



*A Study on the Need for Investment in Employee
Wellbeing in Small and Medium Enterprises
(SMEs) In Bangalore, India*

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DECLARATION

I, *Simon Gerard Ireland*, declare that this study submitted to Dublin Business School for the award of MSc in Management Practice is the result of my own investigations, except where otherwise stated, where it is clearly acknowledged by references. Furthermore, this work has not been submitted for any other degree to any institution or university, and this work complies entirely with the Dublin Business School's academic honesty policy.

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I hope that I can build upon the experience and knowledge that I have gained and make a valuable contribution towards this industry in the coming future.

ABSTRACT

Increasingly, well-being is a major concern for a growing number of well-known organisations throughout the world. As a valid aim of business policies, it is also seen to have a positive impact on an organisation's development, which makes it an important consideration. In this setting, businesses must pay particular attention to the well-being of their employees. There is a strong correlation between employee well-being and a number of HR activities, according to several studies. A company's overall development and profitability are also positively affected by the well-being of its employees. The health and well-being of employees is an important consideration for every firm, as well as for ensuring compliance with applicable laws.

It is the objective of this research to examine the level of commitment of employers towards employee wellbeing in small and medium enterprises. The study examines the relationship between employee well-being and workplace productivity. The goal of this paper is to portray that business outcomes have overshadowed employee wellbeing and therefore the study seeks to establish a positive correlation between employee performance and the effects of the same of the Human resource practices of the organisations. A deductive method is used to investigate ideas and empirical facts related to employee well-being in the paper at hand. There will be a literature review used in this investigation to support the primary research which will be then used in the analysis stage to draw conclusions that will be presented in the findings and recommendations section of the report.

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CHAPTER 1: INTRODUCTION

1.1 CONTEXTUALISING THE RESEARCH

1.1.1 FIELD OF RESEARCH – EMPLOYEE WELLBEING

A person's wellbeing or well-being encompasses many different areas of their life, including their home life, health, interpersonal connections, their career, and several other pursuits. You might conceive of employee well-being as the interplay between what people do, what they demand of themselves, how much stress they are under, and where they work. Occupational wellness spans all facets of working life, including the setting in which people work, the atmosphere in which they function and how employees feel about their day-to-day occupations (Krishantha, 2018).

1.1.2 IMPORTANCE OF THE FIELD

The well-being of employees is a vital component in determining the long-term success and effectiveness of a business. Essentially, employee wellbeing looks at employee experience at work from a holistic approach and asks, “do they have everything they need to accomplish their best job?”. Looking at employee wellbeing in your business is vital for minimising job-related stress or introducing incentives for healthy living (Harter, Schmidt and Keyes, 2002). Employee Wellbeing involves several categories of wellness, which may include Physical Health, Emotional Health, Psychological Well-being, Social Relationships and Financial Stability. On the other hand, employee engagement refers to the level of emotional commitment that person has to their organisation and its objectives. The emotional attachment they have for their firm implies engaged workers truly care about the job they accomplish. They don't simply work for the money; they work to further the organization's objectives, which leads to greater success for the business as a whole. It has been demonstrated to reduce staff turnover, improve productivity and efficiency, increase employee retention, deliver higher profits, boost business connectivity and performance and reduce absenteeism. The goal of any organisation therefore would be to boost employee engagement by implementing various initiatives that address employee wellbeing. If you aren't adopting a proactive approach towards workplace

wellbeing, then your employees are more likely to be dissatisfied, uninspired and unproductive. You need to fix this quickly. After all, the majority of our week is spent at work (up to 40+ hours a week is not uncommon). Creating employee wellbeing programmes should be equally as vital as growing your brand and promoting your product. Consider how you may make your employees more content in their jobs by considering their well-being. It has the potential to have a significant impact on the efficiency of the whole organisation by raising staff output, improving team focus, reducing workplace stress, increased job satisfaction, reduce employee turnover, attract top talent, and be identified as a fantastic place to work. By increasing your employee health and wellbeing, you're not only offering them an atmosphere in which they want to come to work every day, but you're helping to develop a more motivated, engaged, and high performing workforce resulting in greater organisational success (Berry, Mirabito and Baun, 2010).

1.1.3 SCOPE OF THE RESEARCH

Employee wellbeing has surely created quite the buzz in recent years with organisations claiming to have implemented numerous initiatives and wellbeing programmes to address the welfare of their employees, however, there are limited studies in the Indian market that show the depth of these initiatives. Whilst larger organisations have the financial resources and extra resources to implement wellbeing programmes that may or may not have a significant impact on their profitability, Small and Medium Enterprises (SMEs) do not have sufficient financial resources to invest in such programs and analyse these investments from a financial perspective (Berry, Mirabito and Baun, 2010). Nonetheless, SMEs in Bangalore, India are tasked with facing governmental guidelines regarding employee wellbeing and must making the necessary investments in the right programmes and initiatives to drive workplace and employee wellbeing. The scope of the current study on Employee Wellbeing and welfare measures is limited to SMEs in Bangalore, India.

1.2 RESEARCH AIMS AND QUESTION

1.2.1 RESEARCH AIMS AND OBJECTIVES

The aim of this study is to conduct a comprehensive review of the topic of employee wellbeing and ascertain the degree to which employers consider employee wellbeing as a strategic goal. Quantitative data collected is analysed using the SPSS tool through numerical and statistical approaches and is presented in the findings phase with a goal of identifying perceived satisfaction of the employees and whether necessary health, safety, and welfare measures are provided by SMEs in Bangalore, India.

The following objectives have been identified to guide the findings and suggestions chapters:

1. To identify the welfare measures taken by SMEs in Bangalore for the benefits of the employees.
2. To measure the effectiveness of welfare measures taken by SMEs in Bangalore.
3. To analyse the satisfaction level of the employees with the welfare measures taken by SMEs in Bangalore
4. To evaluate the perceived benefits of welfare measures taken by SMEs in Bangalore.

1.2.2 RESEARCH QUESTION

Is employee wellbeing a strategic consideration for Small and Medium Enterprises (SMEs) employers in Bangalore, India making appropriate investment of time and resources towards achieving a healthy workplace?

1.3 RATIONALE OF THE RESEARCH

Research indicates that employee wellbeing on a global level is a concept that only large corporations with sufficient financial resources are capable of investment and managing to ensure the health and wellbeing of their employees by implementing the right programs and initiatives in the workplace. However, in a country like India where SMEs contribute approximately 29% of the gross domestic product there are little to no efforts to promote employee wellbeing considering the size and nature of these small businesses that face major competition from larger companies. Though there is no shortage of reports and studies for large corporations in India, research indicates that there are no available reports or studies made on employee wellbeing in SMEs in Bangalore, India. Unlike the larger corporations that have been able to adopt work from home schemes in the past two years, 20-25% of SMEs in Bangalore have shut down resulting in termination of workers without severance benefits. Companies that remain open face difficulties of salary payments and shortage of workforce resulting in existing employees working extra-hours or double shifts without being compensated for the same. Due to the size and nature of the SMEs they are not in a position to make appropriate capital investments for business continuity let alone employee welfare and therefore look to the government for support (Kulkarni, 2021). In the light of these events, it is crucial to understand what measures SMEs adopt with regard to employee wellbeing to ensure that the health and mental welfare of their employees are protected and to prevent stress and burnout.

1.4 BACKGROUND OF THE RESEARCH

SME growth is critical to the country's overall economic progress. In India, the industry has acquired substantial significance because to its contribution to Gross Domestic Product (GDP) of the nation and exports. The industry has also helped enormously with regard to entrepreneurship growth notably in semi-urban and rural parts of India.

SMEs (Small and Medium Enterprises) are divided into two categories under the Micro, Small and Medium Enterprises Development (MSMED) Act, 2006: manufacturing

businesses and service businesses. Investment in equipment and yearly revenue are used to further classify the businesses.

There are around 6.3 million MSMEs in India. The Udyam Registration platform has registered 5,767,734 MSMEs as of November 26, 2021, according to statistics from the MSME Ministry, replacing the previous method of completing an Udyog Aadhaar Memorandum (UAM). Registered micro-firms were at 5,441,220 (94.34 percent), followed by small enterprises at 293,555 (5.09 percent) and mid-sized enterprises at 32,959 (0.57 percent). (0.57 percent). The Union MSME Ministry's new online system of MSME/Udyam Registration, which went live on July 1, 2020, registered more than 5.7 million MSMEs by November 2021. About 29% of India's GDP is generated by the country's MSMEs, which engage in both domestic and foreign commerce.

