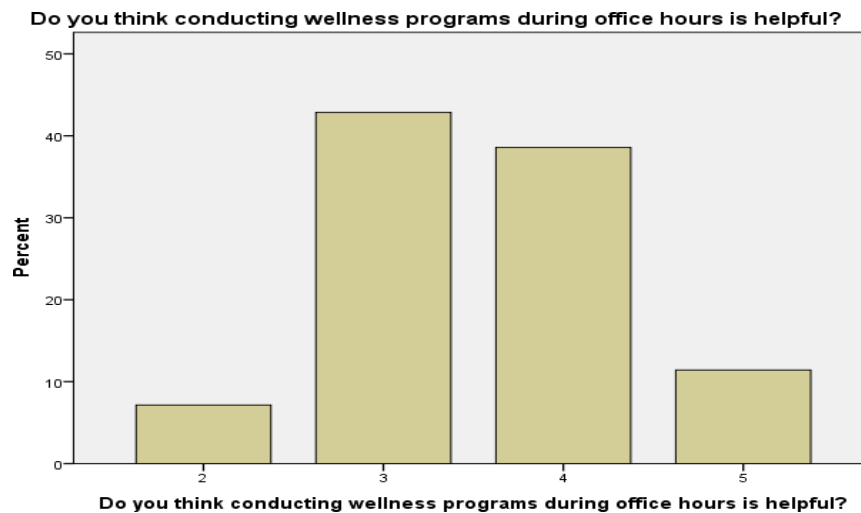


Chart 4.4.14 helpfulness in conducting wellness program.

Interpretation:

From the above table it is interpreted, 7.1% of respondents disagree, 42.9% of respondents say neutral, 38.6% respondents agree and 11.4% of respondents strongly agree.

Inference:

Majority of the respondents (42.9%) responses neutral

8. Experience in any kind of stress, anxiety, or depression

Do you experience any kind of stress, anxiety, or depression at work?

	Frequency	Percent	Valid Percent	Cumulative Percent
2	10	14.3	14.3	14.3
3	32	45.7	45.7	60.0
Valid 4	25	35.7	35.7	95.7
5	3	4.3	4.3	100.0
Total	70	100.0	100.0	

Table 4.4.15 percentage analysis for experience in any kind of stress, anxiety, or depression

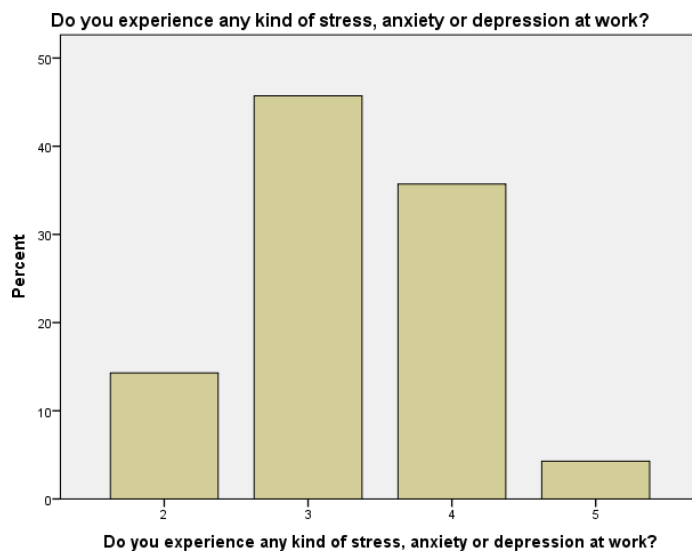


Chart 4.4.16 experience in any kind of stress, anxiety, or depression

Interpretation:

From the above table it is interpreted 14.2% of respondents disagree, 45.7% of respondents say neutral, 35.7% respondents agree and 4.3% of respondents strongly agree.

