

**A STUDY BASED ON EMPLOYEE WELL BEING IN
ARUL APPALAM DEPOT**

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DECLARATION

I am RANJITH.K (39740030), hereby declare that the project entitled “ A STUDY BASED ON EMPLOYEE WELL BEING IN ARUL APPALAM DEPOT” done by me under the guidance of Dr.D.VELUMONI, MBA, M Phil, Phd assistant professor school of business administration is submitted in partial fulfilment of the requirements for the award of Bachelor of commerce degree.

STUDENT SIGNATURE

DATE

PLACE: CHENNAI

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 thanks to DR.D.VELUMONI, MBA, M PHIL, PHD for providing me necessary support and details at the right during the progressive reviews and guidance.

I convey my thanks to all teaching and non-teaching staff member of the DEPARTMENT OF BUSINESS ADMINISTRATION who were helpful in many ways for completing of the training.

RANJITH K

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ABSTRACT

Wellbeing means state of living of an individual or group in desirable relationship with the total environment. It also means, efforts to make the live meaningful for the working class. This effort cover provisions of the amenities to workers over and above the minimum working conditions. This study focuses on employee wellbeing in arul appalam depot. The main objective of this study is to analyze the needs of the employee in various scenario like psychological status of the employee, health management of the of the employee, individual beneficiaries (like ESI), working condition etc. This study helps to estimate the requirements and problems of the employees with regard to well being in different criteria's and the suggestions are provided to the management for the fulfillment of those requirements.

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CHAPTER 1

1.1 INTRODUCTION:

The term employee wellbeing is the way employee's work, expectations, workplace affects their overall health and happiness. It refers to physical, mental, emotional wellbeing of an individual. Wellbeing means state of living of an individual or group in a desirable relationship with the total environment. It also means, efforts to make the live meaningful for the working class. This effort cover provisions of the amenities to workers over and above the minimum working conditions. Employees might not feel well, even when you treat them like gold. Even when your organization has clearly defined goals or when you pay them money, bonuses, and titles. Not everyone will, but some employees will not feel good. It's because wellbeing has so many elements.

Social Wellness

In simple words, it's about connecting with other people at work. Building and maintaining positive relationships should happen consistently as that makes employees feel involved with the community.

Emotional Wellness

Organizations need to help their employees cope and deal with the challenges at work. Long hours can affect anyone. Frequent breaks to help people out should be the focus. Acknowledging mental health at work should be the start, as most organizations don't even do that.

Environmental Wellness

The work environment affects everyone. A toxic environment makes employees run for their lives whereas an open and flexible culture increases employee satisfaction.

Physical Wellness

Sudden health emergencies can derail an employee's journey at the company. It is connected to mental health as well. Lack of sleep gives way to fatigue and in turn, leads to low creativity and productivity.

Reasons for Your Employee Well Being Initiative Going Wrong

Reasons are plenty. Here are some of the important ones:

- Employee engagement isn't a thing at the organization.
- Communication is not transparent. Remember it's not about the sender's satisfaction, it's about the receiver's clarity.
- One size doesn't fit all. Similarly, one initiative will not suit every employee. Every employee can have a unique challenge, and that needs to be solved individually.
- Your leaders talk big but never walk the talk. Initiatives, plans don't work if they aren't put into action.
- No measurement leads to zero improvements. Are you regularly measuring insights that matter?
- No active listening strategy leads to empty rooms. If you can't find your employees, then maybe you weren't listening when they talked.

How to Effectively Run an Employee Wellness Initiative

It is simple. Focus on the small things and connect the dots.

- Mandate a health check for your employees. Include mental health too.
- Request everyone to spend 5 minutes with themselves and be silent. Just be in the moment.
- Try and notice the feelings of your employees. So, you can do something about them.
- Wellness starts with self-awareness.
- Create opportunities for casual conversation between teams.
- A company doesn't do anything, people do. Get out, talk to your people and see what you can do for them.

Examples of Organizations Getting Employee Wellbeing Right

LinkedIn

Recently, LinkedIn announced one week off for its entire workforce to give them a mental break from work. The company wants employees to spend time re-energizing their minds and body.

Chegg

Chegg provides its Indian employees a one-week Diwali off just like the Christmas break in the U.S. The idea is simple. Let people enjoy the festival with ease.

New Zealand

New Zealand recently passed a miscarriages bereavement leave law. It gives mothers and their partners the right to paid leave following a miscarriage or stillbirth. All organizations in NZ will have to follow this law.

Zomato

Zomato introduced 10 days of period leaves in a year for its female staff. According to the company, menstrual health is a component of their employee wellness strategy.

1.2 INDUSTRY PROFILE

Food processing is a large sector that covers activities such as agriculture, horticulture, plantation, animal husbandry and fisheries. It also includes other industries that use agriculture inputs for manufacturing of edible products. The Ministry of Food Processing, Government of India has defined the following segments within the Food Processing industry

- Dairy, fruits & vegetable processing
- Grain processing
- Meat & poultry processing
- Fisheries

Consumer foods including packaged foods, beverages and packaged drinking water. While the industry is large in terms of size, it is still at a nascent stage in terms of development. Out of the country's total agriculture and food produce, only 2 per cent is processed. The highest share of processed Food is in the Dairy sector, where 37 per cent of the total produce is processed, of which 15 per cent is processed by the organized sector. Primary food processing (packaged fruit and vegetables, milk, milled flour and rice, tea, spices, etc.) constitutes around 60 per cent of processed foods. It has a highly fragmented structure that includes thousands of rice-mills and hullers, flour mills, pulse mills and oil-seed mills, several thousands of bakeries, traditional food units and fruits, vegetable and spice processing units in unorganized sector. In comparison, the organized sector is relatively small, with around 516 flour mills, 588 fish processing units, 5,293 fruit and vegetable processing units, 171 meat processing units and numerous dairy processing units at state and district levels.

GRAIN PROCESSING:

India produced nearly 209.32 million tons of grains in 2005-06. India's production covers all major grains - rice, wheat, maize, barley and millets like jowar, bajra and ragi. It ranks third in the production of grains in the world. With a share of 40 per cent, grain processing is the biggest component of food sector. Primary processing constitutes 96 per cent with the remaining accounted for by the secondary and tertiary sectors. Total rice milling capacity in the country is 186 million tons. There are about 516 large flour mills in the country, as well as about 10,000 pulse mills.

FISHERIES:

India is the third largest fish producer production. The Fisheries sector in the world and second in in-land fishing India has been classified into marine, inland and aquaculture. The fisheries sector contributes 1.1 per cent segment also provides employment to the country's GDP. This in subsidiary activities pertaining to the 11 million people engaged fully, partially or of 6.4 million tons in 2004-05. Of this, sector. India's fish production stood at a level about 60 per cent (3,9 million tons) came from marine resources. Currently fish processing is mostly targeted for export markets, There are over 369 freezing units with a daily processing capacity of 10,266 tons and 499 frozen storage units with a capacity of 134,767 tons, Processed fish product exports include conventional block frozen products, individual quick frozen products and minced fish products like fish sausage, cakes, cutlets, pastes etc,

BEVERAGES:

The beverages market primarily consists of non-alcoholic beverages which can be broadly classified into carbonated drinks, non-carbonated drinks and hot beverages. This segment is estimated at US\$ 155 million out of which fruit juices and fruit-based drinks account for US\$ 60 million. The market size of organized carbonated drinks is estimated at US\$ 119 million. In the past decade the carbonated drinks market registered a healthy growth rate of 20 per cent, driven by the positive changes in India's consumer profile. Hot beverages include health drinks such as white beverages ('Horlicks' etc.) and brown beverages such as tea/coffee as well as branded drinks (E.g.: 'Boost'). The total size of this market is estimated at US\$ 333 million by value and 85,000 tons by volume. White beverages account for 65 percent of the market and brown beverages constitute the remaining 35percent

Food industry in India:

The Food Processing sector in India has a quintessential role in linking Indian farmers to consumers in the domestic and international markets. The Ministry of Food Processing Industries is making all efforts to encourage investments across the value chain. The food processing industry engages approximately 1.93 million people in around 39,748 registered units with fixed capital of \$32.75 billion and aggregate output of around \$158.69 billion. Major sectors constituting the food processing industry in India are grains, sugar, edible oils, beverages, and dairy products.

The Indian food and grocery market is the world's sixth largest, with retail contributing 70 per cent of the sales. The Indian food processing industry accounts for 32 per cent of the country's total food market, one of the largest industries in India and is ranked fifth in terms of production, consumption, export and expected growth. It contributes around 8.80 and 8.39 per cent of Gross Value Added (GVA) in Manufacturing and Agriculture respectively, 13 per cent of India's exports and six per cent of total industrial investment. The Indian gourmet food market is currently valued at US\$ 1.3 billion and is growing at a Compound Annual Growth Rate (CAGR) of 20 per

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The Indian food industry is poised for huge growth, increasing its contribution to world food trade every year. In India, the food sector has emerged as a high-growth and high-profit sector due to its immense potential for value addition, particularly within the food processing industry.

Accounting for about 32 per cent of the country's total food market, The Government of India has been instrumental in the growth and development of the food processing industry. The government through the Ministry of Food Processing Industries (MoFPI) is making all efforts to encourage investments in the business. It has approved proposals for joint ventures (JV), foreign collaborations, industrial licenses, and 100 per cent export-oriented units.

Market Size

The Indian food and grocery market is the world's sixth largest, with retail contributing 70 per cent of the sales. The Indian food processing industry accounts for 32 per cent of the country's total food market, one of the largest industries in India and is ranked fifth in terms of production, consumption, export and expected growth. It contributes around 8.80 and 8.39 per cent of Gross Value Added (GVA) in Manufacturing and Agriculture respectively, 13 per cent of India's exports and six per cent of total industrial investment. The Indian gourmet food market is currently valued at US\$ 1.3 billion and is growing at a Compound Annual Growth Rate (CAGR) of 20 per cent. India's organic food market is expected to increase by three times by 2020#.

The online food ordering business in India is in its nascent stage, but witnessing exponential growth. With online food delivery players like FoodPanda, Zomato, TinyOwl and Swiggy building scale through partnerships, the organised food business has a huge potential and a promising future. The online food delivery industry grew at 150 per cent year-on-year with an estimated Gross Merchandise Value (GMV) of US\$ 300 million in 2016.

Investments

According to the data provided by the Department of Industrial Policies and Promotion (DIPP), the food processing sector in India has received around US\$ 7.54 billion worth

of Foreign Direct Investment (FDI) during the period April 2000-March 2017. The Confederation of Indian Industry (CII) estimates that the food processing sectors have the potential to attract as much as US\$ 33 billion of investment over the next 10 years and also to generate employment of nine million person-days.

Some of the major investments in this sector in the recent past are:

- Global e-commerce giant, Amazon is planning to enter the Indian food retailing sector by investing US\$ 515 million in the next five years, as per Mr Harsimrat Kaur Badal, Minister of Food Processing Industries, Government of India.
- Parle Agro Pvt Ltd is launching Frooti Fizz, a succession of the original Mango Frooti, which will be retailed across 1.2 million outlets in the country as it targets increasing its annual revenue from Rs 2800 crore (US\$ 0.42 billion) to Rs 5000 crore (US\$ 0.75 billion) by 2018.
- US-based food company Cargill Inc, aims to double its branded consumer business in India by 2020, by doubling its retail reach to about 800,000 outlets and increase market share to become national leader in the sunflower oil category which will help the company be among the top three leading brands in India.
- Mad Over Donuts (MoD), outlined plans of expanding its operations in India by opening nine new MOD stores by March 2017.
- Danone SA plans to focus on nutrition business in India, its fastest growing market in South Asia, by launching 10 new products in 2017, and aiming to double its revenue in India by 2020.
- Uber Technologies Inc plans to launch UberEATS, its food delivery service to India, with investments made across multiple cities and regions.

Government Initiatives:

Some of the major initiatives taken by the Government of India to improve the food processing sector in India are as follows:

- The Government of India aims to boost growth in the food processing sector by leveraging reforms such as 100 per cent Foreign direct investment (FDI) in

marketing of food products and various incentives at central and state government level along with a strong focus on supply chain infrastructure.