The Bangalore, Karnataka SME platform is projected to see >60 SMEs join the market in one year (2021-22) to raise equity money for satisfying their business needs. There were 16 small businesses that raised Rs 100 crore (\$ 13.74 million) via an IPO in 2020. In June 2021, BSE stated that it has teamed with Electronics and Computer Software Export Promotion Council (ESC) to create awareness among small firms and start-ups about benefits of listing.

Government Policies for SMEs

A number of initiatives have been devised by the Indian government to aid the promotion and implementation of wellbeing programmes of MSMEs in the nation as listed below (Schemes for MSMEs | Make In India, 2021).

- In October 2021, the Indian government established the MSME Employee Wellbeing Subsidy Scheme (MSME-EWSS) for the services industry. This initiative will assist firms in the services sector satisfy certain wellbeing requirements.
- In August 2021, the Ministry of Micro, Small and Medium Enterprises launched SAMBHAV, a national-level awareness project to accelerate employee welfare development by fostering trainings and awareness programmes.
- In September 2021, Union Minister for MSMEs, Mr. Narayan Rane unveiled 'India

Export Initiative' and 'IndiaXports 2021 Portal'. This programme would assist exports attain its Rs. 2,928,000 crores (US\$ 400 billion) objective by the end of FY22 and further boost it to Rs. 7,320,000 crores (US\$ 1 trillion) by FY27.

- In September 2021, Khadi and Village Industries Commission (KVIC) launched the first 'Silk Yarn Production Centre' in Karnataka to enhance the local silk industry and create stable jobs.
- In September 2021, Union Minister for MSMEs, Mr. Narayan Rane opened Rohtak Technology Centre, which is scheduled to teach >8,400 trainees yearly.
- In September 2021, Khadi and Village Industries Commission (KVIC) introduced SPIN (Strengthening the Potential of India) initiative and developed a pottery cluster under SFURTI Scheme in Varanasi to help >1,100 persons of the underprivileged potters' group.
- In July 2021, Lok Sabha enacted a bill on 'Factoring Regulation (Amendment)' to accelerate the payments ecosystem for MSMEs.
- Budget allocation for MSMEs in FY22 more than quadrupled to Rs. 15,700 crores (US\$ 2.14 billion) vis-à-vis Rs. 7,572 crores (US\$ 1.03 billion) in FY21. With greater budget allocations SMEs can allocate a portion of the funds towards wellbeing and welfare initiatives to boost employee retention and wellbeing.
- A collateral-free, automated lending programme for small enterprises worth Rs 3 lakh crore (US\$ 40.85 billion) was also launched by the government.
- In Union Budget 2021, the government granted funding of Rs. 10,000 crores (US\$ 1.36 billion) for 'Guarantee Emergency Credit Line' (GECL) facility to qualifying MSME borrowers, delivering a huge boost to the sector.

These initiatives implemented by the government aim at aiding the growth of MSMEs in India and through the financial support offered by these schemes companies can acquire the necessary capital required to support their business functions, procure the appropriate workforce, train and support employees in the organisation, and implement wellbeing programmes that benefit the workforce resulting in long term talent retention and employee satisfaction thereby promoting productivity and business sustainability.

Recent Developments in MSMEs in India:

Development and growth of SMEs in any country results in greater job opportunities, investment in training and development, reduction in the wage gap between small and large companies, improved occupational health and safety measures, improved social security and financial stability which are crucial factors in assessing the wellbeing of the workforce (ILO.ORG, 2019). Some of the recent developments of SMEs in India are listed below:

- In November 2021, the Small Industries Development Bank of India (SIDBI) announced a partnership with Google to trial social impact lending with financial support up to Rs. 1 crore (US\$ 133,939.60) at reduced interest rates to micro firms. As a crisis reaction to COVID-19, Google India Pvt. Ltd. GIPL would provide a corpus of US\$ 15 million (about Rs 110 crore) to the Indian MSME sector.
- In November 2021, digital freight forwarder Freightwalla, announced a shipment monitoring solution for MSME exporters and importers based on predictive analytics to assist firms overcome risks associated with shipment delays and increase supply chain efficiency.
- In November 2021, Cashinvoice, a supply chain finance (SCF) platform, said that it would help MSMEs with over Rs. 10,000 crores (US\$ 1.33 billion) worth of financing in the year ahead, as it has secured Pre-Series A investment of US\$ 1 million from Accion Venture Lab.
- In October 2021, Sundaram Finance and the MSME Development Institute (Chennai), offered marketing help to MSMEs. Entrepreneurial and managerial growth of MSMEs will be done via an incubator plan, that will allow innovators opportunity to create and nurture ideas for the manufacture of new goods.
- In September 2021, Aerospace Engineers Private Limited, a Tamil Nadu-based MSME, got a contract with Boeing to make and deliver essential aircraft components.
- In September 2021, Walmart and Flipkart announced the completion of the first round of training of >2,500 MSMEs under Vriddhi, the supplier development initiative.

- In September 2021, Flipkart unveiled 'Flipkart Boost' to support digital-first consumer brands and boost MSMEs.
- Credit assistance for small and medium-sized businesses was launched in September 2021 by HDFC Bank and the National Small Industries Corporation (NSIC).
- In August 2021, the US Agency for International Development (USAID) and the US International Development Finance Corporation (DFC) teamed with Kotak Mahindra Bank to help MSMEs.
- In August 2021, Facebook India, in cooperation with Indifi, unveiled 'Small Business Loans Initiative', a new scheme to enable small and medium companies (SMBs) receive speedy access to financing through independent lending partners.
- Indian Bank launched 'MSME Prerana,' an online mentorship programme for Karnataka's MSMEs, in August of 2021.
- In July 2021, Amazon India announced to expand its current nine fulfilment hubs and create additional 11 more centres. Amazon's development plans are likely to result in the creation of both direct and indirect employment opportunities in India.
- Razorpay purchased TERA Finlabs, a developer of embedded finance solutions, in July 2021 to enhance its capabilities in data-driven risk management, capital solutions, and credit underwriting to help small and medium-sized businesses (SMEs) get their start-up money.
- In July 2021, Amazon India unveiled Digital Kendra in Surat—its first physical and mortar resource hub to enable 'kiranans' and small companies to become digital.
- In July 2021, the Federation of Indian Export Organisations (FIEO) signed a memorandum of understanding (MoU) with Aramex India, logistics services provider, to support MSME exporters in India.
- In June 2021, Tide, a UK-based business financial platform, announced to invest >Rs. 1,000 crores (US\$ 134.21 million) in India over the next five years to tap the rising SME (small and medium-sized enterprises) market.

Importance of Employee Well-being in SMEs

Well-being is a wide phrase referring to a condition of life of a person or a community, in a desired interaction with the overall environment, ecological, economic, and social Well-being covers both the social and economic elements.

The industrial success of SMEs relies on a satisfied work force, and the significance of employee Well-being measurements. After the deployment of the staff, they should be provided with suitable training and programmes to enhance their efficiency so as to serve the businesses better. Well-being facilities are developed to take care of the welfare of the workforce. They do not often result merely in monetary reward (Krishantha, 2018). In India, governmental and non-governmental organisations, as well as private sector businesses, all contribute to these well-being programmes to support the employees in SMEs across the country.

1.5 STRUCTURE OF THE RESEARCH

Chapter Name	Description
Chapter 1: Introduction	The research topic of employee wellbeing in SMEs has been introduced with adequate supporting information on the field of research, importance of the field, scope of the research, research question, aims and objectives. Additionally, the rationale and the background of the study has been presented.
Chapter 2: Review of Literature	To better understand the chosen topic previous studies and research material has been utilised
Chapter 3: Research Methodology	Based on the nature of the study the primary data collection approach has been discussed in this chapter which aims at meeting the objectives of the research.
Chapter 4: Data Analysis and Interpretation	Based on the data collected in the primary research the editing, validation, coding and analysis is presented in this section of the report.
Chapter 5: Findings & Discussions	To fulfil the aims and objectives of the research this chapter presents the interpretation of the collected data.
Chapter 6: Suggestions/Recommendations and Conclusion	Suggestions are made based on the findings for future development or improvement of the research and conclusion has been drawn.