Inference:

Majority of the respondents (45.7%) responses neutral

CHAPTER 5

FINDINGS SUGGESTIONS AND CONCLUSIONS

5.1 Findings:

- There is no significance between feasible working hours and stress.
- There is no significant difference between relationship status and distraction due to family related concerns on responsibilities for employees.
- There is no significant association between income and monetary benefits and results of the employees.
- Majority (70%) of the respondents are male.
- Majority (67.1%) of the respondents are under 30 years.
- Majority (61.4) of the respondents are not married.
- Majority (61.4) of the respondent's monthly income is below 30,000.
- Majority (52.9%) of the respondents say neutral for healthy lifestyle when compared to other sectors.
- Majority (40.0%) of the respondents say neutral for feasible working hours.
- Majority (67.1%) of the respondents say neutral for having monetary benefits and rewards.
- Majority (48.6%) of the respondents agree that family-related concerns on responsibilities often distract them at work.
- Majority (38.6%) of the respondents both disagree and are neutral for that organization support them in provide facilities to minimize work family conflicts.
- Majority (64.3%) of the respondents say neutral for the organization provides satisfactory salary according to their work.
- Majority (42.9%) of the respondents say neutral for conducting wellness programs during office hours is helpful.
- Majority (45.7%) of the respondents say it is neutral for experiencing any kind of stress, anxiety, or depression at work.

5.2 Suggestions and recommendation

- The overall experience from the index to the study reveals that the employees can reduce stress if they are provided with flexible working hours.
- The health industry may reduce job pressure from the workplace by increasing smooth relationships with employees and high authorities and by providing certain benefits.
- Today, as there is an atmosphere of worker participation in the decisions regarding organization worker should have given opportunity to express their views in the company.
- Money incentives should be given more.
- Management policies and practices should be communicated so that workers could understand them easily.
- The management may take necessary steps to reduce the physical and mental problems and satisfy the employees so that they can be more productive.

5.3 Limitations of the study:

- The study is confined to Chennai and Thiruvalluvar district only.
- The study is based upon the employee well-being in logistics.
- The data collected for the research is fully based on primary data given by the respondents.

5.4 Conclusions:

Physical and mental well-being in the workplace has become the invasion of the present scenario. Much of the problems at work is not only by work overload or time pressure but also by inadequate working environment, harassment, discrimination, cannot spend time with families, poor relationship with colleague's and Higher authorities but the management can help the employees to be aware and to help them reduce stress.

- Respondents get opportunity to express their views.
- There is a cooperative relationship between workers and management.
Motivation is abstract quality, for which measurement become too difficult task because of the non-availability of standardized test for it.
- Attitude of workers towards supervisor and co-workers is also extremely favourable.

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Questionnaire

1. Name:

2. Gender

Male

Female

3. Age

A) Below 30 years

B)30-40 years

C)41-50 years

D)Above 50 years

4. Marital status

Single

Married

5. Salary

- Below 30,000
- 30,000-40,000
- 41,000-50,000
- Above 50,000

6. Do you have a healthy lifestyle when compared to other sectors?

- Strongly agree.
- Agree.
- Neutra
- Disagree
- Strongly disagree.

7. Do you have feasible working hours?

- Strongly agree.
- Agree.
- Neutral
- Disagree
- e
- Strongly disagree.

8. Are you satisfied with job security?

- Strongly agree.
- Agree
- Neutral
- Disagree
- Strongly disagree.

9. How often do you have monetary benefits and rewards?

- Strongly agree.
- .Agree.
- Neutra
- Disagree
- e
- Strongl
- y
- disagree
- e.

10. Does your company organize holiday camps and picnics to manage work life?

- Strongly agree.
- Agree

- Neutral
- Disagree
- Strongly disagree.

11. Are you able to balance work life and personal life?

- Strongly agree.
- Agree
- Neutral
- Disagree
- Strongly disagree.

12. Do you usually miss out on quality time your families and friends because of pressure of work?

- Strongly agree.
- Agree
- Neutral
- Disagree
- Strongly disagree

13. Do your family related concerns on responsibilities often distract you at work?

- Strongly agree.
- Agree
- Neutral

- Disagree
- Strongly disagree.

14. Does organization support you in providing facilities to minimize work family conflict?

- Strongly agree.
- Agree
- Neutral
- Disagree
- Strongly disagree.

15. Is it hard to take time off during your work to take care of personal or family matters?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

16. The safety of workers is a high priority with management where you work. Comment on this

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

17. Does working in the organization give you a feeling of security and improves your productivity?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

18. Does the organization provide satisfactory salary according to your work?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

19. Are you provided with the facilities to carry out duties?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

20. Does your team members display high level of cooperation and mutual support?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

21. The overall infrastructure provided by the organization is satisfactory. Comment on this

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

22. Do you think conducting wellness programs during office hours is helpful?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

23. Does your manager effectively communicate the information you need to know in your work?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

24. Did you receive the right amount of support and guidance from your direct supervisors?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

25. Do you experience any kind of stress, anxiety, or depression at work?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

26. Do you lack of concentration during work because of physical, mental or emotional conditions?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