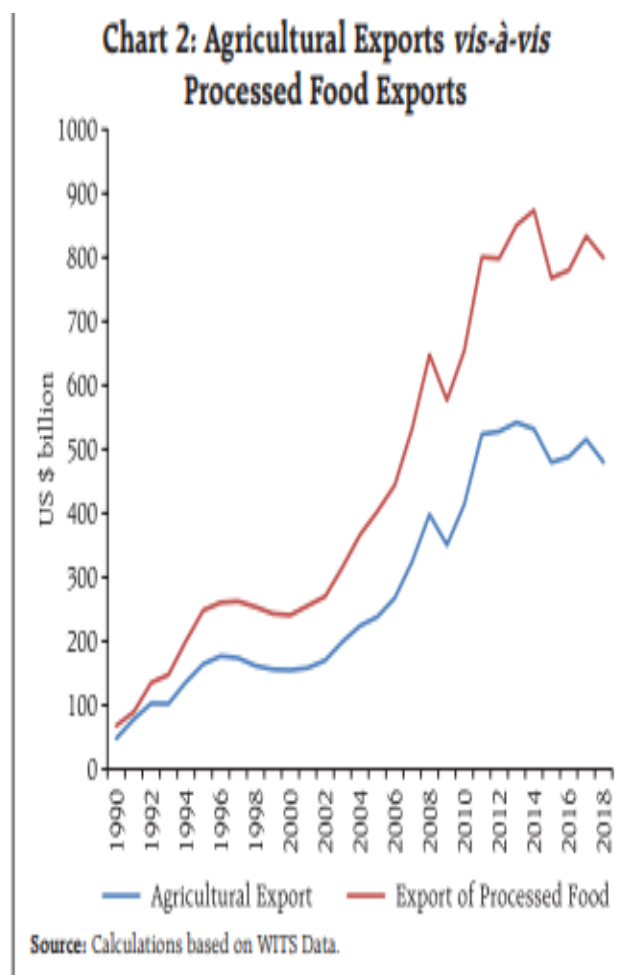
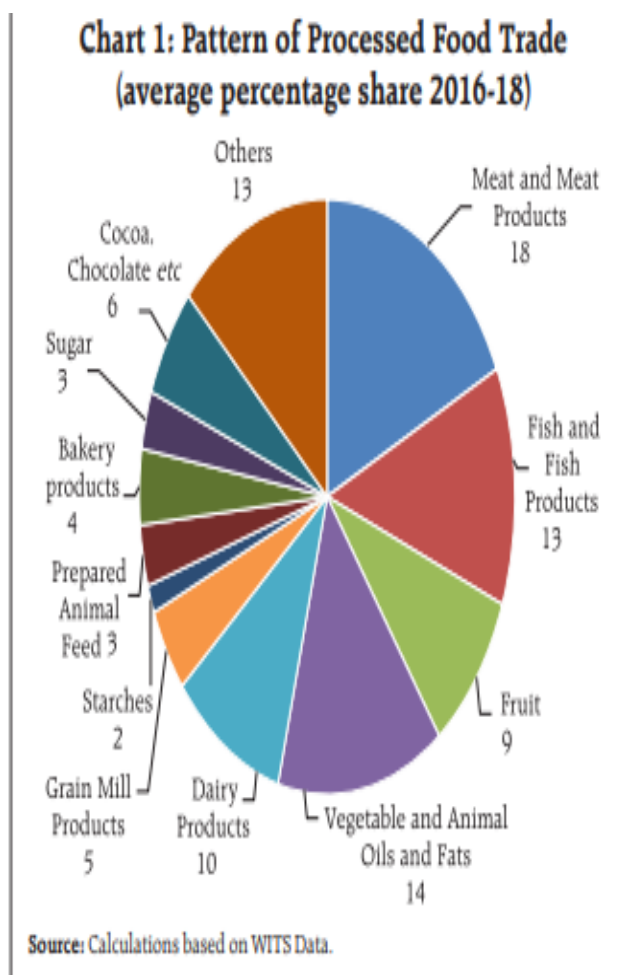
- In Union Budget 2017-18, the Government of India has set up a dairy processing infra fund worth Rs 8,000 crore (US\$ 1.2 billion).
- The Government of India has relaxed foreign direct investment (FDI) norms for the sector, allowing up to 100 per cent FDI in food product e-commerce through automatic route.
- The Food Safety and Standards Authority of India (FSSAI) plans to invest around Rs 482 crore (US\$ 72.3 million) to strengthen the food testing infrastructure in India, by upgrading 59 existing food testing laboratories and setting up 62 new mobile testing labs across the country.
- The Indian Council for Fertilizer and Nutrient Research (ICFNR) will adopt international best practices for research in fertiliser sector, which will enable farmers to get good quality fertilisers at affordable rates and thereby achieve food security for the common man.
- The Ministry of Food Processing Industries announced a scheme for Human Resource Development (HRD) in the food processing sector. The HRD scheme is being implemented through State Governments under the National Mission on Food Processing. The scheme has the following four components:
 - Creation of infrastructure facilities for degree/diploma courses in food processing sector
 - Entrepreneurship Development Programme (EDP)
 - Food Processing Training Centres (FPTC)
 - Training at recognised institutions at State/National level

Road Ahead

Going forward, the adoption of food safety and quality assurance mechanisms such as Total Quality Management (TQM) including ISO 9000, ISO 22000, Hazard Analysis and Critical Control Points (HACCP), Good Manufacturing Practices (GMP) and Good Hygienic Practices (GHP) by the food processing industry offers several benefits. It would enable adherence to stringent quality and hygiene norms and thereby protect

consumer health, prepare the industry to face global competition, enhance product acceptance by overseas buyers and keep the industry technologically abreast of international best practices.

Exchange Rate Used: INR 1 = US\$ 0.0155 as of April 17, 2017.



1.3 COMPANY PROFILE:

Shri P.K Chandran native of Kerala has over 60 years of experience in the field of madras pappadums [applam, pappads and pappadaums] industry. He is an office bearer the union of applam manufacture in Chennai and has won several prestigious awards in reorganization for this contribution to the industry.

The experience gained from being in the business for more than 60 years, in addition to the able management of the second-generation Manager: P.C. Sunish and P.C. Subish, the industry has emerged as the leading manufacture and exporters of madras pappadums (applams) with export knowledge in this field. The company has reached a valuable position of the industry, thanks to the experience, vision and dedication of its founder Shn P.K Chandren ably assisted by his son. The partnership firm was brainchild of Shri P.K Chandren He holds around 60 years' experience in production and marketing of madras pappadums [applam, pappadms and papadams]

In 1970, he started the business as a cottage industry near Kancheepuram. He developed himself as a retail shop owner in 1985 in the name of Arul appalam deport at Triplicane, Chennai when demands increased for his product, he was forced to expand his business in to a partnership firm from then on, we are in the path and after years of work, his brain child was a tangible reality by 1995, when, we were able to supply our products worldwide. In 1995, we started direct as well as deemed export of pappadums and applams to almost all parts of the world through and applam depot with a capacity of more than 5 lakes pappadums per day.

Arul appalam depot is a partnership firm, established in the year 1970. The company is engaged in manufacturing, wholesale, trade, exporting and importing a wide varieties of papads, pappadams, and appalams. Products including those categories, are garlic appalams, black pepper Appalams, Indian Mixed Masala Pappadums, Red Chilli Pappadums, Black Pepper Pappadums, Chilli Garlic Pappadums, and Punjabi Masala Papads.

Their complete product range is processed under the strict supervision under their experienced quality controllers, who make sure the supply of quality approved range in the market. For this, they follow the guiding principles of the total quality management system by which, they are been able to maintain a consistent flow of qualitative range at their clients end.

The company possess a state-of-the-art infrastructure, spread across a huge landmass and are equipped with modern and required amenities Partitioned into various other departments such as quality control, production, research and development warehouse, administrative and others, our company is capable of executing systematic business activities. Latest machinery is installed in their production department, by using which; they produce a comprehensive range within the prescribed time.

We are looking for queries from overseas countries like UK, US, Australia, China Denmark, France, Netherlands, New Zealand and Norway

Nature of business: Manufacturer

Additional Business :

- Wholesaler
- Exporter
- Importer
- Trader

Company CEO : P.C.Sunish

Reg address: 3/4, EVR Periyar Street, Gandhi Nagar, Palavakkam, Chennai, Tamil Nadu, India, 600041

Industry:

Manufacturing, trading, importer & exporter of appalams & pappadums

Total number of employees: 80 to 120 people

Year of establishment: 1970

Legal status of firm: Partnership firm registered under Indian partnership act, 1932

Promoter: Mr. Sunish

Annual turnover Rs: 25-50 crore

Their organization has constructed a sophisticated and sound infrastructure, outfired with all the necessary and required amenities

Company competitors:

- ❖ Bindu appalam
- ❖ Kalaimagal appalam
- ❖ Idhayam dots
- ❖ Annaporana Foods
- ❖ Ambika Appalam
- ❖ Meenakshi Appalam

PRODUCTS:

Appalam:

- Printed appalam
- Welcome appalam
- plain appalam
- black pepper appalam
- Punjabi appalam
- Red chilli appalm.
- Mint appalam

Papadam:

- Green chilli papads
- Red chilly papads Zeera papads
- Mini papads
- Onion flavored papads
- Tomato flavored papads

Pickles:

- Citron
- Mango
- Lemon
- Garlic
- Chilli
- Vegetable

Products:



MADRAS PLAIN APPALAM



Special marriage appalam



Pickle



Rice sevai



Kerala papadums



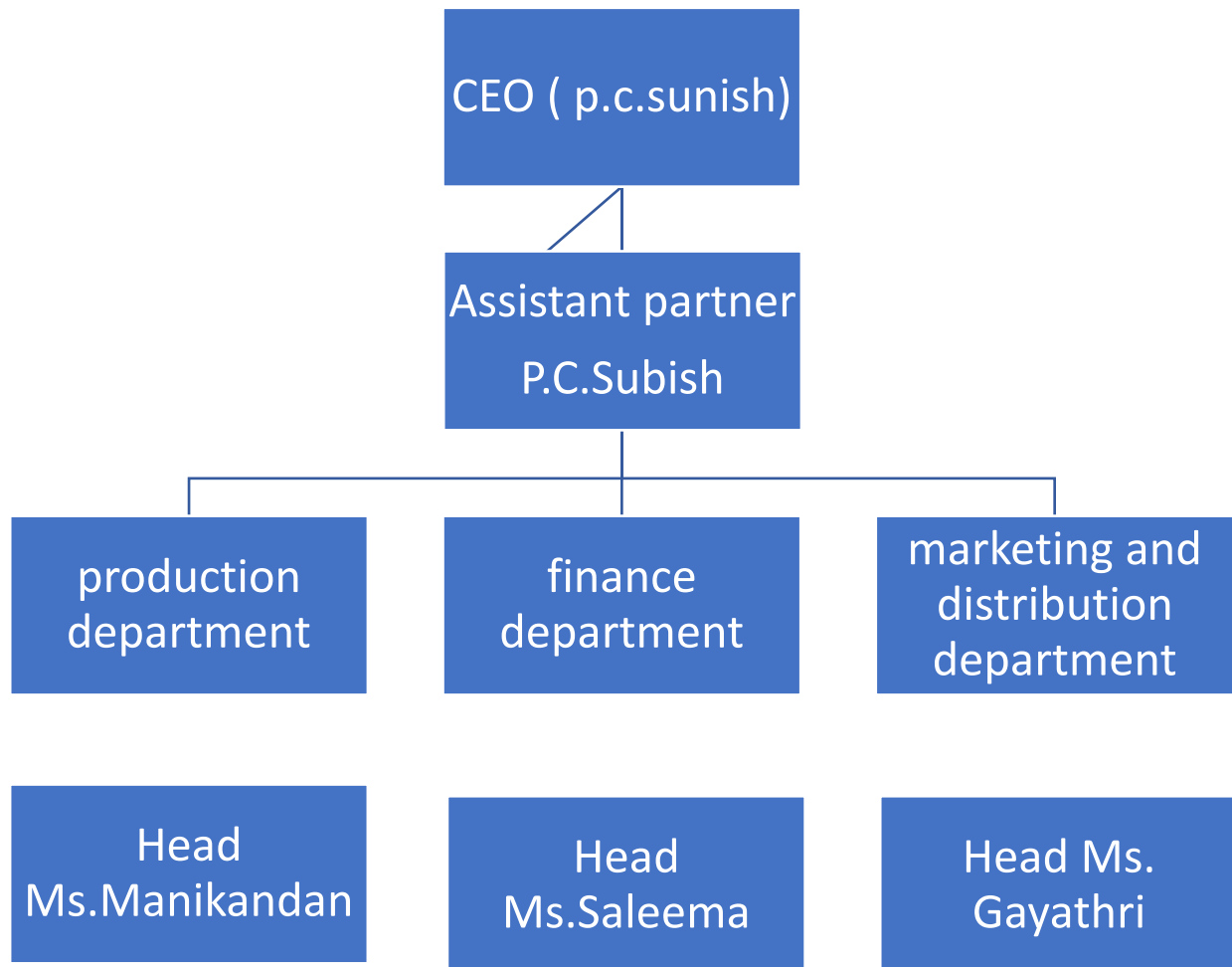


Red Chilly



Mixed Spice

1.4 Organizational structure:



1.5 CONCEPT OF THE STUDY:

- Well-being is relative to time and space. The well-being needs may vary from one company to another company, from one place to another place and from time to time.
- Workers or employees welfare should be understood as meaning such services facilities and amenities which may be provided within the vicinity of the undertaking to enable them to perform their work in healthy, congenial surroundings and provided with the amenities conducive to good health and high moral.
- Motivating employees can be a challenging task. In order to drive your employees to be motivated it helps to understand what motivates people. Understanding these motivating factors can help in finding the right solutions in motivating employees.