Table 1: Structure of the research

CHAPTER 2: REVIEW OF LITERATURE

2.1 EMPLOYEE WELLBEING

Today most firms are particularly concerned with employee wellbeing making it the trendiest concern in business nowadays. According to the Lyubomirs (2001), there exists no single definition of employee wellbeing, yet everyone may comprehend the meaning of this phrase according to what suits them best. Fisher (2003) recognised that most organisation owners and managers understood that satisfied and healthy personnel contribute greatly to organisational production in comparison to others. This demonstrates that employee wellbeing has tremendous influence on performance and durability of firms in numerous ways. Only a few writers here illustrate how employee well-being leads to great work performance, civic wellbeing, and flexible effort, while also reducing employee turnover and absenteeism (Judge et al., 2001; Wright & Cropanzano, 2000). According to Judge & Watanabe (1993), firms' management strategies have a significant impact on the well-being of their employees. Warr (2002) claimed that cognitive elements that impact the quality of life are likely to be connected to people's judgement of their own degree of wellbeing. Consequently, psychological well-being stresses the wellbeing of one's own subjective experience of life. Nevertheless, Currie (2001) considers the physical and mental health of employees to be an important aspect of well-being. That is to say, workers should be free of stress and protected from harm. In today's highly competitive global business climate, strong organisations are a need. Open communication, teamwork, cooperation, adaptability, encouragement, and a healthy work-life balance are all essential components of a healthy wellbeing and individual well-being (Kraybill, 2003). According to (Schuster, 1998), there is a strong link between giving workers the attention they deserve and the success of the firm as a whole. Introducing wellbeing at work into corporate and public sector organisations is likely to generate a shift in the organisational atmosphere that allows opportunity for new approaches that may yield beneficial organisational results.

We, on the other hand, see well-being as encompassing all a worker encounters and does while at work (Warr, 1987). Physical, emotional, and financial well-being of workers

are all part of employee well-being. This concept goes beyond health management to include all three components. This is about what one wants to believe, in the words of physician and author Atul Gawande. Employers may improve productivity and employee satisfaction by focusing on the whole picture rather than narrowly focusing on a single aspect of employee well-being. The active pursuit of excellent health and life skills with the goal of obtaining sound bodily and mental health as well as financial stability would be a concise description of employee well-being in a single statement. Individual well-being and productivity can only be sustained if one has the self-assurance, skills, resources, and encouragement to do so.

Organizational success is closely linked to the happiness of its workers, according to several studies. Aside from that, good HR practices may contribute to a happy wellbeing. Our health and happiness are becoming more important to us, both now and in the future. Individuals need to have a positive view of themselves, their lives, and the events that transpire in them if they are to retain high levels of motivation and physical and mental health. A wellbeing's well-being is dependent on their ability to gain and keep a variety of resources (such as energy, time, environmental circumstances, and unique personal qualities) (Hobfoll, 2002). Since a person has limited resources (such as those mentioned above) it is inevitable that putting more effort into one function will mean less time and energy spent on the other, which may have a negative impact on a person's well-being.

The idea of promoting the wellbeing of corporate employees served as evidence that the organisation is open for business (Cooper and Robertson, 2001). In other words, the characteristic of employee well-being defines the many areas that have an influence on the quality of life for employees. As a result, a great number of studies are dedicated to determining whether or not individuals are content or unhappy (Kersley et al., 2006; Peccei, 2004; Warr, 2002). The cognitive variables are strongly affected for the quality of life and the people's judgement of their quality of life highlight their own degree of wellbeing Weasel (2002). In other words, one's overall well-being is intimately tied to one's wellbeing toward one's life. The employee wellbeing in the work environment classified into two ideas, physical health of workforce and mental health of workforce. (Currie, 2001; Currie, 2002) Employees who work in a stress-free and physically safe setting are more

likely to be in good physical and mental health. Additional information on this concept and how it might lead to an interesting, fulfilling, and joyful environment for employees is presented by Bakke (2005). Healthcare experts use the word health to denote "A condition of full physical, mental and social well-being and not only the absence of sickness or disability" (World Health Organization, 1946). Similarly, philosophers have claimed that well-being comprises of a person's psychological, bodily, and social functioning (Nussbaum, 2001; Sen, 1993). The psychological components include agency, pleasure, self-respect, and capacities. Diet, housing, health care, clothes, and mobility are all part of the physical realm. The social components include engaging in the community, being accepted in public, and assisting others. Psychologists and sociologists often use these same three characteristics when defining happiness. A national well-being index including psychological, physical, and social aspects has been proposed by psychologists (Diener & Seligman, 2004), and sociologists have presented similar conceptualizations. They all aim to capture an individual's overall well-being (Allardt, 1993).

2.2 DIMENSIONS OF EMPLOYEE WELLBEING

Employee wellbeing can be broadly classified into 3 main aspects. The multidisciplinary approaches are the psychological approach where subjective functioning and experiences of employees are used to define the term, while bodily health and functioning is considered under the physical approach and lastly the social approach considering social interactions and relationships are the metric of measure.

2.2.1 HAPPINESS

The psychological wellbeing of employees indicates the level of happiness or satisfaction that an employee feels in the workplace. Hedonic and eudemonic components are subcategories of this aspect of wellbeing and are linked with the subjective experiences of employees. (Ryan & Deci, 2001).

The hedonic aspect is linked to subjective perceptions of positive and negative ideas, pleasure or the emotional balance of people' evaluations. The hedonic method to studying psychological well-being in businesses is reflected in studies on work wellbeing.

Employees' subjective assessments of their work environments serve as the basis for defining job satisfaction (Locke, 1976; Weiss, 2002). However there has been various studies that indicate higher level of employee happiness or satisfaction results in lower performance as employees then become contented cows and do not seek to further improve their performance (Koprowski, 1981, p. 459) thereby resulting in the lack of motivation and or the need to participate in wellbeing activities in the organisation (Ledford, 1999, p. 30). According to that most firms were strongly concerned about the employee pleasure before considering employee wellbeing.

The eudemonic components entirely concentrate on the fulfilment and attainment of human potentials and the meaning is defined in terms of workers' emotions of satisfaction and purpose in their activities (Wrzesniewski et al, 2003)

2.2.2. HEALTH

Healthcare experts use the word health to define "A condition of total physical, mental and social wellbeing and not only the absence of sickness or disability" (World Health Organization, 1946). Similarly, philosophers have claimed that wellbeing comprises of a person's psychological, bodily, and social functioning (Nussbaum, 2001; Sen, 1993). Physical wellbeing has been widely explored in the social and natural sciences in terms of both objective physiological measurements and subjective sensations of physical health (Testa & Simonson, 1996). Organizational scholars explore the relationship between work and employee physical health in at least three ways. First, work is a possible cause of harm or sickness (Danna & Griffin, 1999). Second, job may be a cause of stress (Karasek & Theorell, 1990). Third, labour is a source of advantages that enable, directly and indirectly, for the purchase of healthcare services in geographical regions that do not otherwise offer universal healthcare (Adler et al., 1993).

Problems associated to the workplace, such as increased workload, stress, and difficulty completing tasks, are widespread. These elements have a significant impact on the wellbeing of employees. Here what is referred to as health is occupational health literature, stressors, and stress (Spector and Jex 1998). The health of person is associated with the physical wellbeing, and it is comprised of both objective psychological measurements and

subjective sensations of physiological health (Testa & Simonson, 1996). Fisher (2003) recognised that most organisation owners and managers understood that pleased and healthy personnel contribute the organisational production than others.

2.2.3 RELATIONSHIPS

Personal relationships as well as those formed between coworkers and superiors within an organisation are mostly discussed when discussing "relationships" (Grant 2007). As defined by Adler & Kwon (2002a), social well-being is comprised of a handful of concepts, including wellbeing, social support, reciprocity, interchange between leaders and members and cooperation, harmonisation, and inclusion. The quality of one's interactions with others and with groups of people is a measure of one's social well-being (Keyes, 1998). Unlike physical and mental health, which pertain to the individual worker, social health is more concerned with the relationships that take place among coworkers (Brad Bury & Lichtenstein, 2000). Researchers in the field of organisational behaviour examine social well-being from the perspectives of trust, social support, reciprocity, leader-member interaction, collaboration, coordination, and integration of various kinds (Adler & Kwon, 2002; Gerstner & Day, 1997; Kramer, 1999).

Van Veldhoven (2005) and Vanhalaand Tuomi (2006) discovered that the bulk of connections between human resources practises, strain and organisational performance were non - significant. Only De Joy et al. (2010) found a link between stress reduction and a healthy workplace intervention, but no influence on organisational performance was found in the connectedness of relationships with employee wellbeing, which may be referred to as social wellbeing.

