



A Study on Employee Mental Health and Wellbeing in URC Constuctions Private Limited

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Date of Submission: 13-05-2024

Date of Acceptance: 25-05-2024

ABSTRACT

Principles of lean construction have been suggested as strategies towards improving health and safety (H&S) in construction. Previous research has typically focused on the physical aspects of H&S; yet individuals who work within the construction industry have an increased risk of suffering from mental health conditions. This is an area which is gaining attention but is yet to be researched in depth. Through a rapid review of literature, and reviews the current literature concerning mental health within the construction industry. Theoretically, results suggest that mental health is a significant problem within the construction industry. The results of the review revealed that the current literature is limited, both in terms of quantity and research approaches adopted, and therefore, further high-quality studies are required in this area. The principles of lean construction present an opportunity for addressing the issue of poor mental health in the construction industry, thus expanding the application of lean construction beyond addressing merely the physical aspects of H&S issues.

KEYWORDS

Lean construction; waste; safety, quality, health; employee well-being; mental health

I. INTRODUCTION TO THE STUDY

A holistic approach to mental health puts the patient, not their diagnosis or their symptoms, at the centre of their treatment plan. By addressing their emotional, mental, physical and spiritual needs, a holistic approach to mental health looks at the whole person. In sum, employee wellbeing is about caring for the whole employee – their physical health, mental health, social needs, professional growth, and work-life balance

SUSTAINABLE AND EFFICIENT HEALTH AND SAFETY CONTROL SYSTEM

The components of health and safety management systems include the following.

- The importance of management and organizational dedication to a company.
- Emergency response plan
- Determine controls.
- Hazard control.
- Enforcement of control.
- Emergency response plan.

STATEMENT OF THE PROBLEM

The study is useful to find out the opinion of the workers about the employee health measures in URC constructions private limited. The study will predict the need of the guidance for employee mental health measures. Through the guidance can improve the mental health and well-being of the firm. Research has given information about the employee health measures prevailing in the organization. Study will suggest some recommendations to improve the work environment, health measures and all other things in the working conditions.

OBJECTIVES OF THE STUDY

- To identify key factors responsible for welfare exercise in the organization.
- To identify the need for training program for better mental health among employees in the organization.
- To analyze the work place stressors in the organization.
- To support well-being, promote work-life balance, offer wellness programs, and foster a positive work environment.



SCOPE OF THE STUDY

- This study is on the various approach to employee mental health health measures provided by the company to their employees.
- This is an attempt to find out the level of satisfaction observed by the workers of the company regarding the health measures.
- The analysis and findings will be useful to improve the approach of employee mental health measures offered company.
- This study encompasses adopting tactics such as flexible work schedules, vacation rules, and health initiatives to foster a work-life balance and a constructive work atmosphere.

LIMITATIONS OF THE STUDY

- Employee participation and engagement in wellness programs could vary, affecting the overall impact on well-being.
- The calculated sample size of 150 respondents, while statistically significant for the targeted population (242), may not be large enough to generalize the findings.
- Work-place stressors can vary widely across departments or roles, leading to potential challenges in accurately assessing and addressing all sources of stress.
- The effectiveness of wellness programs and their impact on employee well-being may be influenced by external factors beyond the organization's control.
- Employee privacy concerns or hesitance to disclose mental health issues could affect the accuracy of data collected and the understanding of mental health needs within the organization.

II. REVIEW OF LITERATURE

otman (2023) acknowledged use of mental health and well-being by educators, the government, businesses and society as one of the leading dependent variables as it depicts employee's behavior that significantly contribute to accomplishment of organizational goals in their work confirmed the effects of constructive HR practices on the concluded WP to be the end-result in human resource studies. Further, revealed that employee's motivation can enhance their performance by deploying ways including capacity building, increasing responsibility level, initiating positive attitude and introducing incentives.

Kleiner (2023) recommended quality of work, punctuality, performance and end- productivity to be accurate parameters to measure pointed out effective training, productivity and human resource judgment as other important aspects to measure. Robbins elucidated how job outcomes, actions, and personal traits acts as the main components to measure WP holistically.

Roberts and Zeidner (2023) explained mixed trait ability model to deal with personality- like traits along with emotional abilities. Identified five factors including Intra personal Ability, Interpersonal ability, Stress Management, Adaptability helps in recognizing the emotions of others, thus, nurturing leader with virtues of empathy, supportiveness, understanding and receptiveness towards team.