1.6 NEED FOR THE STUDY:

This study would give an overview of the well being measures existing in Arul appalam depot. Since health and well being are two important elements which is essential for improving the productivity of an organization, a study on the existing well being measures would help the organization to perform better. This study would throw a light on the perception of the employees regarding health and welfare. Arul appalam depot can identify the areas where it can improve so as to improve the performance the employees.

1.7 OBJECTIVES OF THE STUDY:

- ❖ To study the personal and job profile of the employees in Arul appalam depot.
- ❖ To examine the perception on psychological status of the employees in Arul appalam depot.
- ❖ To ascertain the views of the employees in work related and health problem.
- ❖ To suggest measures for improvement of employees well being in Arul appalam depot.

1.8 LIMITATIONS OF THE STUDY:

- Due to time constraints the sample size had to be confirmed to 50
- The respondents have replied to the queries recalling from their memory. Therefore recall bias and personal bias are possible.
- Since the data was collected using a schedule, the interviewer's inability to understand and record the responses correctly is possible.
- The respondents were unable or unwilling to give a complete and accurate response to certain questions.
- The time allotted for this study is limited.

CHAPTER 2

2.1 REVIEW LITERATURE:

- Work control and employee well-being: A decade review. DJ Terry, NL Jimmieson - 1999 - psycnet.apa.org

This chapter reviews literature that focuses entirely on research that either subjectively or objectively assesses the construct of work control. The review begins with a discussion of the conceptual model that has formed the basis for the majority of the research on the construct of work control—that is, R. A. Karasek's (1979) demands–control model. This is followed with a summary of the results of the early tests of the theory, a detailed review of the empirical research pertaining to the demands, a discussion of the 2 main responses to the lack of convincing support for the demands–control model, and a summary of the other types of effects that direct measures of work control have been found to have on employee adjustment. The chapter concludes with a discussion of possible future directions for research on work control

- Workplace resources to improve both employee well-being and performance: systematic review and meta-analysis. BY K Nielsen, MB Nielsen, C Ogbonnaya, M Känsälä... - Work & ..., 2017 - Taylor & Francis
- The path to a healthy workplace: A critical review linking healthy workplace practices, employee well-being, and organizational improvements. By MJ Grawitch, M Gottschalk, DC Munz - ... Journal: Practice and ..., 2006 - psycnet.apa.org
- Leadership behavior and employee well-being: An integrated review and a future research agenda. I Inceoglu, G Thomas, C Chu, D Plans
- Systematic review: Complementary therapies and employee well-being. JM Ravalier, P Wegrzynek, S Lawton - Occupational Medicine, 2016 - academic.oup.com
- Employee well-being and the HRM–organizational performance relationship: a review of quantitative studies. K Van De Voorde, J Paauwe... - International Journal of ..., 2012 - Wiley Online Library.

There is a lack of consensus on the role of employee well-being in the human resource management–organizational performance relationship. This review examines which of the competing perspectives –‘mutual gains’ or ‘conflicting outcomes’– is more appropriate for describing this role of employee well-being. In addition, this review examines whether study attributes such as the measurement of key variables, the level of analysis and the study design affect a study's outcomes. The review covers 36 quantitative studies published from 1995 to May 2010.

- Leadership behavior and employee well-being: An integrated review and a future research agenda. I Inceoglu, G Thomas, C Chu, D Plans... - The Leadership Quarterly, 2018 - Elsevier

Leadership behavior has a significant impact on employee behavior, performance and well-being. Extant theory and research on leadership behavior, however, has predominantly 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) affects employee well-being. We identify five mediator groupings (social-cognitive, motivational, affective, relational, identification), extend the criterion space for conceptualizing employee well-being (i.e., psychological: hedonic, eudaimonia, 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.

- Human resource management and employee well-being: Towards a new analytic framework. DE Guest - Human resource management journal, 2017 - Wiley Online Library

The mutual gains model suggests that HRM should benefit both individuals and organizations. However, the dominant models within HRM theory and research continue to focus largely on ways to improve performance, with employee concerns very much a secondary consideration. Furthermore, pressures at work and in society more widely are creating an increasing threat to employee well-being. If employee concerns and the threats to well-being are to be taken seriously, a different analytic framework for HRM is required. The article sets out an alternative approach to HRM that gives priority to practices designed to enhance well-being and a positive employment relationship, proposing that both elements are essential.

- Decision latitude, job demands, and employee well-being. PB Warr - Work & Stress, 1990 - Taylor & Francis
- Meeting the leadership challenge of employee well-being through relationship PsyCap and health PsyCap. F Luthans, CM Youssef... - Journal of leadership ..., 2013 - journals.sagepub.com
- How the impact of HR practices on employee well-being and performance changes with age DTAM Kooij, DE Guest, M Clinton... - Human Resource ..., 2013 - Wiley Online Library
- Employee well-being: A multilevel model linking work and nonwork domains. R Ilies, KM Schwind, D Heller - European journal of work and ..., 2007 - Taylor & Francis

CHAPTER 3

3.1 RESEARCH METHODOLOGY:

Research methodology is defined as a highly intellectual human activity used in the investigation of nature and matter and deals specifically with the manner in which data is collected, analyzed and interpreted. It is the conscious approach to find out the truth which is hidden and which has not been discovered by applying scientific procedure.

3.2 RESEARCH DESIGN:

The type of research employed for this study was descriptive research.

DESCRIPTIVE RESEARCH:

Descriptive research design is a valid method or researching specific subject and as a precursor to more quantitative studies. These are some valid concerns about the statistical validity, as long as the limitations are understood by the researcher this type of study is an invaluable scientific tool.

3.3 SAMPLING:

SAMPLING AREA:

Arul applam depot, palavakkam, Chennai – 600041.

SAMPLING POPULATION:

Sampling population for this study is 54

SAMPLING SIZE:

Out of 54 employees 50 employees are taken as the sampling size for the study.

STATISTICAL TOOL:

Statistical tool which is going to use for analyses the data is percentage.

PERCENTAGE ANALYSIS:

SIMPLE PERCENTAGE ANALYSIS It refers to a special kind of rates, percentage are used in making comparison between two or more series of data. A percentage is used to determine relationship between the series. $\text{Percentage} = \frac{\text{No. of Respondents}}{\text{Total no.}} \times 100$

3.4 SOURCE OF DATA:

PRIMARY DATA:

Primary data is a information collected by the researcher directly through instruments such as surveys, interviews, focus groups or observation. This study is based on the primary data collected from the Arul appalam depot through questionnaires'.

SECONDARY DATA:

Secondary data, on the other hand , is basically a data which is already collected by someone else. Researches reuse and repurpose information as secondary data because it is easier and less expensive to collect. However, it is seldom as useful and accurate as primary data. This data is taken from company profile, website and books for the study.

CHAPTER 4

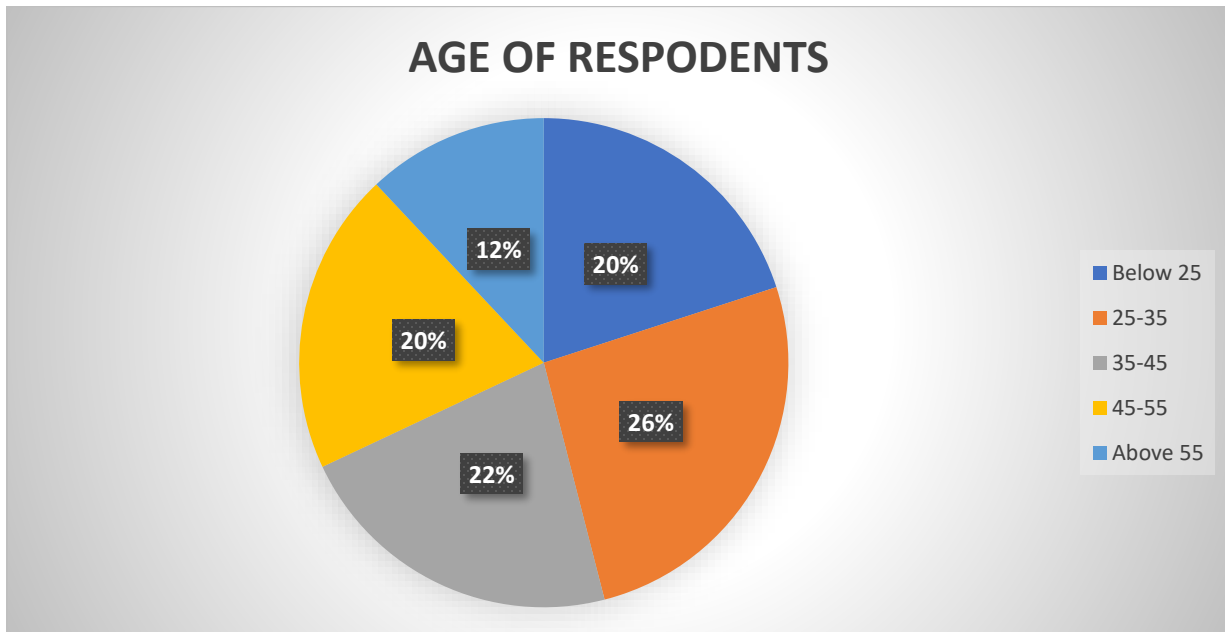
4.1 DATA ANALYSIS AND INTERPRETATION

4.1 AGE OF THE RESPONDENTS

4.1 TABLE

AGE	NO. OF RESPONDENTS	PERCENTAGE
Below 25	10	20
25-35	13	26
35-45	11	22
45-55	10	20
Above 55	6	12
Total	50	100

4.1 CHART



INTERPRETATION:

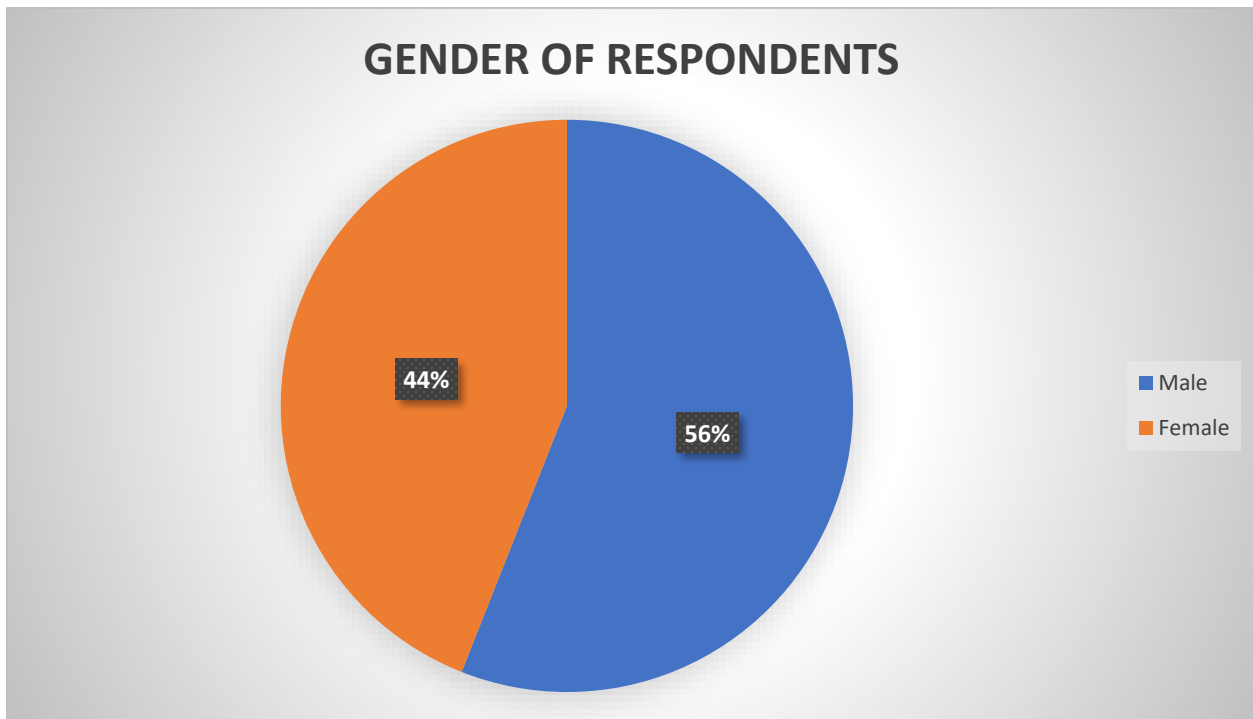
From the above table it is shown that 26% of employees are between 25-35 and 22% of employees are between 35-45 and 20% of employees are below 25 and 45-55 and 12% of employees are above 55.