2.3 THE KEY DOMAINS OF EMPLOYEE WELLBEING

There's no 'one-size-fits-all' approach to establishing a wellbeing plan; its content should be based on the particular requirements and features of the company and its employees. CIPD have highlighted 7 major dimensions of employee wellbeing that companies should evaluate and start implementing before putting up a plan (CIPD., 2021)

2.3.1 Health

Physical Health – covers health checks, wellbeing benefits, health insurance protection, managing disability, occupational health support, employee assistance programmes.

Mental Health – covers Stress management, conflict resolution training, training line managers to have difficult conversations, risk assessments.

2.3.2 Good Work

Working Environment - ergonomically designed working areas, open and inclusive culture.

Good Management - Effective people management policies, training for line managers, sickness absence management.

Work Demands - Job roles, job quality, workload, working hours, job satisfaction, work-life balance.

2.3.3 Values/Principles

Leadership - Values-based leadership, clear mission and objectives, building trust with employees.

Ethical Standards - Dignity at work, corporate social responsibility.

Diversity - Diversity and inclusion, valuing difference, cultural engagement.

2.3.4 Collective/Social

Employee Voice - Communication, involvement in decision making.

Positive Relationships - Management style, teamwork, respect.

2.3.5 Personal Growth

Career Development - Performance management, mentoring, succession planning.

Emotional - Positive relationships, personal resilience training, financial wellbeing.

Creativity - Open and collaborative culture, innovation workshops.

2.3.6 Good Lifestyle Choices

Physical Activities - Walking/running clubs, lunchtime yoga, charity walks.

Healthy Eating - Recipe Clubs etc.

2.3.7 Financial Wellbeing

Fair Pay and Benefits Policies - Pay rates above the statutory national minimum wage, flexible benefits scheme.

Retirement Planning - Pre-retirement courses for people approaching retirement.

2.4 Self-Determination Theory (SDT) and Employee Wellbeing

Self Determination Theory (SDT) is a macro theory of individual and personality motivation that discusses people's inherent growth inclinations and psychological demands. Individuals make low or zero external influence and disturbance in their decision-making process, according to theory. The self-determination theory (SDT) looks at how much a person's actions are influenced by their own wishes and interests. This theory (SDT) is a collection of association theories that explain human behaviour by identifying many types of motivation that a person can use to complete a task or a set of activities (Deci and Ryan, 1985). Employees' perceptions of their superior's autonomy support, according to SDT, will anticipate fulfilment of their intrinsic requirements for competence, autonomy, and relatedness, and will, as a result, act accordingly.

It was found that the aspects of self-determination theory (autonomy, environmental mastery, healthy interpersonal interactions, personal development, life purpose, and self-

acceptance) is linked to psychological wellness in numerous theories (Ryff, 2004). According to the research, meeting all psychological (Autonomy, Environment, and Relatedness) needs is linked to a higher level of contentment across the age groups, cultural aspects (Hahn and Oishi, 2006), and throughout one's lifespan (Kasser and Ryan, 1999).

A few explorations, spreading over different areas of life, have offered proof for the finding (Deci and Ryan, 2008). Deci et al. (2001) examined satisfaction of the three necessities at workplace and found out that there exist a direct relationship between the level of need fulfillment, and both work commitment and prosperity at work. Kasser and Ryan (1999) saw that satisfaction of independence and relatedness prerequisites in inhabitants of a nursing home were decidedly connected with their prosperity and recognized wellbeing. Fulfillment of basic prerequisites has been displayed to foresee mental health even in the wake of adapting to workers' pay and hierarchical standing (Ilardi et al., 1993). Representatives' appraisal of satisfaction of their central prerequisites in the work environment connect well to confidence, general wellbeing, and energy, and contrarily to tension (Baard et al., 2004). All the more exactly, independent strong initiative style affects representatives' prosperity and execution (Baard et al., 2004, Van sanctum Broeck et al., 2008, Deci et al., 1989, Breugh, 1985). Notwithstanding the representatives' ideal working, essential need satisfaction is likewise significant in assessing the impact of managers' initiative styles (Deci et al., 2001) and work highlights (Van sanctum Broeck et al., 2008), and their effect on representatives' prosperity and execution.

2.5 Human Resource Management Practices and Employee Wellbeing

As indicated by the aftereffects of studies, there is immediate combination between the human asset on the board and the worker prosperity. A significant assemblage of groundwork, including meta-investigations, has shown the presence of this connection. Portage, Cerasoli, Higgins, and Decesare, (2011). Appelbaum (2002) saw that it is difficult to infer any reasonable discoveries a downside of studies to far is that they focus essentially on the degree of connectivity between HRM and prosperity, or among HRM and authoritative achievement. Notwithstanding that they talk about the advantageous

relationship among Human asset rehearses and the above expressed components of representative prosperity. Human asset rehearses and the social part of representative prosperity, appears to have a great relationship. Since HR's capacity is set up to the group strengthening rehearses inside the organization by rehearsing work plans, authority, and group process. Collins and Smith (2006) demonstrate that human asset methods influence the worker dependence regarding the business. More investigation on the matter has shown that human asset rehearses hurt the prosperity of representatives inferable from unreasonable responsibility pressure, work strain, enthusiastic sluggishness, and work escalation, for instance. Van Veldhoven (2005).

Anantharaman (2003) saw that the greater areas of Human Resources rehearse were associated with authoritative achievement, yet not with group methodology. Taking everything into account, the exploration uncovers that HRM is for the most part well associated with social components of representative prosperity and with hierarchical execution made. Two examinations (Ramsay et al. 2000; Truss 2001) uncovered a good connection among HRM and execution yet in addition revealed a concurrent unfavorable effect of HRM on representative wellbeing prosperity (responsibility and strain).

In this way, exploration might concentrate on the effective utilization of worker prosperity and how prosperity will add to the representative bliss, execution and prominently to the development of the practical viewpoint. Then again, exhaustive review with respect to the human asset capacity of organizations and its commitment to further developing the representative prosperity likewise would be great for human asset proficient and in other assistance and modern firms also. Additionally, Human Research master might take fundamental exercises and urge top administration to upgrade the level of worker prosperity to reasonable level.

P. Anju (2016) inside the review analyzed that the cost of non-attendance has been diminished to an incredible volume with the guide of offering lodging, wellbeing and family care, container, instructive and preparing office and supply of government assistance exercises. He besides referenced that this idea for a triumph execution of testing work of

art government assistance sports exercises is nothing yet an expansion of majority rule esteems in an industrialized society.

Mr. Ramana T. Ventata (2015) popular that the government assistance focus are provided to the workers to hold the motivating force levels inordinate. He says that the representative bliss has developed as a result of the extramural and intramural government assistance exercises provided to them.

Employees are content with government assistance estimates enveloping recreation, clinical, educational, lodging, transportation, sterilization, and wellbeing, as per Dr. P. Venugopal and T. Bhaskar (2011a). The specialists are additionally enchanted with the course followed by the legal government assistance measures, which incorporate Workmen's Compensation, ESI, Sickness, P.F., and maternity benefits. These actions have an effect at the remarkable of work presence and moreover at the consistent association in the midst of association business organization and representative which leads in the way to the satisfaction of firm points.

Utilizing information from her 2014 review, Dr. Usha Tiwari inspected the effect of worker wellbeing focuses. It has become additionally said that the control needs to give focuses to all specialists in such manner that representatives arise as charmed at the government assistance focus which in flip impacts in progress in usefulness as far as magnificent and amount.

Dr. P. Bhujanga Rao (2017) realm that government assistance certificate is a machine of recognizing the exceptional region of the worker in the general public and performing ideal for them, keeping up with and empowering representatives and developed the close by acknowledgment of the association.

Sindhu (2012) contended that laborer prosperity approaches support the proficiency of an organization and also sell sound modern members of the family in consequence driving in business concordance. Government assistance conveniences are presented through organizations to safeguard the temptation periods of their representatives

extreme. To keep up with their representatives' confidence solid, firms provide them with an assortment of motivating forces and devices.

It was controlled by Johansson, Rask, and Stenberg (2010) to play out a thorough assessment and running a scrutiny of significant examination papers on the effect of piece rate pay on laborer wellbeing and security. A fundamental of 75 examination of articles were investigated absolutely and 31 of them were proclaimed pertinent and had sufficient brightness to fill the need of this check. The review sums up and assesses the discoveries of these significant examinations. More advanced examination shows a consistent interest for wellbeing, outer muscle mishaps, body responsibility, torments, and occupation wounds. Reality that 27 of the 31 not set in stone terrible effects of piece costs on exceptional pieces of wellness and security truly does not now show causation, yet together they give amazingly hearty proof that by and large part cost affect wellness and assurance.