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III. RESEARCH METHODOLOGY

Research methodology simply refers to the practical "how" of a research study. More specifically, it's about how a researcher systematically designs a study to ensure valid and reliable results that address the research aims, objectives and research questions. To fulfil any task, it is necessary to follow a systematic method. Research methodology is the main aspect of research studies. The methodology follow by research is detailed here.

STUDY AREA

The study area was conducted on the employees of Erode.

RESEARCH DESIGN

A descriptive study design seeks to describe a phenomena, situation, or population through systematic data collection. More particular, it assists in answering the what, when, where, and how questions about the research challenge rather than the why.

SOURCE OF THE DATA

Data collection is the process of gathering and analyzing data on important variables in a



specified, organized manner in order to answer research questions, test hypotheses, and assess results. Data collection refers to the process of gathering and compiling data as part of an improvement process or project. Data collection seeks to collect information for documentation and decision-making on important issues so that it can be shared with others.

PRIMARY DATA

Primary data was collected from respondents via a well-structured questionnaire (150 respondents). The survey includes multiple-choice, closed-ended, and open-ended items.

RESEARCH APPROACH

A research approach refers to the set of principles and techniques that influence the overall direction of a research effort. The research methodology determines the procedures employed to gather, evaluate, and interpret data. Throughout the investigation, the concept of the research approach is maintained. The audience for the research study, the research aim, and the research experience are just a few of the many factors to consider when selecting a research methodology.

RESEARCH INSTRUMENT

These are the methods for gathering information. These are the instruments used to collect data. They include reading, observation, interviews, and surveys. In essence, the researcher must ensure that the selected instrument is reliable and authentic. The adequacy of the equipment employed has a significant impact on the validity and reliability of any research activity. To ensure desired outcomes, data collection methods must be properly evaluated.

SAMPLING TECHNIQUE

Sampling is the process of selecting specific people or subsets of the population in order to

estimate the characteristics of the full population and make statistical inferences from them. Market researchers often use sample methodologies to gain practical insights rather than analyze

SAMPLING SIZE

A sample size is defining the entire population. Simple random sampling was used as the sample approach.

SAMPLE UNITS

The population members who are used as sample units are those from whose measurements are obtained. URC CONSTRUCTIONS PRIVATE LIMITED is the study's sample unit.

terminated by the nature of the information being collected. The information collection is based on the essential information of 150 respondents are used as an example for this investigation

STATISTICAL TOOLS USED FOR ANALYSIS

The following statistical tools are used to analyze the collection of data.

- Correlation Analysis
- Chi – square Analysis
- ANOVA

CHI – SQUARE ANALYSIS NULL HYPOTHESIS

H₀: There is no significance relationship between Educational Qualification and employee's perception on the total welfare amenities in the firm

ALTERNATIVE HYPOTHESIS

H₁: There is a significance relationship between Educational Qualification and employee's perception on the total welfare amenities in the firm

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.346E2	16	.000
Likelihood Ratio	238.413 ^a	16	.000
Linear-by-Linear Association	116.587	1	.000
N of Valid Cases	150		

a. 16 cells (64.0%) have expected count less than 5. The minimum expected count is .18.



RESULT

As per p-value = 0.000 is less than 0.05. So we accept the alternative hypothesis. There is relationship between Educational Qualification and employees perception on the total welfare amenities in the firm.

IV. SUGGESTIONS

1. Recreational activities can be taken care of by the management of URC Constructions private limited at Chennai.
2. The firm should improve the benefit, welfare and safety measures provided to the labours interest would be stimulated.
3. The firm can make the benefit and services attractive to personnel.
4. The researchers suggests to the company to check the machinery condition and make service at a periodical time and to control the air pollution by planting trees around the sugar mill and nearby villages or areas.
5. The study also suggests to the company to concentrate in the working conditions like lighting, safety equipment's, which is not up to the satisfaction of the employees.

V. CONCLUSION

Welfare facilities provided to the labours was found to be satisfactory. It has been found from the study that the worker had a positive attitude towards their job and management. The study conducted also revealed that a majority of the workers of URC Constructions private limited, were satisfied with their job and work environment. The relationship with the supervisors and the co-workers also provides conducive work environment for the workers. The study therefore highlights the various aspects on welfare facilities provided satisfaction for the labours.

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