4.2 GENDER OF THE RESPONDENTS

4.2 TABLE

GENDER	NO. OF RESPONDENTS	PERCENTAGE
Male	28	56%
Female	22	44%
TOTAL	50	100%

4.3 CHART



INTERPRETATION:

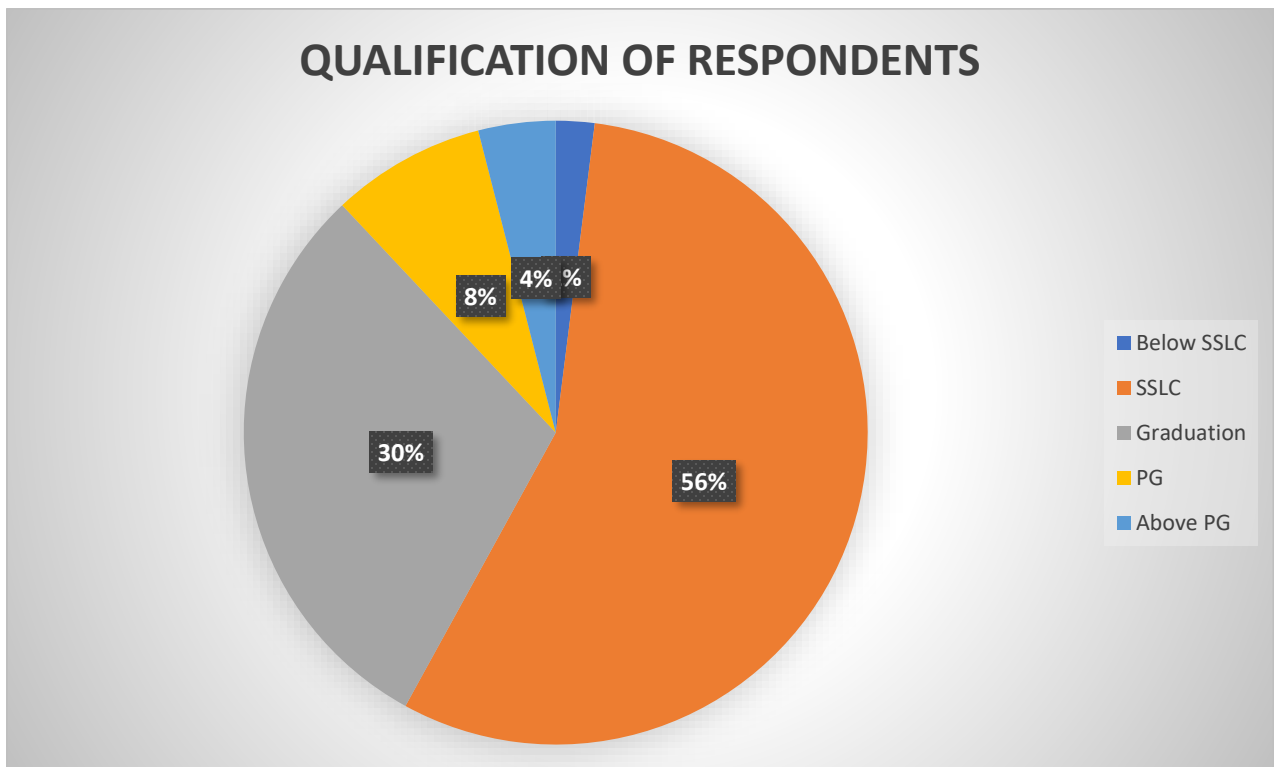
From the above table it is shown that 56% of employees are male and 44% of employees are female.

4.3 QUALIFICATION OF THE EMPLOYEES

4.3 TABLE

QUALIFICATION	NO. OF RESPONDENTS	PERCENTAGE
Below SSLC	1	2%
SSLC	28	56%
Graduation	15	30%
PG	4	8%
Above PG	2	4%
TOTAL	50	100

4.3 CHART



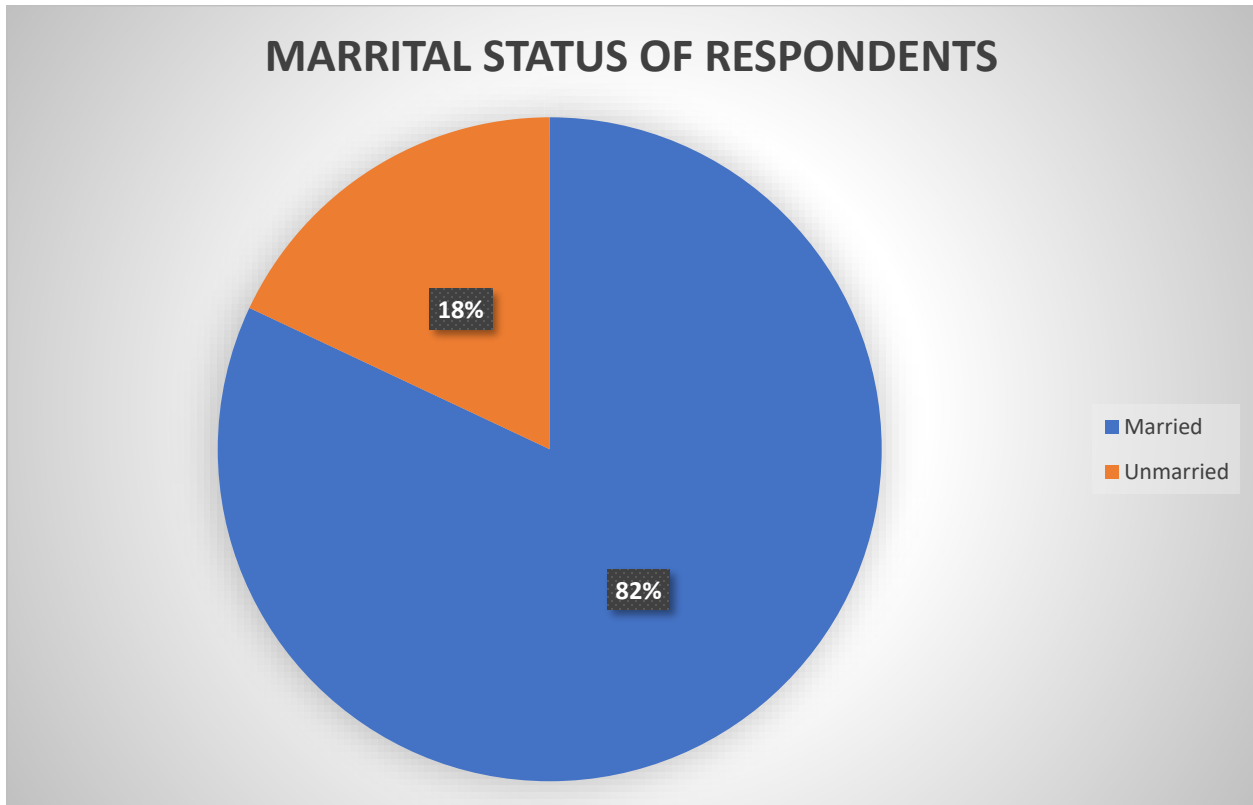
INTERPRETATION

The above table represents 56% of employees have a qualification of SSLC and 30% of employees have a qualification of UG and 8% of employees have a qualification of PG and 4% of employees have a qualification of above PG and 2% of employees are below SSLC.

4.4 MARITAL STATUS OF THE EMPLOYEES

MARITAL STATUS	NO. OF RESPONDENTS	PERCENTAGE
Married	41	82%
Unmarried	9	18%
TOTAL	50	100

4.4 CHART



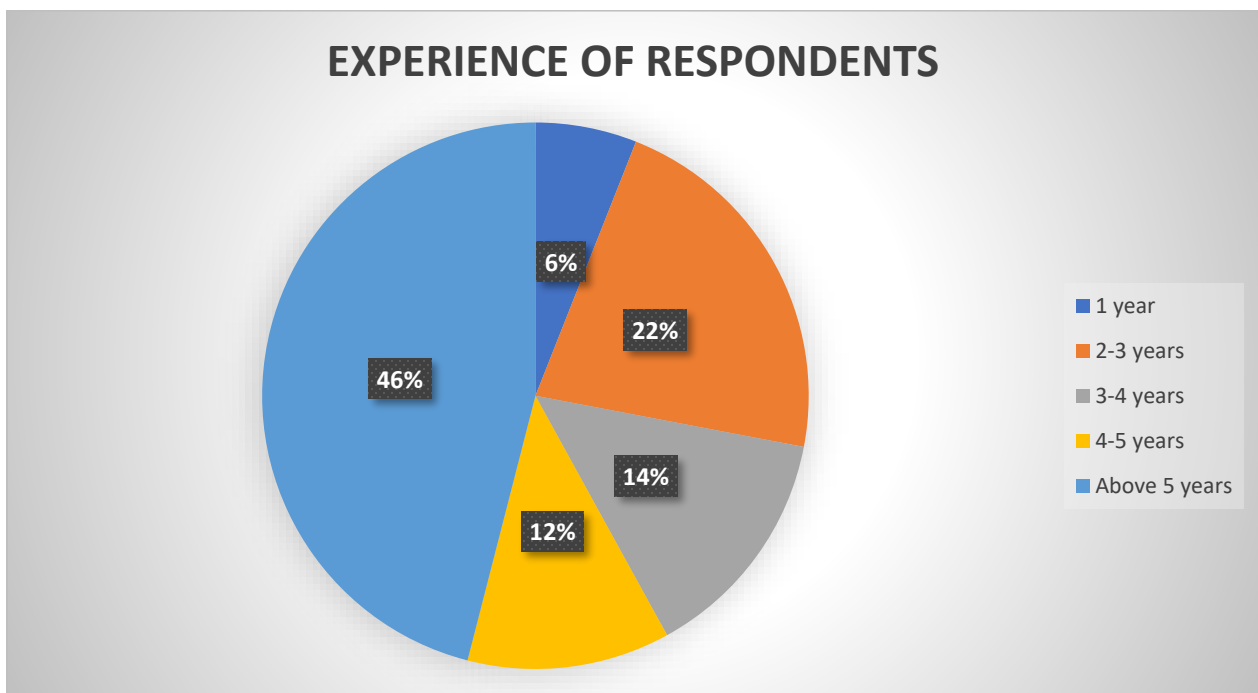
INTERPRETATION:

From the above table shows that 82% employees in this organization are married and 18% of employees Unmarried.