Tompa, Emile PhD; Dolinschi, Roman MA; de Oliveira (2009), evaluated the workplace health and safety intervention literature to synthesize evidence on economic benefits of such interventions. A literature is asking for covered magazine databases, present day systematic viewpoints, and research diagnosed utilizing the helpful support of content material pros. When it comes to the financial value of ergonomic and other musculoskeletal injury prevention measures in manufacturing and warehousing, we discovered convincing data. This literature's monetary appraisal of interventions asks for further growth. The examination furthermore gave ideas about how the methodological excellence of monetary opinions in this literature may be increased.

Conor CO Reynolds; M Anne Harris; Peter A Cripton; Meghan Winters (2009), Getting physically healthy by riding a bicycle is an opportunity for some individuals. Understanding procedures of making bicycles more secure is critical to developing people wellness. We assessed information investigating the impact for transportation framework ahead bicycle security. To assess protection, investigations mulling over those Emulating effects were covered: injuries; damage severity; also crashes. Toward this point, the outcomes infer that multi-use trails, also sidewalks pose those best threat, same time

significant streets pose. A more stupendous risk over minor roads, and the vicinity about bike centres (such Concerning illustration on-road bicycle routes, boulevard checked cruiser lanes, furthermore off-road cruiser paths) may be currently connected with those least risk. Extra components that tend will Push bike manager wellbeing incorporate road lights, cleared surfaces, furthermore espresso-angled rises.

To investigate the family and systemic variables related with extended work hours was the key purpose of this extensive research (Lucia Artazcoz, Imma Cortes, Vincenta Escriba-aguir, and Lorena Cascant, 2009). The sample was drawn from the 2006 Catalonian Health Survey, which includes all paid adults between the age of sixteen to sixty-four years old (3950 men and 3153 women). Factors connected with increasing running hours altered with the useable resource of gender. Among men, jogging for 51–60h in combination with week got consistently connected with bad intellectual fitness popularity, self-said high blood tension, method unhappiness, smoking, sleep deprivation. Among females, the symptoms were entirely associated with smoking and to deficiency of sleep. The association of extra time with one of a type health symptom among men and women can be explained by the fact that they could be the sole family breadwinner.

Dee W. Edington; Alyssa B. Schultz (2008), The purpose was to provide the research which shows evidence of the link between fitness hazards and the administrative economic measures of time far away from art work, lower productivity at art work, fitness care expense and pharmaceutical expenses. The concept of PubMed changed the outcome where an excessive important research have been selected and paired with studies with regard to the authors. According to a robust body of data, employee health risks are connected to health care and pharmaceutical expense.

An expanding set of examination that wellness hazards are associated with the efficiency measures, the examination shows that markers of accomplishment will stay pivotal as the space of work environment wellbeing the executives advances ahead of time

David E. Cantor (2008), The clarification of this examination had become to really take a look at the writing and address for investigations into the human, functional, and administrative provokes that provides a commitment to authoritative focus security inside

the production network. To work on open familiarity with the significance of reinforcing working environment security, this paper presents a few practical review decisions. This review covers 108 papers which clarifies, how the coordinated operations and transportation insurance has unrivaled. The review suggests 14 future exploration options in the work environment security inside the production network, which have been demonstrated to satisfactorily affect experts managing insurance issues.

Lucia Artazcoz; Imma Cortes; Vincenta Escriba-aguir; Lorena Cascant (2007), To give a worldview to epidemiological exploration on fine art and wellness that mixes ordinary word related to the study of disease transmission and the assessment of work in an underlying setting focussed on sexual orientation inconsistencies in wellness. Gaps and hindrances in customary word related the study of disease transmission, while thought about from a sexual orientation outlook, are analyzed. Exemplary word related to the study of disease transmission has given considerably less consideration to difficulties caused in women than men. Research analyzing craftsmanship associated sexual orientation contrasts in wellness has now not normally thought about either friendly appeal or the impact of own family prerequisites on folks' wellbeing. The appraisal of hard exertion and wellbeing from a sexual orientation point need to safeguard in musings the confounded connections including sexual orientation, family errands, profession prominence and social engaging quality.

Shouji Nagashima; Yasushi Suwazono; Yasushi Okubo; Mirei Uetani (2007), The object is to have noticeable effect of running hours on every scholarly and actual manifestations of weakness and utilize the information gained to work out admissible running hours. The study of day-shift male workers, utilizes the Self-Rating Depression Scale (SDS) and Cumulative Fatigue Symptoms Index (CFSI). An exquisite of 715 laborers partook. In the business strolling 260–279 h/month, the rates proportions for SDS and 'touchiness' and 'nonstop sleep deprivation' of the CFSI were expanded. In the lot of people running 280 h/month, the likelihood proportions on CFSI for 'rich weakness', 'substantial issues', 'nervousness' and 'consistent sluggishness' were similarly best in class. The examination underlined that taking strolls hours must be <260 h/month at the way to bring down exhaustion signs and signs and side effects in male day human people.

Additionally L Ala-Mursula and J Vahtera, various other notables include: A Kouvonen, A Vaananen, and A Linna (2006), the arrangements of running hours (paid, homegrown, driving, and common) with disease, truancy and to test whether or not these establishments change as per the level of employee command over every day working hours. The survey researched 25,703 whole time public area experts in 10 areas in Finland. Long home and regular walking hours were associated with greater costs of therapeutically permitted infection nonappearances among both the sexes. Low command over each day walking hours expected restoratively recognized disorder nonappearances for the women and men. In blends, unbalanced administration over walking hours brought down the harming impacts of broadened homegrown and general taking strolls hours with medicinally permitted nonattendances. Worker the executives all through consistently working hours may likewise additional save wellbeing and empower representatives properly blend a whole time gadget in with the requirements of home craftsmanship.

A Baker; K Heiler; S A Ferguson (2002), The word related wellbeing and security concerns connected with packed and delayed work terms have presently not been as expected and investigated inside the mining business. During a 33-month of time frame, information on non-attendance and episode recurrence charges were assembled from three unmistakable program plans. During the principal third of the information gathering period, there has been an ascent in non-attendance expenses of superior grade. In any event, when contrasted with an eight-hour approach, the current review observed no hugely adverse results of following a 12-hour plan. Notwithstanding, non-attendance uses were brought down in the security area while unregulated and inordinate hours past guideline was conceded as a feature of the 12-hour/5-day list.

N. Haworth; C. Tingvall and N. Kowadlo (2000), because of a creating fascination of the position of difficult business-related utilizing in mishaps and the related consumptions, different business and government associations have made measures to support armada security. The reason for this task is to dissect the ability to take on the road to wellbeing based practically obligations in the associated firm environment. From the survey, that the armada insurance occupations which can possibly be successful are picking extra

calm engines, a few explicit driving strain guidance and tutoring bundles, Incentives, Company security programs. There's a solid likelihood that Graves Carol Gevecker; Genevieve Matanoski; Robert G. Tardiff (2000), Carbonless proliferation paper (CCP), was given to them in 1954. Its security to individuals who handle large lumps of CCP has been tended to in several study and assessments. This exploration remembers the field's writing for CCP and gives a weight-of-proof evaluation on the security of CCP to representatives inside the United States. Beginning around 1987, has caused neither number one pores and skin bothering nor skin sharpening under regular circumstances of production and use. At long last, the assembling zone, where the nearest and most broad association happens, has just had a couple of legal disputes archived. In light of the heaviness of the information, NIOSH is projected to discover that CCP isn't a danger to workers and has recently a minor capability of making gentle and brief pores and pores and skin disease.

Karen J.M. Niven (2000), Analysis of wellbeing and security measures and their monetary ramifications in the medical care industry was the subject of a writing study. It's broadly hard to evaluate enhancements in wellbeing and security since they may require a long time to create and consequently are difficult to gauge. Financial methods in the wellbeing and security callings are at times misconstrued, prompting wide previously established inclinations about the over-the-top notch monetary outcomes of such measures. Medical services chiefs, wellbeing business analysts, and wellness and security specialists haven't cooperated in some time, and therefore, they have a great deal of mistaken assumptions about their separate jobs. As per the discoveries, future examination should zero in on helping the National Health Service (NHS) in using wise judgment about wellbeing and security ventures and hazard alleviation methodologies.

