Exploring Factors Influencing Employees' Well-Being and Mental Health in an IT Industry in Sholinganallur, Chennai

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Abstract:

This research investigates the relationship between organizational support, job security, work environment, organizational culture, and their impact on employees' well-being and mental health in the workplace. The study focuses on understanding how the work environment and organizational culture mediate the effects of organizational support and job security on employee well-being. Using a quantitative research approach, data will be collected through surveys administered to employees across various industries. The surveys will assess perceptions of organizational support, job security, work environment factors, and organizational culture dimensions. Statistical analyses, including regression and mediation analyses, will be conducted to examine the relationships between the variables and to determine the mediating role of work environment and organizational culture.The findings of this study are expected to contribute to the existing literature by providing empirical evidence of the mediating effects of work environment and organizational culture on the relationship between organizational support, job security, and employee well-being. The insights gained from this research can inform organizational policies and practices aimed at promoting a supportive work environment, enhancing organizational culture, and ultimately improving employees' well-being and mental health.

Keywords: Employee well-being, Mental health, Work environment, Organizational culture, Organizational support, Job security.

Introduction:

In contemporary workplaces, the well-being and mental health of employees have emerged as critical factors influencing organizational success and sustainability. The recognition of the intricate interplay between employees' psychological health and their performance, productivity, and overall satisfaction has propelled extensive research into understanding the factors that contribute to a positive work environment. This study aims to explore and analyze the multifaceted factors that significantly influence employees' well-being and mental health within the workplace setting.

Employees' well-being encompasses various dimensions, including their physical, emotional, and social health, as well as their overall life satisfaction. It is not merely the absence of illness or stress but also the presence of positive factors such as job satisfaction, work engagement, and a supportive organizational culture. Mental health, on the other hand, pertains to individuals' cognitive and emotional well-being, encompassing aspects such as stress management, resilience, and psychological flourishing.

The modern workplace presents a dynamic and complex environment where numerous factors interact to shape employees' well-being and mental health outcomes. These factors can be categorized into individual-level factors, organizational-level factors, and external environmental factors. Individual-level factors include personal characteristics, coping strategies, and resilience, while organizational-level factors encompass organizational policies, leadership styles, work design, social support mechanisms, and organizational culture. External environmental factors may include societal trends, economic conditions, and technological advancements that impact the workplace dynamics.

Therefore, this study seeks to contribute to the existing body of knowledge by delving into the specific factors within the workplace context that play a crucial role in influencing employees' well-being and mental health. By gaining a deeper understanding of these factors, organizations can develop targeted interventions, policies, and practices aimed at creating a supportive and conducive work environment that promotes employees' well-being and fosters their psychological health.

REVIEW OF LITERATURE:

Organizational culture plays a pivotal role in shaping employees' experiences and well-being within the workplace. A supportive and positive organizational culture fosters employee engagement, job satisfaction, and overall well-being (**Schein, 2010**). On the other hand, a toxic or stressful work culture can contribute to burnout and mental health issues (**Maslach et al., 2001**).

Job design factors such as autonomy, task variety, and feedback mechanisms significantly impact employees' well-being and mental health. Jobs that offer autonomy and opportunities for skill development are associated with higher job satisfaction and lower stress levels (**Hackman & Oldham, 1980**).

Work-life balance has garnered increasing attention due to its relevance in mitigating work-related stress and improving overall well-being. Organizations that prioritize work-life balance initiatives, such as flexible work schedules and telecommuting options, contribute to employees' mental health and job satisfaction (**Greenhaus & Allen, 2011**).

Social support mechanisms within the workplace, including peer support, supervisor support, and organizational support, play a crucial role in buffering against stress and promoting well-being (**Maslach et al., 2001**). Strong social relationships at work contribute to a sense of belonging and psychological well-being among employees.

Leadership styles, particularly transformational leadership, have been linked to positive employee outcomes, including higher job satisfaction and well-being. Transformational leaders inspire and motivate employees, creating a supportive work environment conducive to psychological health (**Bass & Avolio, 1994**).

Individual factors such as resilience, emotional intelligence, and coping strategies also play a significant role in employees' ability to manage stress and maintain mental health (**Goleman, 1995**). Employees with strong emotional intelligence skills are better equipped to handle workplace challenges and maintain well-being.

Objectives of the Study:

Primary objective:

To study on employees well-being and mental health in an IT industry in Sholinganallur, Chennai

Secondary objectives:

To compare employee well-being and mental health across demographics like age, gender, job role, tenure, and organizational hierarchy.
To identify factors affecting employee well-being: work environment, job satisfaction, work-life balance, social support, and organizational culture.
To analyze employees' coping strategies for managing workplace stress and mental well-being, distinguishing between adaptive and maladaptive methods.

Scope of the Study:

Investigate the relationship between organizational support, job security, work environment, organizational culture, and employee well-being and mental health.

Examine how the work environment and organizational culture mediate the effects of organizational support and job security on employee well-being.

Utilize a quantitative research approach, collecting data through surveys administered to employees across various industries.