4.5 EXPERIENCE OF THE EMPLOYEES

EXPERIENCE	NO. OF RESPONDENTS	PERCENTAGE
1 year	3	6%
2-3 years	11	22%
3-4 years	7	14%
4-5 years	6	12%
Above 5 years	23	46%
TOTAL	50	100

4.5 CHART



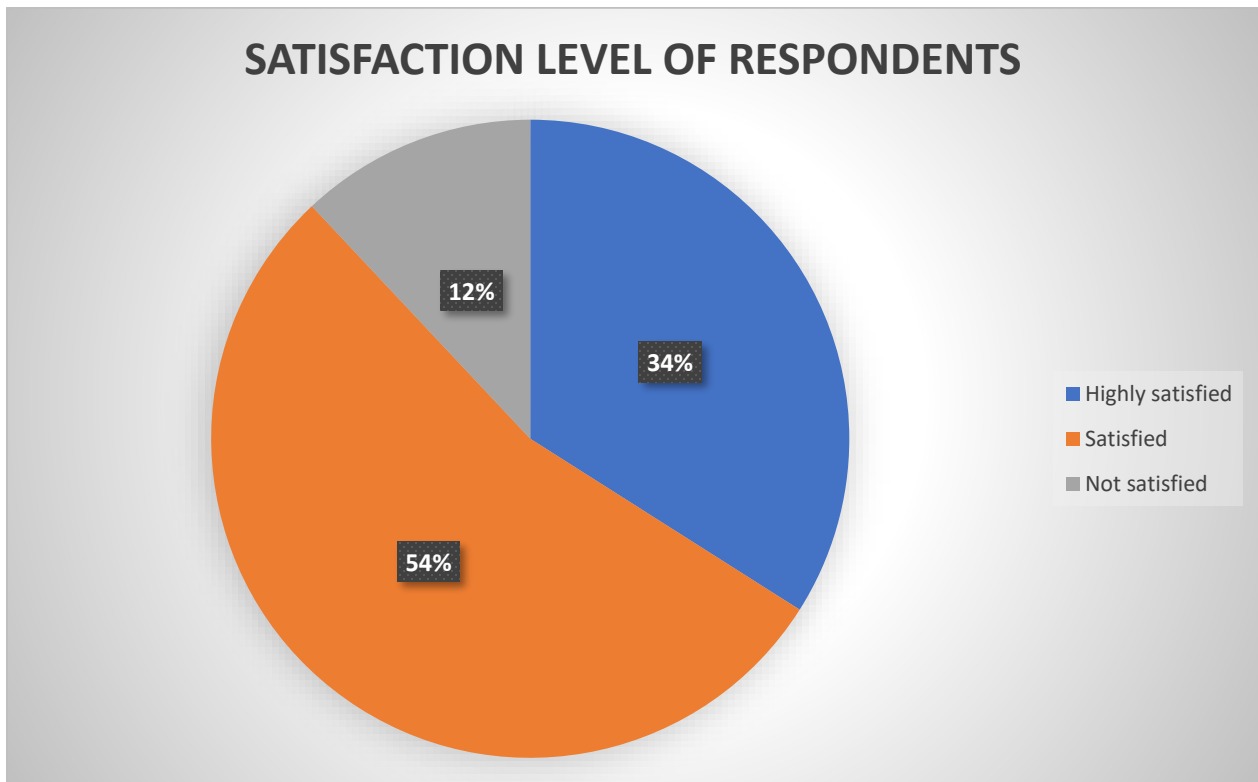
INTERPRETATION:

From the above table it shown that 46% of employees are above 5 years of experience and 22% of employees have 2-3 years of experience and 14% of employees have 3-4 years of experience and 12% of employees have 4-5 years of experience and 6% of employees have 1 year of experience.

4.6 SATISFACTION LEVEL OF EMPLOYEES TOWARDS INCENTIVES AND REWARDS

SATISFACTION LEVEL	NO. OF RESPONDENTS	PERCENTAGE
Highly satisfied	17	34%
Satisfied	27	54%
Not satisfied	6	12%
TOTAL	50	100

4.6 CHART



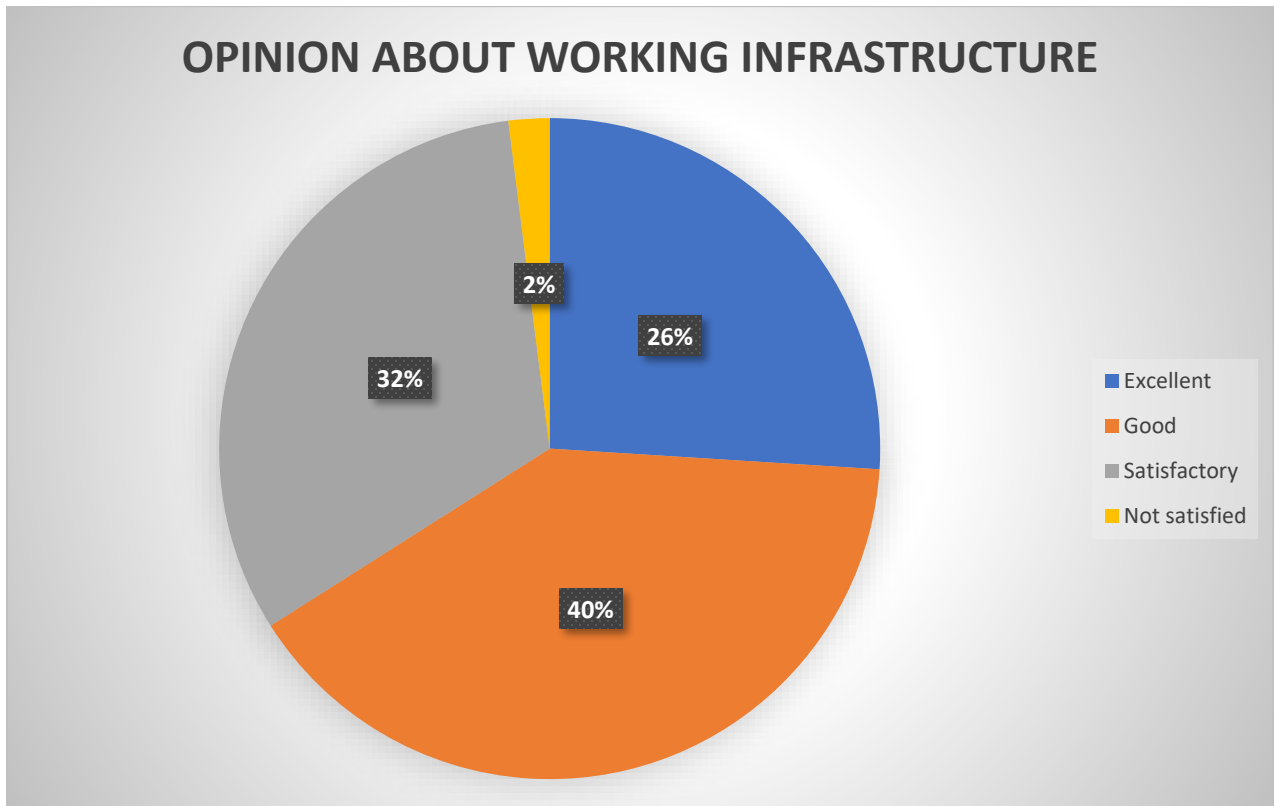
INTERPRETATION

From the above table it is shown that 54% of employees are satisfied and 34% of employees are highly satisfied and 12% of employees are not satisfied with the compensation package.

4.7 OPINION OF THE EMPLOYEES ABOUT THE COMPANY INFRASTRUCTURE

CATEGORIES	NO. OF RESPONDENTS	PERCENTAGE
Excellent	13	26%
Good	20	40%
Satisfactory	16	32%
Not satisfied	1	2%
TOTAL	50	100

4.7 CHART



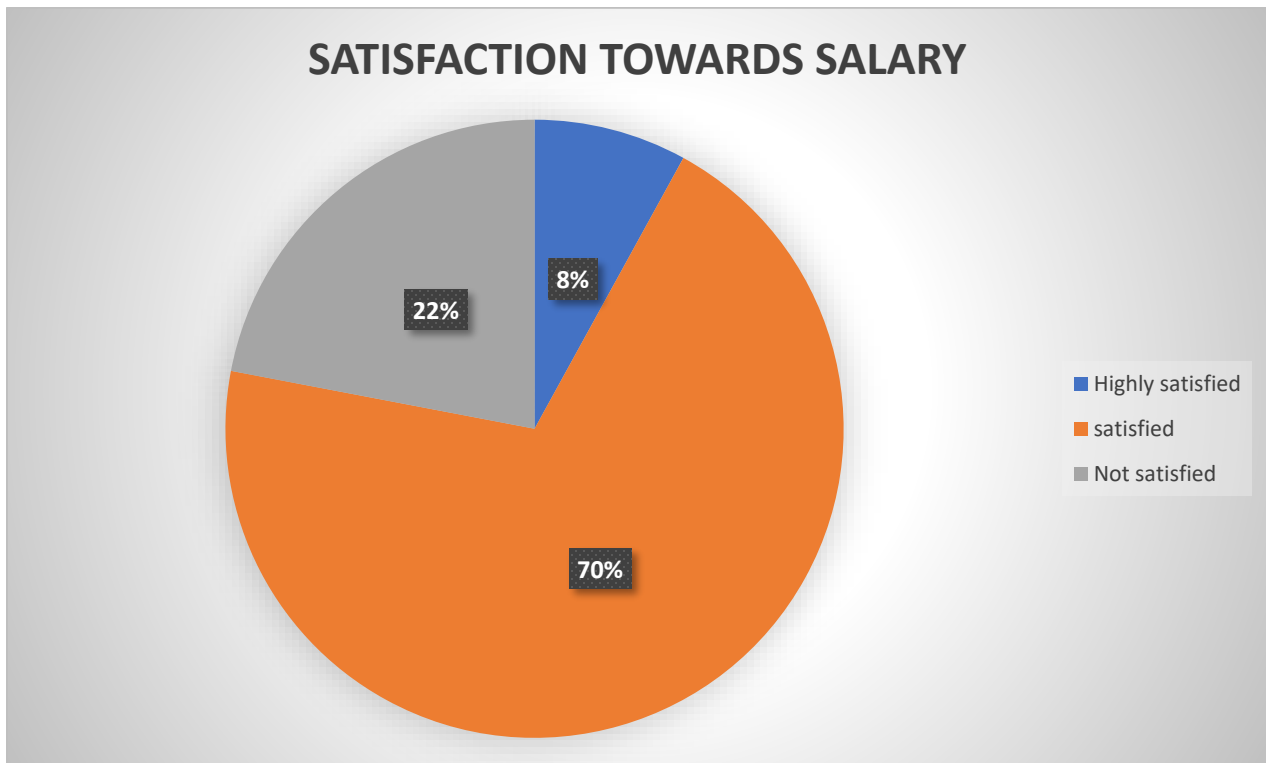
INTERPRETATION:

The above table shows that 40% of employees feels that their working infrastructure is good and 32% employees says that it is satisfactory and for 26% of employees said it is excellent and for 2% of employees it is satisfactory.

4.8 SATISFACTION LEVEL OF EMPLOYEES TOWARDS SALARY

CATEGORIES	NO. OF RESPONDENTS	PERCENTAGE
Highly satisfied	4	8
Satisfied	35	70
Not satisfied	11	22
TOTAL	50	100

CHART



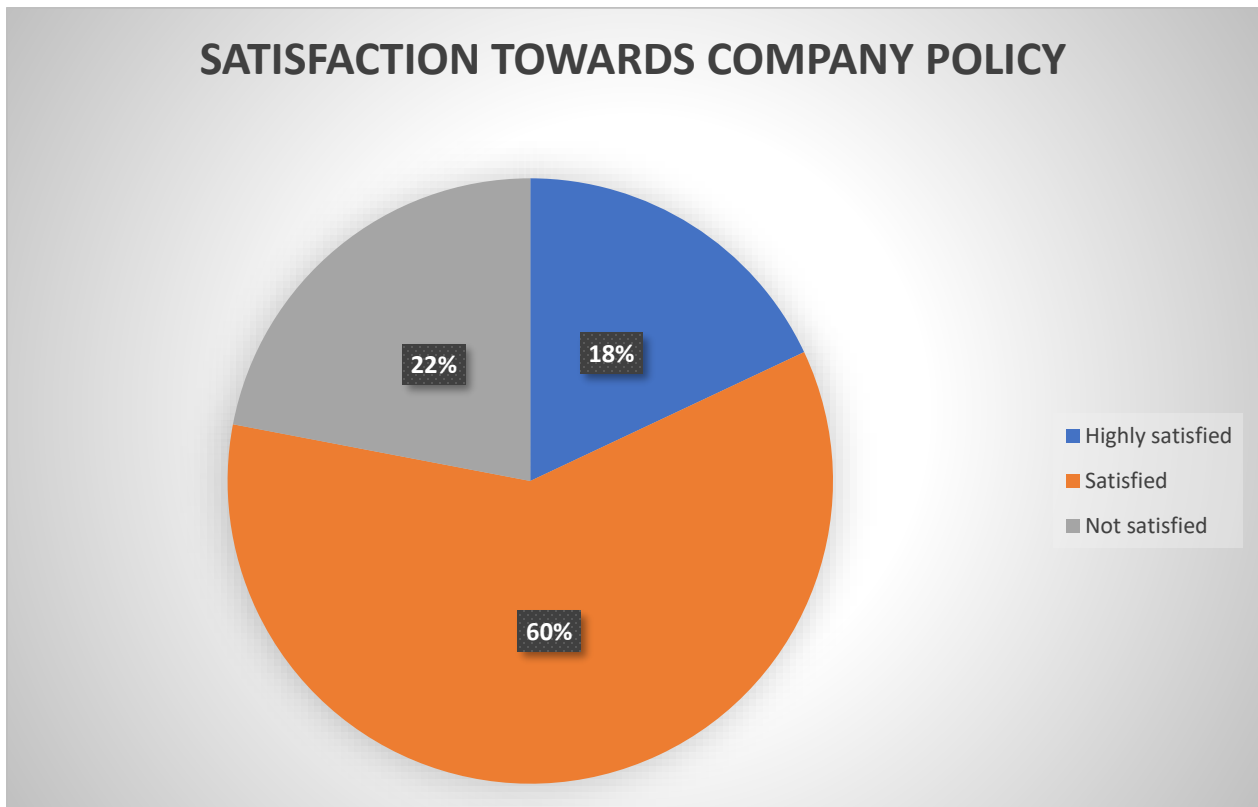
INTERPRETATION

The above table shows that 70% of the employees are satisfied with their salary and 8% of the employees are highly satisfied and 22% of employees are not satisfied with their salary.