Before November ends in 1996, all EU part states were expected to have executed the European Community Directive on Working Time (A Spurgeon; JM Harrington; CL Cooper). This report assessment the current realities in regard to the limit results on wellness and famous standard generally speaking execution of augmentations to the typical going for strolls per day. Research on wellbeing results has for the most part focused on two subsets: mental wellness and cardiovascular wellbeing. Other limit results

which might be routinely connected to pressure—for instance, gastrointestinal issues, outer muscle issues, and issues connected with despairing of the safe gadget, have acquired less consideration. It is proposed that there might be as of now satisfactory confirmation to create stresses over the dangers to wellness and security of delayed running hours.

Most OECD regions depend on a blend of market contemplations, misdeed jail liability, commanded inclusion, and unofficial law to adapt to working environment security and wellbeing chances (Simon Chapple and Tracy Mears, 1996). There are a few interesting non-execution motivations for specialists' commitment in working environment security and wellness. Be that as it may, while markets may not be proficient, specialists' intercession could neglect to give any improvement and additionally don't really satisfy value advantage necessities. While the exact proof isn't by and large obvious, the strength of the confirmation shows that wages may likewise fuse a couple of considerations for wellness and wellbeing risks. Proof besides shows that individuals' remuneration courses of action augment the recurrence and length of cases for non-deadly mishaps yet may likewise in like manner bring down how much deadly mishaps.

Peter Hasle and Hans Jorgen Limborg (1995), *The logical writing concerning preventive work related Health and Safety Activities in Small Enterprises* has assessed a surprising technique to comprehend solid preventive methodologies and to fabricate a predetermination research plan. There is a lack of evaluation of intercession research, each as far as effect and practicable use. Nonetheless, there is an apt information to suggest that individuals of minor undertakings are dependent upon higher risks than the bigger ones, and that little associations experience issues in controlling danger. As straightforward and just only from time to time charged prescriptions, the top-notch prophylactic measures appear to be. It is crucial to development future mediation research strategies, which investigate the entire intercession machine of the little associations.

The paper "Current Knowledge and Practices for Environmental Health and Safety within the Nanotechnology Workplace," by the International Council on Nanotechnology and

Rice University, inspects and assesses current endeavors to make "astounding practices." This record uncovers that endeavors to list business environment exercises have not enough caught current climate, wellbeing and security rehearses in an assortment of work environment settings and geologies. Moreover, it is notable that specific current documents are not unreservedly accessible.

Maynard, Andrew D, Article from Andrew Maynard's e-bulletin sums up the state of the art progressive phase and government financing in nanotechnology studies and improvement, how it offers a useful undertaking to conventional procedures to record wellness chances at work and the manner in which the United States National Institute of Occupational Safety and Health attempts to manage present day and able awful wellness difficulties.

Scandinavian Journal of Work, Environment, and Health, review aims to manage various significant troubles encompassing the practical wellbeing and business environment security perils brought about via the assembling, taking care of, and discarding produced neon squander. The article resolves the accompanying inquiries; (1) the perils polish of designed nano flotsam and jetsam, (2) exposure measurements, (3) the real openings individuals may likewise ought to brilliant designed nano particles inside the work environment, (four) the limits of designing controls and individual cautious contraption in guarded representatives concerning designed nano particles, (5) the type of reconnaissance bundles that should be placed in region to shield staff, (6) whether or not or presently not exposure registers need to be snared, and (7) assuming designed neon particles must be dealt with as new materials and assessed for wellbeing and dangers.

Padhi (2011) expressed that the term prosperity signifies the area of wellness and shows totality of the person. It is a significant country of life including 67 the educated person, physical, moral, and enthusiastic parts of an individual. Sufficient degrees of pay, lovely and accommodating states of work, and get right of access to specific fundamental social security benefits are the super subjective highlights of business which improve the way of life of representatives and their efficiency

Laborers' pay and work law, as stressed by Ramesh (2012), play a huge part in the monetary market's development as per worldwide government assistance and administrative patterns. Changes are additionally essential from administrative motorization to voluntarism, tripartism (i.e., investment of faculty, bosses, and specialists) to bipartism (i.e., businesses and laborers), so managers and work force are themselves prepared to do mutually deciding without power's obstruction.

According to S. Poongavanam (2011), government assistance approaches might further develop the prosperity of representatives by further developing their actual wellbeing, psychological wellness, moral person, and everyday solaces. From the review on specialist government assistance focuses in Anglo-French Textiles (AFT), Pondicherry, the scientist inferred that several government assistance offices provided by means of the utilization of AFT all things considered with wellness, security, bottle, uniform, preparing, and gift offices, permits individuals to carry on with a more extravagant and extra first class life. Accordingly, usefulness at the organization ascends, as do goals for a superior personal satisfaction among the labor force all in all. Rearward's assets empower the specialist government assistance focuses to be effective.

Laborers' prosperity and usefulness are impacted by an assortment of financial elements, such 68 lodging standards of high work tension and social security, as expressed by Jayanthi, Kumar, and Manju (2012). Expertise upgradation through satisfactory preparing is of exceptional significance to work on expectations for everyday comforts of the fine art strain and advantage more prominent efficiency. Labor development to give exceptional sufficient work of art strain of reasonable capacities and awesome to amazing ventures is vital for moment financial turn of events. Work period in all the creating ventures is one of the fundamental points. Considering the discoveries, the business may furthermore review the thought to hold precise Labor Welfare Measures and show of the significant asset apportions for arranging difficulties related to work.

Bazen (1994) saw that the issue of negligible pay rates came to be increasingly more contemplated at a few degrees inside the Nineteen Eighties inferable from unnecessary charges of joblessness and the increment of tolerant financial idea. This made a few

nations cut insignificant income security by embracing the use of overseeing costs or expanding inclusion. Nonetheless, following closer investigation of related examination it changed into discovered that experience proof supporting the 70 complaints of negligible pay rates is as an option meager and separated. Between the past due Eighties and the mid Nineteen Nineties, a few overall nations, a major special case being Great Britain, encountered a more unique insignificant compensation protection. Inductions uncovered that a reconsideration of the objectives and plans of least income guidelines can be satisfactory inside the moderate of new exercises.

2.6 AIMS OF EMPLOYEE WELL-BEING AT WORK

Labor intensive well-being job aims at providing, such service facilities and amenities which allow the workers engaged in industries / factories to execute their work in a healthy, pleasant atmosphere favourable to excellent health and morale.

Employee Well-being characteristics may be categorised into negative and positive aspects. On the negative side, employee well-being is concerned with counteracting the detrimental impacts of the large-scale industrialisation on the personal, family, and social life of the worker. In its positive aspect, it deals with the availability of opportunity for the worker and his family for a socially and individually decent existence.

2.7 TYPES OF EMPLOYEE WELL-BEING SERVICES

Employee Well-being services may be categorised into two

- Intra – Mural
- Extra – Mural

2.7.1 INTRA - MURAL

Medical facilities, accident compensation, crèches and canteens; provision of drinking water; washing and bathing facilities; safety measures such as fences or covers for

machines; activities relating to improving working conditions; activities relating to enhancing working conditions are all included in this category.

2.7.2 EXTRA – MURAL

Activities encompass the services and facilities given outside the organisation such as, living accommodation, indoor and outdoor leisure facilities, entertainment and sports, educational facilities for adults and children, provision for libraries and reading rooms.

2.8 Mandatory employee wellbeing requirements for SMEs in India

The factories act provides requirements to be fulfilled by employers concerning well-being of employee, which include:

- Provision of separate and appropriately screened washing facilities for the use of male and female staff.
- Provision of adequate locations for clothes not worn during working hours and for the drying of wet garments.
- If workers are required to work while standing, an appropriate system for sitting down for relaxation is required.
- For every 50 workers, there must be one first aid box or closet stocked with the appropriate supplies and easily accessible during normal business hours.

2.8.1 STATUTORY REQUIREMENTS

Statutory benefits to be included are as follows:

2.8.1.1 Cleanliness

Every organisation should maintain by daily sweeping or cleaning the floors and work areas and by applying disinfectant when appropriate. Walls, doors, and windows should be repainted or varnished at least once in every 5 years.

2.8.1.2 Disposal of Wastes and Effluents

Effective measures should be established for the disposal of discarded materials or rendering them harmless. Effective ventilation measures must be put in place. So as to bring comfort to the employee in there working environment.

2.8.1.3 Drinking Water

There should be excellent provisions for healthy drinking water employees at convenient sites. If their number is greater than 50 then the arrangement should be created for cold drinking water during hot season.

2.8.1.4 Latrines and Urinals

There should be adequate number of latrines and urinals, clean, properly ventilated, conveniently positioned and constructed according to stipulated requirements separately for male and female personnel.