Limitations Of The Study:

The study's findings may be limited to the specific industries or organizations surveyed, and generalizing the results to different sectors or contexts may require caution.
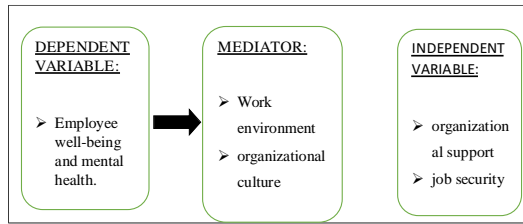
Since data is collected through employee surveys, there may be a risk of self-reporting bias where participants provide socially desirable responses or inaccurately represent their experiences.

The use of a cross-sectional design limits the ability to establish causal relationships between variables, and longitudinal studies would be needed to assess changes over time.

Research Methodology:

The research methodology involves using a quantitative approach through surveys administered to employees across various industries. The surveys will assess perceptions of organizational support, job security, work environment factors, and organizational culture dimensions. Sampling methods such as stratified random sampling will be employed to ensure representation across different demographics and organizational levels. Statistical analyses including regression and mediation analyses will be conducted to examine the relationships between variables and determine the mediating role of work environment and organizational culture.Data collection will be done using validated instruments to ensure measurement validity and ethical considerations such as confidentiality and informed consent will be adhered to throughout the study.

Research Model:

Correlations		Employee well-being & mental health	Organizational support	Job security
Employee well-being &mentalhealth	Pearson Correlation	1	.784**	.733**
	Sig. (2-tailed)		.000	.000
	N	220	220	220
Organizational support	Pearson Correlation	.784**	1	.895**
	Sig. (2-tailed)	.000		.000
	N	220	220	220
Job security	Pearson Correlation	.733**	.895**	1
	Sig. (2-tailed)	.000	.000	
	N	220	220	220

**. Correlation is significant at the 0.01 level (2-tailed).

Sampling Method:
Simple random sampling is used for taking survey.

Sample Size:
The sample size of this study is confined to 220 responses.

Tools For Data Collection:

Primary data are sources of data from which the researcher directly collects data that have not been previously collected.In this study, the primary source of data is collected through a questionnaire.

Secondary data means data that are already available i.e., they refer to data that has already been collected and analyzed by someone else. The secondary data for the study was collected from books, company websites, magazines and other sources.

Statistical Tools:
An organized survey has been set up to get significant data from the respondents. Data have been analyzed using the statistical tool – CORRELATION.

Data Analysis And Interpretation:

- **Null Hypothesis(H0):** There is no relationship between factors ofpsychological wellness and employment security.
- **Alternate Hypothesis(H1):** There is a relationship between factors ofpsychological wellness and employment security.
- **Interpretation:** As the p-value is less than 0.05,we reject the null hypothesis. (i.e) There is a relationship between factors of psychological wellness and employment security.

As all the signs are positive, there exists a positive correlation between the factors of psychological wellness and employment security.

RESULT:

There is a strong positive correlation between Employee Well-being & Mental Health and Organizational Support (r = .784, p < .01), suggesting that higher levels of organizational support are associated with better employee well-being and mental health.
Employee Well-being & Mental Health exhibit a strong positive correlation with Job Security (r = .733, p < .01), indicating that higher job security is also

linked to improved employee well-being and mental health.

Organizational Support and Job Security show a very strong positive correlation (r = .895, p < .01), suggesting that organizations that provide greater support to their employees also tend to offer higher levels of job security.

DISCUSSION:

Strong positive correlations among Employee Well-being & Mental Health, Organizational Support, and Job Security suggest a mutually reinforcing relationship. Prioritizing adequate support and job security can enhance employee well-being and mental health.

A correlation coefficient of .784 underscores the critical role of organizational support in fostering a positive work environment, including resource access, recognition, and growth opportunities.

With a correlation coefficient of .733, job security contributes significantly to employee well-being by reducing stress and anxiety.

A very strong correlation of .895 between Organizational Support and Job Security suggests a synergistic impact on creating a positive work environment and improving well-being.

Organizations should prioritize a supportive culture, resource provision, and job security to promote positive mental health outcomes.

Conclusion:

The study investigated the intricate relationships between employee well-being & mental health, organizational support, and job security in the workplace. Through quantitative analysis, strong positive correlations were found among these variables, highlighting their mutual influence and importance. Organizational support emerged as a key factor, significantly impacting employee well-being & mental health and reinforcing the positive effects of job security. These findings underscore the critical role of supportive organizational environments and secure job prospects in promoting employee welfare. The implications suggest that organizations can enhance employee well-being by prioritizing support systems and ensuring job security, leading to a more engaged and productive workforce. Continued monitoring and adaptation of strategies are essential to sustain these positive outcomes and foster a healthy work environment conducive to employee well-being and organizational success.

Book References:

- "Managing Organizational Behavior" by Uday Pareek and Sushama Khanna delves into various aspects such as organizational support, job design, and leadership styles, highlighting their influence on employee well-being (Oxford University Press India, 2019)

- "Work and Mental Health: An Indian Perspective" by Nandini Murali and S. Kalyanasundaram provides insights into work environments, organizational support, and job security's impact on employee mental health, offering a unique Indian viewpoint (Sage Publications India Pvt Ltd, 2020)

- "Human Resource Management: Text and Cases" by K. Aswathappa discusses topics like employee well-being, job satisfaction, and strategies for a positive work environment (Tata McGraw-Hill Education, 2019)

- "Organizational Behavior and Management" by S. K. Bhatia and Deepak Singhal covers theories related to organizational behavior, leadership styles, and their effects on employee mental health and well-being (Excel Books, 2020)

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