4.9 SATISFACTION LEVEL OF THE EMPLOYEES TOWARDS COMPANY POLICY:

CATEGORIES	NO. OF RESPONDENTS	PERCENTAGE
Highly satisfied	9	18
Satisfied	30	60
Not satisfied	11	22
TOTAL	50	100

4.9 CHART



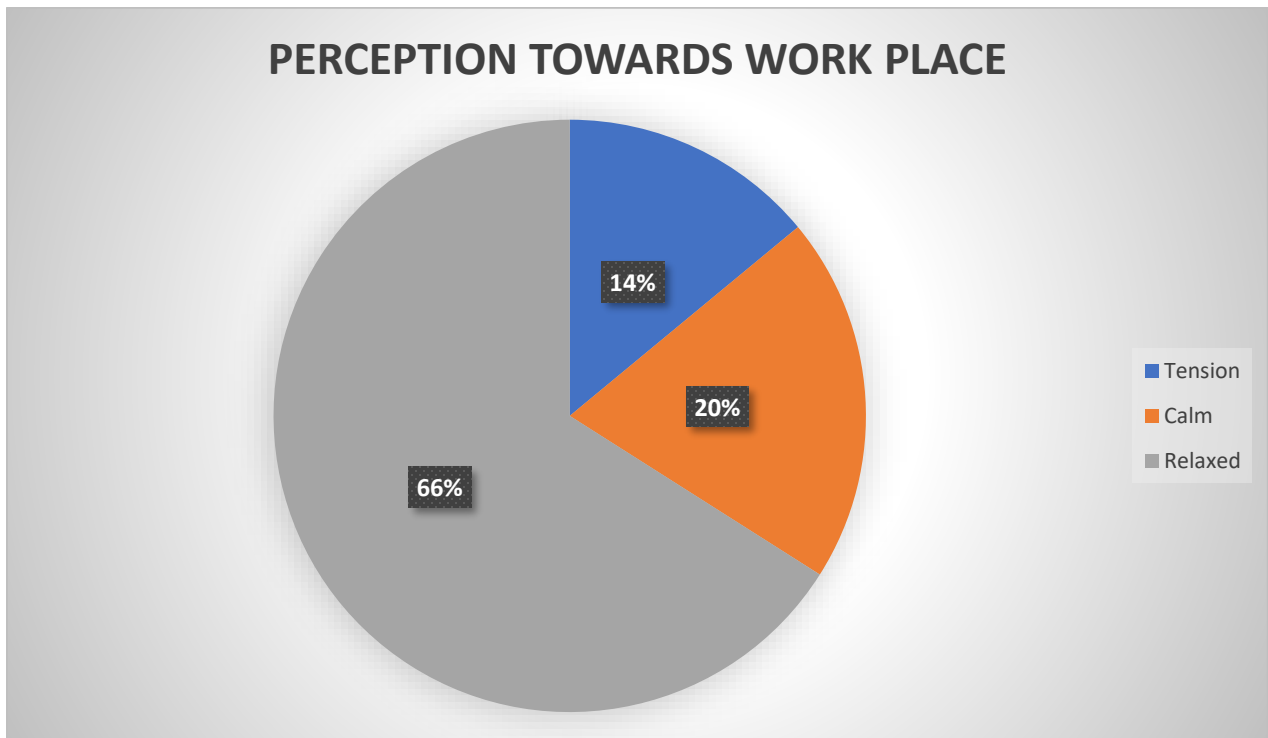
INTERPRETATION:

The above table shows that out of 50 employees 60% of employees are satisfied with their company policy and 22% of employees are not satisfied and 18% of employees are highly satisfied with the company policy.

4.10 PERCEPTION OF THE EMPLOYEES AT WORK

CATEGORIES	NO. OF RESPONDENTS	PERCENTAGE
Tension	7	14
Calm	10	20
Relaxed	33	66
TOTAL	50	100

4.10 CHART



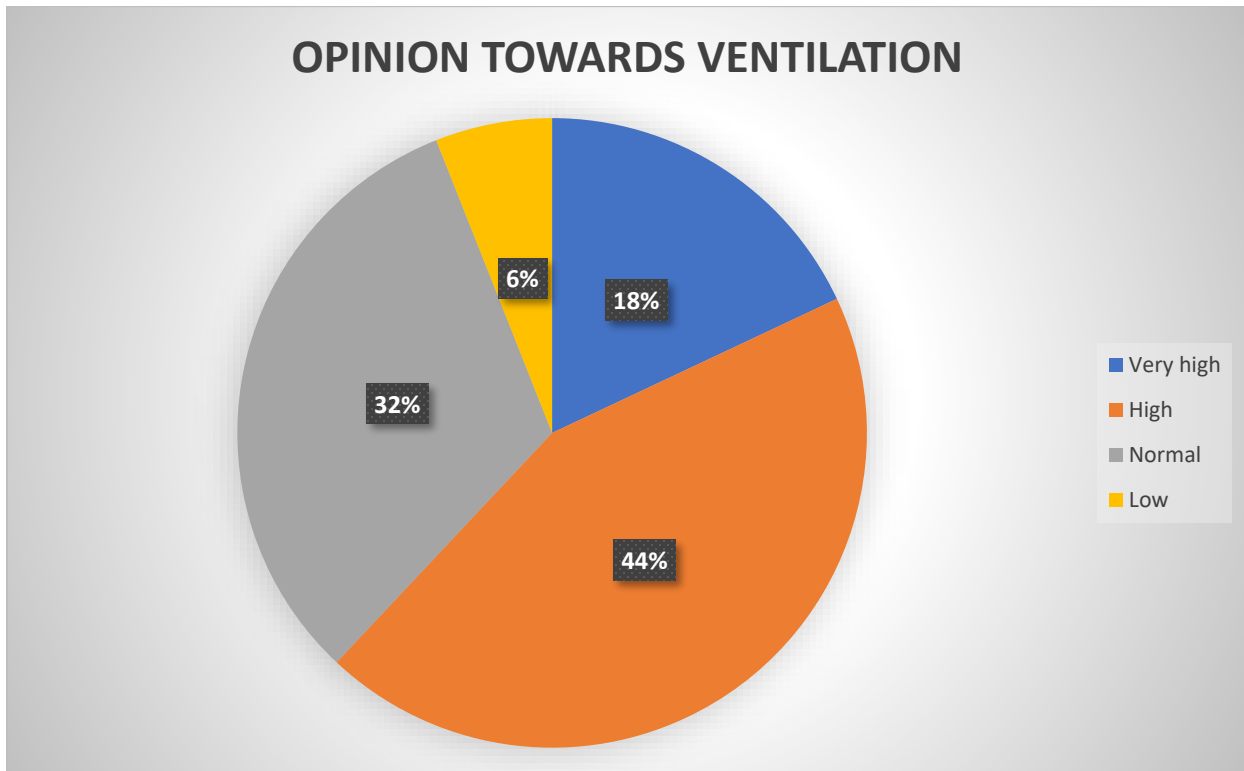
INTERPRETATION:

The above table shows that 66% of employees feels relaxed when they are at work and 20% of employees feels calm and 14% of employees feels tensed.

4.11 OPINION OF THE RESPONDENTS TOWARDS VENTILATION

CATEGORIES	NO. OF RESPONDENTS	PERCENTAGE
Very high	9	18
High	22	44
Normal	16	32
Low	3	6
TOTAL	50	100

4.11 CHART



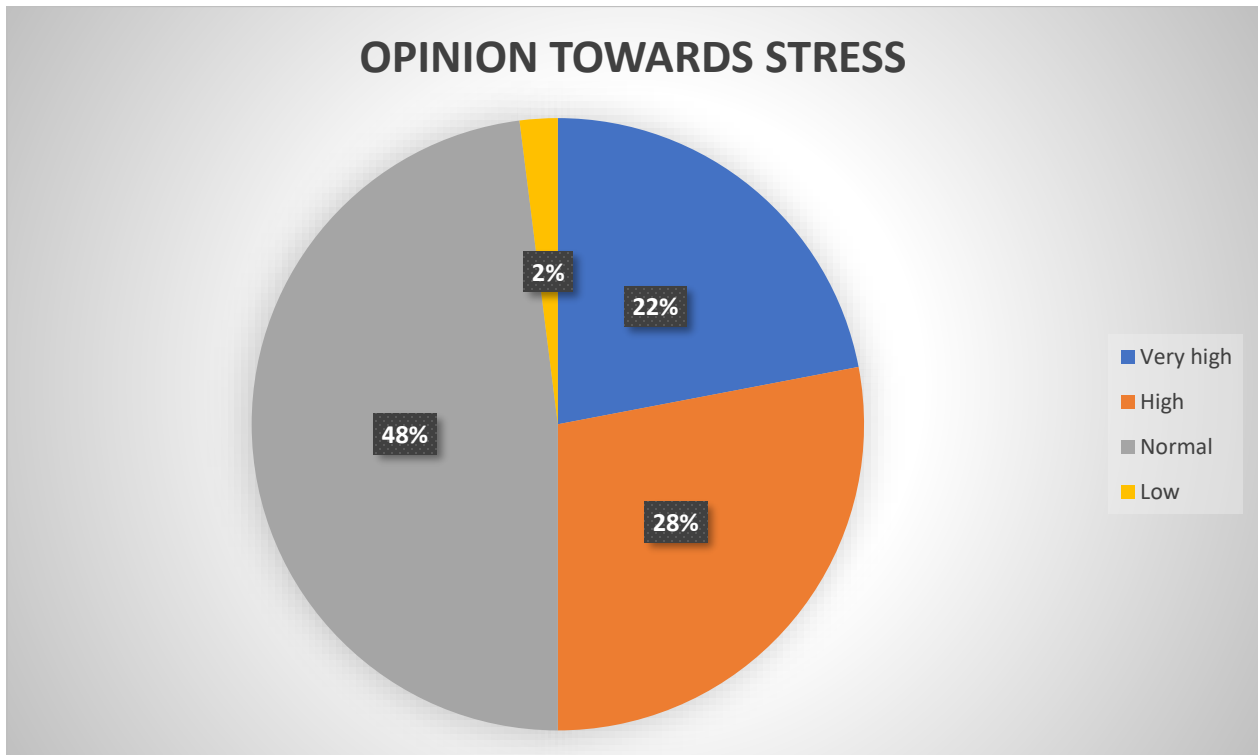
INTERPRETATION:

The above table shows that 44% of employees says that ventilation in their company is high and 32% says that it is normal and 18% says that it is very high and 6% of the employees says that it is low.