2.8.2 NON-STATUTORY BENEFITS

Non-statutory well-being has been perceived to bring allegiance to the organization that has bestowed facilities to the employees. The assumption generally has been that increased allegiance and loyalty to the organization will result in high productivity.

2.8.2.1 Well-being Amenities Within the Establishment

1. Latrines and urinals
2. Washing facilities
3. Crèche's
4. Rest shelters and canteens
5. Arrangements for drinking water
6. Arrangements for prevention of fatigue
7. Health service including occupation safety
8. Administrative arrangements within a plant to look after Well-being.
9. Health service including occupation safety
10. Administrative arrangements within a plant to look after Well-being

2.8.2.2 Well-being Outside the Establishment

1. Maternity benefits
2. Social insurance measures, including gratuity, pension, provident fund and rehabilitation
3. Benevolent funds
4. Medical facilities, including programmers for physical fitness and efficiency; family planning and child Well-being.
5. Education facilities including adult education
6. Housing facilities
7. Recreation facilities, including sport, cultural activities, library and reading room.
8. Holiday homes and leave travel facilities.
9. Employees' co-operative, including consumer's co-operative stores fair price shops and co-operative shrift and credit societies.
10. Vocational training for dependents of employees
11. Other programmers for the Well-being of women, youth, and children
12. Transport to and from the place of work

2.9 Correlation between Working Condition and Employee wellbeing

According to May Smith "The current notion of industrial healthy working situation relates that the health is the product of the interaction between man and his surroundings. The contemporary model predicts and detects potentially dangerous condition and applies engineering control measures before sequence of injuries results".

According to Malhotra – Sharma and Nachnatler sign (1997) Occupational health is a collective word used to represent all the numerous activities and disciplines committed to preserving and developing the health, safety and productivity of wage workers. Preventing diseases and accidents that can be traced back to a worker's job is a top objective for occupational health professionals.

The change in physical working environment brings about a transient boost in morale leading to greater productivity. This is a reaction to change in general and should be considered as a response to particular change thus management needs to be cautious in generalising from the temporary boost in productivity. Toilets, drinking water, rest room lockers, canteen lockers, and other sanitation facilities for men and women all have an impact on employee health and productivity, and as a result, a number of these factors have been subject to legislative regulation.

2.9.1 Fatigue

Fatigue or diminished ability to work may happen either owing to physiological factors or environment / type of employment. It sometimes arises due to monotony to the task additionally weariness sometimes develops because of buildup of wastes like carbon dioxide, lactic acid etc. in blood. Rest intervals after certain work hours might help reduce fatigue.

2.10 Social Security and Employee Wellbeing

According to B.P. ADARKAR Social security is that protection which the society gives by appropriate organisation against certain hazards or eventualities to its members to whom are exposed.

Some of the social security initiatives that can be adopted include

- a) Compensation in case of industrial accidents and injury
- b) Protection against illness
- c) Maternity benefits to women employees.
- d) Provident funds
- e) Old age pension and gratuity
- f) Health insurance

The meaning of the word 'Social Security' differs from nation to country with diverse political views. In socialist nations, the proclaimed objective is comprehensive protection to every person from the birth to the death. In other countries it is a measure of protection

supplied to all needy individuals by means of plans created by democratic process commensurate with resources of the state. According to the social security agreement established by the ILO in 1952, these are the components of social security.

- i. Employees' State Insurance
- ii. Provident Fund
- iii. Gratuity
- iv. Bonus
- v. Casual Leaves
- vi. Sickness / Medical leaves
- vii. Family security schemes
- viii. Insurance schemes
- ix. Accident Benefits
- x. Unemployment benefit
- xi. Maternity benefit

2.10.1 Social security schemes may be of two types:

- a) Social Assistance, under which the state funds the whole cost of the services and benefits supplied. Here benefits are distributed after assessing the financial status of the recipient.
- b) Social Insurance, under which the state arranges the facilities paid by payments from the both the workers and employers with or without a subsidy from the state. Here, benefits are granted on the basis of the contribution record of the recipient without evaluating his means.

2.11 Employer Benefits of Well-being Services

Services like housing schemes, medical benefits and education and recreation facilities for the worker's family's help to create better good will. This will help them devote mind towards their work to gain in terms of productivity and quality of work.

1. Well-being facilities provide better physical better physical and mental health to the employees.
2. Employee's services serve to maintain some degree of peace with the employee union.
3. Employees secure the benefits of high efficiency, cordial industrial relations and low labour absenteeism and turnover.
4. Employee Well-being measures rate labour productivity and bring industrial peace and cordial labour absenteeism relation.
5. An employer is able to abstract talented works from the employee market by providing attractive well-being facilities.
6. It is perceived that if employees are properly looked after they will remain loyal to the company.
7. Improved Customer Relationship Management: Your staff are your finest brand ambassadors, and they'll spread the word about your company. Your clients will benefit if you treat your employees well. That group of workers will be eager to learn how your goods and services can best meet the demands of your clients and potential customers.

Many businesses have shown that even though they generously provide their workers a wide range of assistance, they might still be subjected to stress at work. As a result, you shouldn't approach this subject purely from a perspective of advantage.

2.12 Obstacles to maintaining a healthy work environment

In the workplace, the most prevalent sources of stress are:

2.12.1 Style of leadership

You've undoubtedly heard that workers leave their bosses, not their jobs. A bad management style, as shown by the CIPD report (2021), may significantly raise the level of stress experienced by employees. It's inefficient and tiresome to have to explain your

daily task delivery to your boss in great detail. There is a risk that it will cause the employee to feel undervalued and untrustworthy.

2.12.2 Workload

As a result of a lack of personnel or urgent business demands, employees are often under pressure to achieve deadlines. Due to a lack of time, they typically compromise on quality, which causes them to be concerned that their work is subpar. In these situations, the most prevalent emotions are those of helplessness, doubt, and exhaustion.

2.12.3 Social assistance has dwindled.

Employees must work in an atmosphere that values successful teamwork and individual contributions in order to succeed. Lack of self-esteem and toxic relationships may develop rapidly when there is a lot of competition, and you are constantly compared to your peers' performance.

2.12.4 Jobs roles and tasks not clearly defined

Employees need guidance in the form of training or mentorship, whether it's practical (e.g. how to use a certain technology) or goal-oriented (e.g. what the final aim of a project is). In a work environment that lacks clarity, workers find it difficult to prioritise their tasks or establish attainable objectives.

2.12.5 Motivation

We sometimes forget that work is supposed to be enjoyable; workers aren't only encouraged to keep up their excellent job by their monthly payment. People perform better when they like and take pleasure in what they accomplish. Workers may be less motivated to go above and beyond if most of their workday duties are monotonous.

Obviously, this isn't an exhaustive list. Remember that everyone of your workers has a unique history and is motivated by distinct incentives and events. Working in a competitive workplace may be thrilling for some, who get a rush from chasing bonus after bonus, but it can be exhausting for others.

Personal concerns (such as pregnancy, a marital dispute, the loss of a loved one, etc.) that occur outside of the job may also have an effect on employee well-being. Employee well-being is influenced by a variety of variables, including one's background, preferences, and personal preferences. There is no way, no matter how hard you try, you will be able to regulate every aspect of a person's health and well-being precisely. You may, however, take efforts to guarantee that your staff have a healthy working environment.

2.12.6 Encouragement for effort and progress.

If managers engaged in developing effective leadership abilities, the bulk of the obstacles that inhibit employee well-being would vanish. Respecting your workers' individual requirements and motivations will allow you to present them with the finest possible opportunity. Employers should encourage their managers to get the most from 1-on-1 time with workers and to become comfortable giving and receiving criticism.

In order to keep a corporation afloat, it's appropriate to reward personnel for achieving goals. The problem is that concentrating entirely on the outcomes is a significant pitfall. It's easy to overlook the ideals of mutual respect and personal growth in a work atmosphere that is only goal-oriented and competitive.

2.12.7 Reaction vs. Prevention

When it comes to supporting workers who are suffering from weariness and fatigue, the majority of organisations rely on reactive rather than proactive approaches, according to the CIPD poll stated above. Taking this route is not the greatest option.

You'll see fewer occurrences of employee burnout, absenteeism, and so on if you start investing in mental health services early on. Prevent irreparable repercussions by cultivating a wellbeing-friendly strategy before your people and company are at danger (e.g. increased employee turnover).

CHAPTER 3: RESEARCH METHODOLOGY

3.1 INTRODUCTION

This section gives details about the methods that was used in data collection, and they include Research design, Survey population, sampling design, Sampling size, Sources of data, Tools and methods of data collections and probable problems to be encountered during data collection.