4.12 OPINION OF THE RESPONDENTS TOWARDS STRESS:

CATEGORIES	NO. OF RESPONDENTS	PERCENTAGE
Very high	11	22
High	14	28
Normal	24	48
Low	1	2
TOTAL	50	100

4.12 CHART



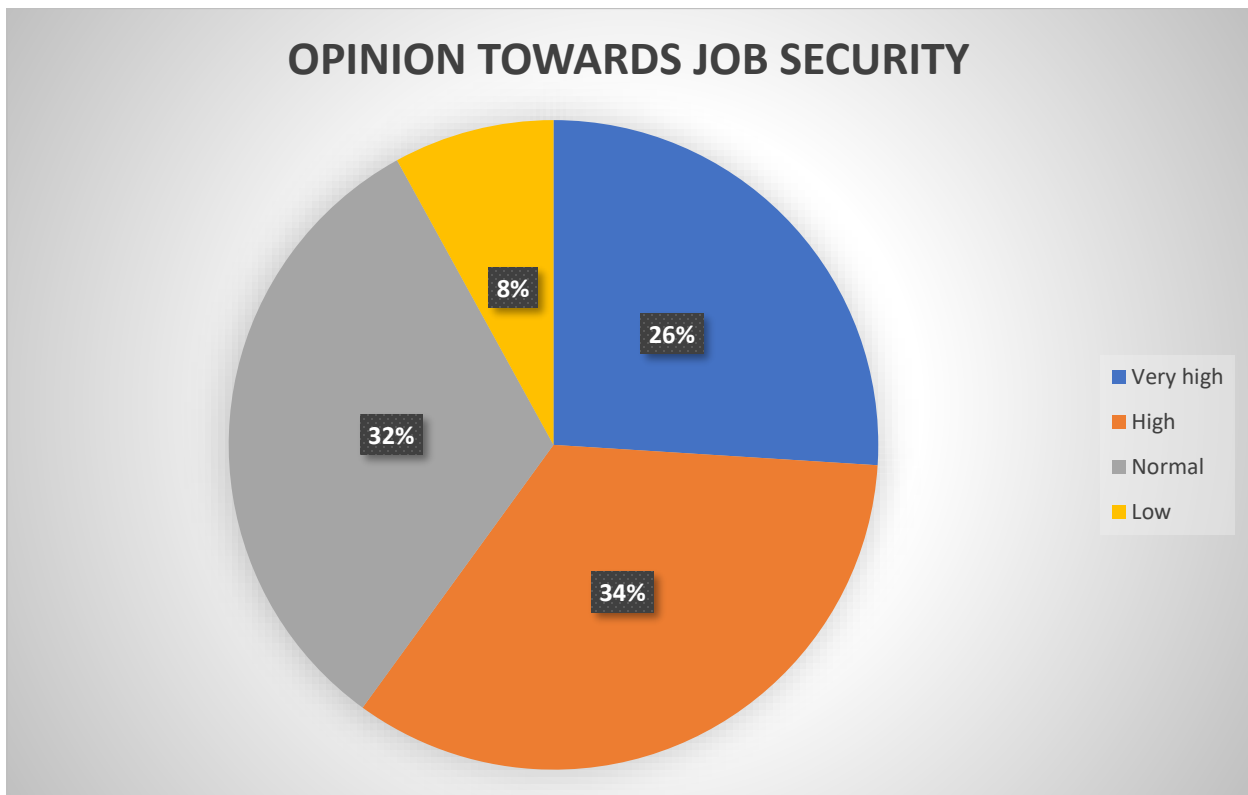
INTERPRETATION:

The above table shows that 48% of employees says that their stress level is normal and 28% of employees says that it is high and 22% of employees says that it is very high and 2% of employees says that their stress level is good.

4.13 OPINION OF THE RESPONDENTS TOWARDS JOB SECURITY:

CATEGORIES	NO. OF RESPONDENTS	PERCENTAGE
Very high	13	26
High	17	34
Normal	16	32
Low	4	8
TOTAL	50	100

4.13 CHART



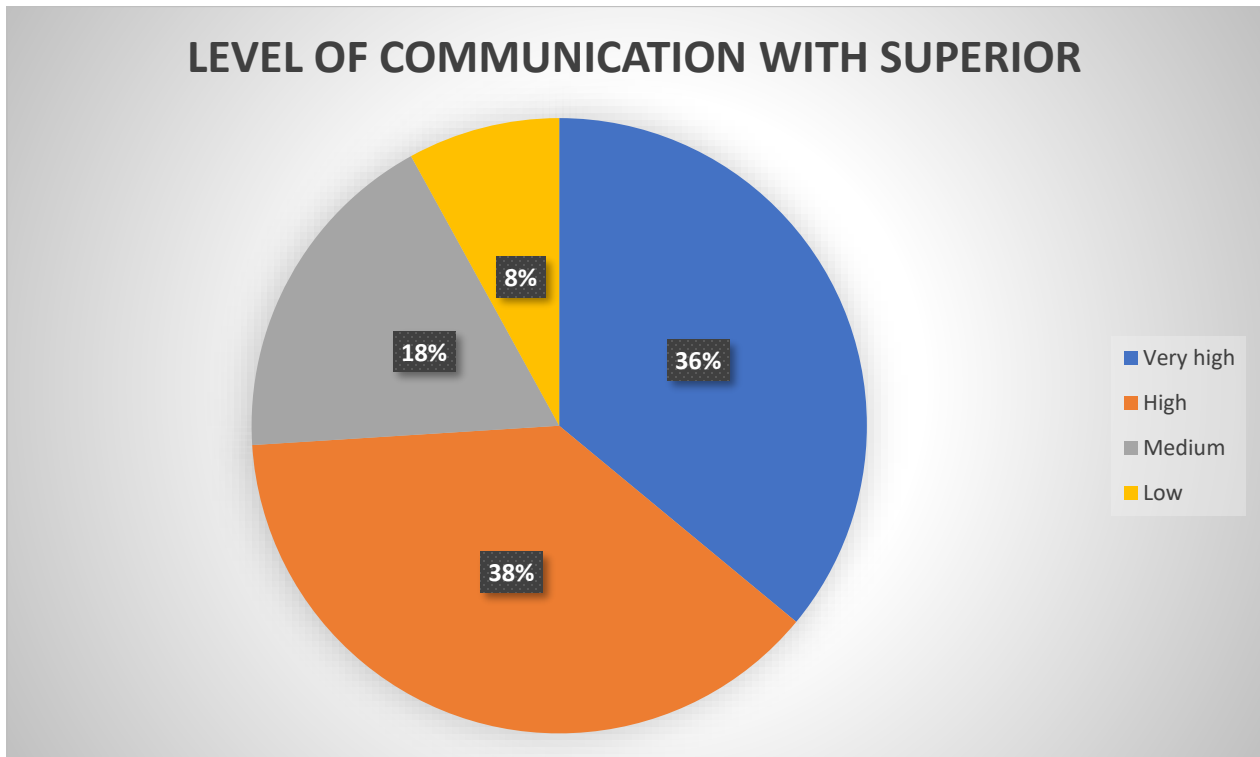
INTERPRETATION:

The above table shows that 34% of employees feels highly secure in their job and 32% of employees says that it is normal and 26% of employees feels that their job security is very high and 8% of employees says that it is low.

4.14 LEVEL OF PERCENTAGE IN RELATION WITH SUPERIOR AND SUBORDINATE

CATEGORIES	NO. OF RESPONDENTS	PERCENTAGE
Very high	18	36
High	19	38
Medium	9	18
Low	4	8
TOTAL	50	100

4.14 CHART



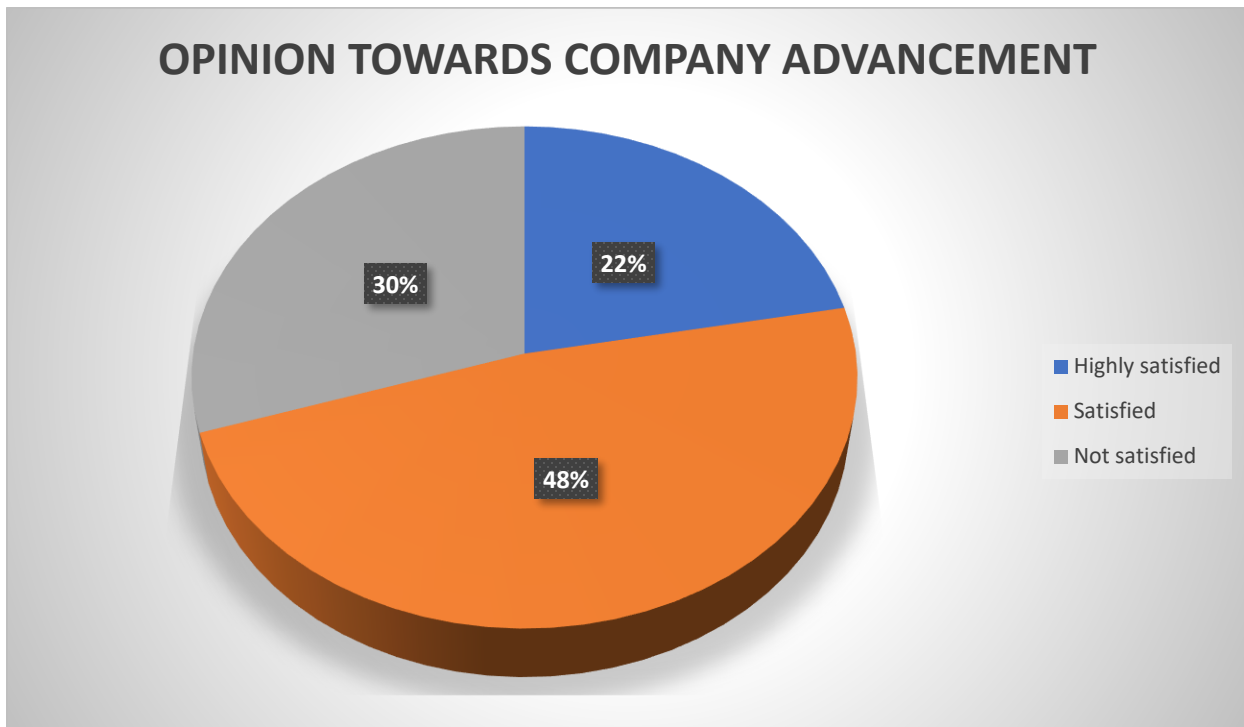
INTERPRETATION:

The above table shows that 38% of employees says that the communication and relation with the superior & management and peers is high and 36% of the employees feels that it is very high and 18% of employees feels that it is medium and 8% of employees feels that it is low.

4.15 EMPLOYEE OPINION TOWARDS ADVANCEMENT IN COMPANY

CATEGORIES	NO. OF RESPONDENTS	PERCENTAGE
Highly satisfied	11	22
Satisfied	24	48
Not satisfied	15	30
TOTAL	50	100

4.15 CHART



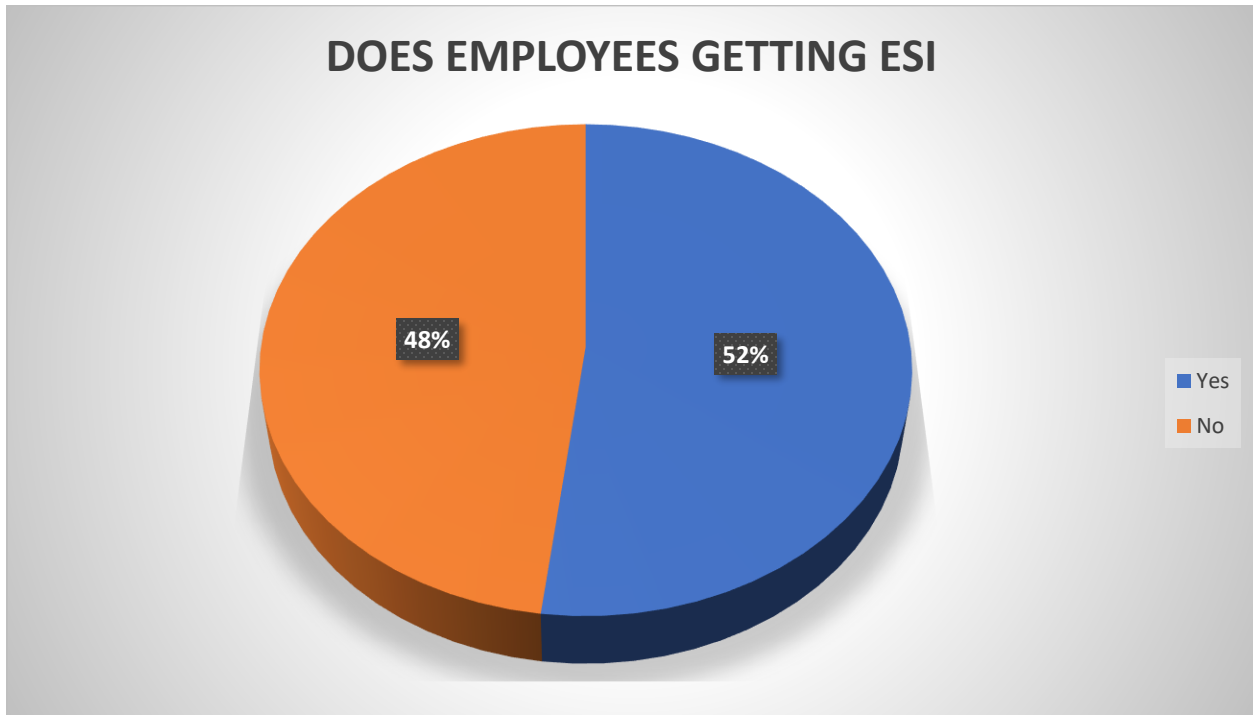
INTERPRETATION:

The above table shows that 48% of the employees are satisfied with their advancement and 30% of employees are not satisfied and 22% of employees are highly satisfied with their advancement.

4.16 DOES EMPLOYEES GETTING ESI?

CATEGORIES	NO. OF RESPONDENTS	PERCENTAGE
Yes	26	52
No	24	48
TOTAL	50	100

4.16 CHART



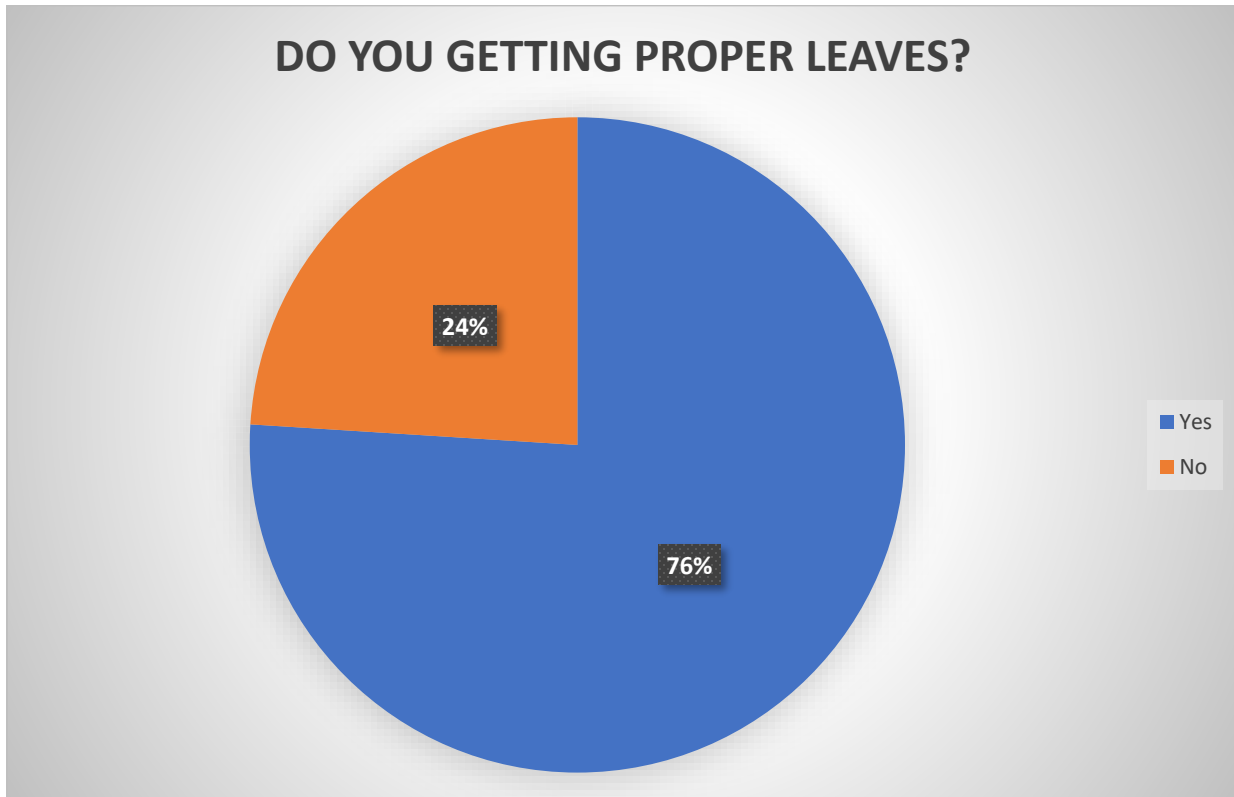
INTERPRETATION

The above table shows that only 52% of employees has ESI facility and 48% of employees are not having ESI benefit.

4.17 ARE EMPLOYEE GETTING FREQUENT LEAVES?

CATEGORIES	NO. OF RESPONDENTS	PERCENTAGE
Yes	38	76
No	12	24
TOTAL	50	100

4.17 CHART



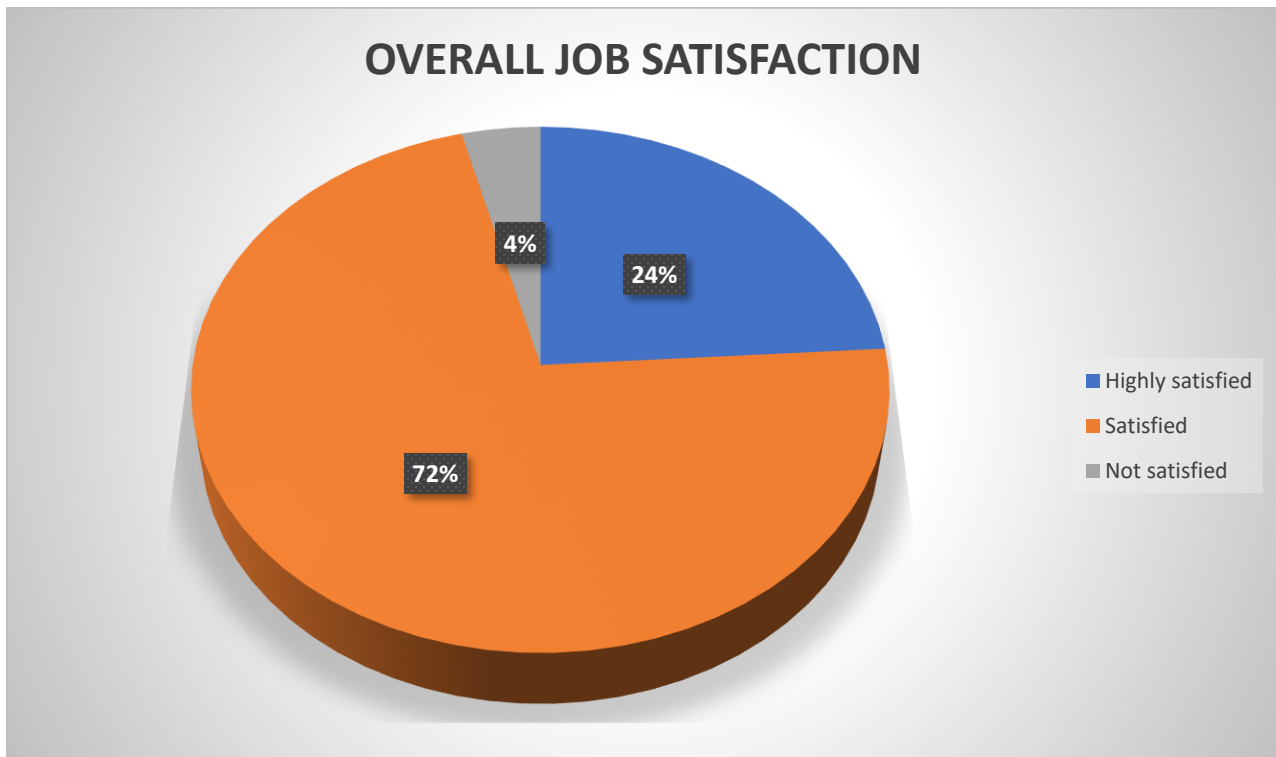
INTERPRETATION

The above table shows that 76% of the employees says that they are getting proper leave and 24% of employees said that they are not getting proper leaves.

4.18 OVERALL SATISFACTION LEVEL OF EMPLOYEES TOWARDS JOB

CATEGORIES	NO. OF RESPONDENTS	PERCENTAGE
Highly satisfied	12	24
Satisfied	36	72
Not satisfied	2	4
TOTAL	50	100

4.18 CHART



INTERPRETATION

The above table shows that out of 50 employees 72% of employees are satisfied with their job and 24% of employees are highly satisfied and 4% are not satisfied with their job

4.2 STATISTICAL ANALYSIS

CHI-SQUARE TEST

NULL HYPOTHESIS (H₀): There is no significant relation between the educational qualification and salary satisfaction

ALTERNATE HYPOTHESIS (H₁): There is a significant relation between the educational qualification and salary satisfaction.

TABLE OF OBSERVED VALUE

Satisfaction towards salary/ qualification	Below SSLC	SSLC	Graduate	PG	Above PG	Total
Highly satisfied	0	0	2	1	1	4
Satisfied	1	20	11	2	1	35
Not satisfied	0	8	2	1	0	11
Total	1	28	15	4	2	50

Expected value = row total X column total/ grand total

Satisfaction towards salary/ qualification	Below SSLC	SSLC	Graduate	PG	Above PG
Highly satisfied	0.08	2.24	1.2	0.32	0.16
Satisfied	0.7	19.6	10.5	2.8	1.4
Not satisfied	0.22	6.16	3.3	0.88	0.44

CALCULATION OF χ^2

Observed values	Expected values	(O-E)	(O-E) ²	(O-E) ² /E
0	0.08	-0.08	0.0064	0.08
0	2.24	-2.24	5.0176	2.24
2	1.2	0.8	0.64	0.533333
1	0.32	0.68	0.4624	1.445
1	0.16	0.84	0.7056	4.41
1	0.7	0.3	0.09	0.128571
20	19.6	0.4	0.16	0.008163
11	10.5	0.5	0.25	0.02381
2	2.8	-0.8	0.64	0.228571
1	1.4	-0.4	0.16	0.114286
0	0.22	-0.22	0.0484	0.22
8	6.16	1.84	3.3856	0.54961
2	3.3	-1.3	1.69	0.512121
1	0.88	0.12	0.0144	0.016364
0	0.44	-0.44	0.1936	0.44

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

$$\chi^2 = 10.9498$$

$$\text{Significance level} = 5\% = 0.05$$

$$\text{Degrees of freedom} = (\text{column}-1) (\text{row}-1)$$

$$= (5-1) (3-1)$$

$$= 8$$

$$\chi^2 \text{ Tabular value} = 15.51$$

$$\chi^2 \text{ Calculated value} = 10.94$$

Therefore χ^2 tabular value > χ^2 calculated value

So that, Null hypothesis accepted and alternative hypothesis rejected.

CHAPTER 5

5.1 FINDINGS

- The study implies that majority (26%) of the respondents belongs to the age group 25-35
- The study shows that majority (56%) of employees are male.
- This study clearly shows that majority (56%) employees have a qualification of SSLC
- This study shows that majority (82%) of the employees are married
- This study shows that majority (46%) of employees have more than 5 years of experience
- Majority 54% of employees satisfied with incentives and rewards which is given by the company.
- Majority 40% of employees feels that their working infrastructure is good.
- This study clearly states that majority 70% of employees have a satisfaction towards salary.
- This study shows that out of 50 employees 60% of employees are satisfied with the company policy.
- Majority 66% of employees feels relaxed when they are in work
- This study shows out of 50 employees 44% of employees says that ventilation in this company is high
- This study shows that 48% of employees said that the stress in this job is normal level.
- Majority 34% of employees feels highly secured in this job
- This study shows that majority 38% of employees said that the communication between the superior and subordinate is high.
- This study shows that 48% of employees satisfied with the advancement.
- This study clearly shows only 52% of employees have ESI facility.
- Majority 76% of employees agreed they are getting proper leaves
- This study shows that 72% of employees have a satisfaction towards job.

5.2 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, 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.

5.3 CONCLUSION

Employee well being refers to physical, mental, emotional well-being of the employee. Arul Appalam Depot 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 well-being of the employee various suggestions has been given it is required to be followed by the Arul Apallam Depot to promote the efficiency of the employees in the organization. And they have to recruit additional employees to reduce the work burden.

A STUDY BASED ON EMPLOYEE WELL BEING IN

ARUL APPALAM DEPOT

QUESTIONNAIRE

1. Name:
2. Age
 - a) Below 25 b) 25-35 c) 35-45 d) above 45
3. Gender
 - a) Male b) Female
4. Educational qualification
 - a) Below SSLC b) SSLC c) Graduation d) Above PG
5. Marital status
 - a) Married b) Unmarried
6. Designation:
7. Regular/ part time
8. Experience
 - a) 1 year b) 2-4 years c) 5-8 years d) above 8 years
9. Are you satisfied with the overall compensation package/salary?
 - a) Highly satisfied b) satisfied c) Not satisfied
10. Are you happy with the infrastructure provided by the company?
 - a) Highly satisfied b) satisfied c) Not satisfied
11. How secure you feel in your job?
 - a) Very high b) High c) Normal d) low
12. Have you satisfied with the work space provided to you?
 - a) Highly satisfied b) satisfied c) Not satisfied
13. Do you have ESI or any other Medclaim insurance with regard to organization?
 - a) Yes b) No
14. Your opinion about ventilation
 - a) Very high b) high c) normal d) low
15. Your opinion about stress

- a) Very high b) high c) normal d) low
16. What do you feel when you are at work?
- a) Tensioned b) Calm c) Relax d) Stressful
17. Your opinion towards company policy
- a) Highly satisfied b) satisfied c) Not satisfied
18. Your opinion about advancement in technology
- a) Very high b) high c) normal d) low
19. Satisfaction towards incentives and rewards
- a) Highly satisfied b) Satisfied c) Not satisfied
20. Your overall satisfaction
- a) Highly satisfied b) Satisfied c) Not satisfied