Research methodology lays out the scientific and systematic approaches to investigate the chosen study topic. It entails the identification and description of problems, hypothesis formulation, data collection, analysis and the interpretation and findings that arise from the information available. For the purpose of this study a Descriptive research approach is used to understand the current state of affairs of employee wellbeing and how employees feel about their work environment and the benefits made available (Kothari, 2004). Through the use of a descriptive-normative survey, a primary data collection research method, the researcher aims at identifying and measuring the responses of employees towards their employers and then used to make a comparison with the norm and to validate existing conditions regarding employee wellbeing. Industry standards and governmental guidelines derived from secondary research is used as the norm for comparison in this study. Online survey has been an effective tool for capturing responses, eliminating the need for physical contact during the pandemic. The survey was sent out using Google forms giving participants a total of 10 days to submit their responses. Frequency analysis has been used to identify the responses with the highest frequency and choose the responses accordingly to ensure that the editing, coding, and analysis of the results are carried out efficiently. A combination of close ended and Likert Scale questions have been used in the survey and the collected data has been presented using tables and graphs. Based on the guidelines of the Data Protection Act 2018, personal questions have been avoided and participant names have been kept confidential.

3.2 RESEARCH DESIGN

When conducting research, a well-defined framework is to be followed to ensure that the data collected through various sources are appropriately analysed and interpreted. Current issues such as employee wellbeing have recently gained a major spotlight however they tend to have limited existing literature in certain areas. As a result, it is crucial for the researcher to collect necessary and sufficient information from the target audience to fully understand the depth of the concept (Polanin, 2019). The research design aims at achieving results that are explanatory, exploratory, descriptive, or evaluative in nature. The researcher has considered the research question and objectives to select the most suitable research design which was identified to be a combination of descriptive and exploratory research. Through the descriptive approach the research was able to gather quantifiable data regarding the subject which is used at the statistical analysis stage. Due to the lack of research material regarding the subject matter at hand the exploratory research method proved suitable for this study as it aims to gain insight into the topic and create a relationship between the available literature and the responses collected from the quantitative survey (Saunders, et al., 2016).

3.3 RESEARCH PHILOSOPHY

With the focus of the study being on assessing the level of commitment of employers towards employee wellbeing, the researcher reviewed five major business and management research philosophies, namely, critical realism, positivism, postmodernism, interpretivism and pragmatism, to identify a suitable philosophy to guide in the research process of this study. These philosophies follow a system of assumptions and beliefs to guide the research in developing the required knowledge for the study (Saunders, et al., 2016). The positivism philosophy looks at understanding the social world from an objective point of view which is suitable for this research since the aims and objectives of the study is to understand employees' responses of their wellbeing in the workplace through a set of questions that address this issue. This method is suitable for quantitative research methods as the researcher will be in a position to assess correlation of personal needs and wants with the welfare benefits being offered at the workplace and the

correlation between the work environment and the feeling of security that respondents feel at their current workplace.

3.4 RESEARCH APPROACH

Saunders et.al (2016) highlights the two main management and business research approaches as induction and deduction. The study aims to identify the perception of employees towards the wellbeing initiatives and benefits that are made available by the employer and the study is based on the researcher's interest in the field. As a result, a deductive approach was suitable for the study, and this blends well with the positivism philosophy that has been adopted for this study. Considering that the pre-research theory leading to the testing of hypothesis was the basis of this study it is suitable to adopt the deductive research approach to answer the research questions. The researcher aims to find an answer to the question of whether employers pay adequate attention to employee wellbeing and therefore the Explanatory study research approach seemed appropriate for this study. Explanatory research aims at investigating or identifying cause-effect relationships which is done through the collection and analysis of primary data from employees in SMEs for this study, which will prove useful in testing the hypothesis using various methods available to the researcher (University of Waterloo, 2021).

3.5 DATA COLLECTION METHOD

Based on the nature of the study and the interest of the researcher the data collection method has been selected. For the purpose of this study the researcher has used Primary data collection method through the form of Quantitative survey method to gather the employees' response towards employee wellbeing in their respective organisations. Secondary data collection method has also been employed to understand the various practices, policies and programmes relating to employee wellbeing which is used to assess correlation of personal needs and wants with the welfare benefits being offered at the workplace and the correlation between the work environment and the feeling of security that respondents feel at their current workplace.

3.5.1 SOURCES OF DATA

3.5.1.1 Primary Data

The information has been gathered from random participants employed in the SME sector in Bangalore, India. The primary data was gathered through online Google forms. The information was gathered in the form of a structured questionnaire and meets the research strategy.

3.5.1.2 Secondary Data:

In order to understand the various employee wellbeing measures, policies and practices employed by SMEs in Bangalore, India the researcher has chosen secondary data collection methods as an appropriate method of data collection. Secondary data has been collected from the Company Website, government portals and the numerous internet sources.

3.6 SAMPLING

Sampling Design is the method of choosing representative subset of a total population for obtaining data for the study of the whole population the subset is known as sample. The sample size selected for the study, through random sampling methodology, will be 200 employees from SMEs in Bangalore, however the final analysis will be conducted based on responses of 100 participants based on the validity and accuracy of the data and through frequency analysis where the most frequent responses have been considered. The techniques of sampling unit in this study will be convenience sampling. In the Convenience Sampling method, the sample units are chosen primarily on the basis of the convenience to the researcher.

3.7 DATA ANALYSIS

The nature of the research method determines the methods of data analysis that can be employed. Through the primary data collection method, the quantitative data that has been collected will be analysed using Descriptive as well as Inferential statistical analysis. The descriptive method is used to summarise data through the use of averages, modes, medians, range of frequencies and percentages. This can be considered as the first stage

of the data analysis where the information collected is sorted and classified accordingly to enable the research to conduct an analysis of the data using statistical tools which is done using the Inferential statistical analysis method which employs regression, correlation of variables and variance analysis to ascertain the relationship between variables (Bhatia, 2018). Simplex percentage analysis is used for analyzing the data collected. Utilising the SPSS tool, the responses from the questionnaire will be analysed to understand the perception of employees towards their wellbeing in the organisation. Since the analysis will be conducted using the primary data collected the SPSS tool will prove efficient in categorizing the data which will be then presented in tabular format. Percentage analysis is the method to represent raw streams of data as a percentage (a part in 100 percent) for better understanding of collected data. Graphical representations are used to show the results in simple form. The graphs are prepared on the basis of data that is received from the percentage analysis. Before the data analysis can begin the researcher must ensure that the data has been validated and edited according to pre-defined guidelines which will aid the analysis stage.

3.8 RESEARCH RELIABILITY

The topic of employee wellbeing is subjective in nature and varies greatly from person to person based on various demographics such as age, gender, ethnicity, as well as other factors such as their wants and needs, personal life experiences, years of experience, working conditions of various organisations, socio-cultural factors, security, and safety, etc. As a result of this the researcher aimed at collecting data from random individuals across a range of industry sectors within the SME sector in Bangalore, India. The objectives of this report are exploratory in nature used to identify the relationship between employees and their perception towards the wellbeing measures offered by their employer. The results of the study provide an overview of the current state of affairs regarding employee wellbeing in SMEs which can be used by organisations to review their current practices and develop their wellbeing strategies according to their nature of business.

3.9 LIMITATIONS OF THE RESEARCH

During the course of primary data collection, the researcher faced the limitation of availability of participants due to the global pandemic as well as the reluctance of employees to disclose information since employee wellbeing is a sensitive topic. Stockemer (2019) indicates that low number of respondents hampers the reliability and authenticity of the research. In this study lack of participation was seen as a major gap which may impact the outcome of the study and its impact on concerned parties. Since this is a perception related research there is a necessity to include qualitative data for analysis which has not been included due to the time constraints and the sensitive nature of the study which makes employers reluctant to disclose information.

3.10 ETHICAL CONSIDERATION

Ethical consideration is a key aspect of any study as it ensures that the researcher operates within various personal, professional, legal, and cultural obligations during the course of the study. It is crucial to respect the privacy of participants by maintaining confidentiality when it comes to topics like employee wellbeing (Priola, 2019). The researcher has ensured that informed consent has been acquired from all participants and there was openness and integrity throughout the course of the study by strictly maintaining the confidentiality of respondents' information and avoiding manipulation of the responses.

3.11 TIMELINE OF THE RESEARCH

Chapter Name	Duration					
	5th Oct - 25th Oct, 2021	25th Oct - 12th Nov, 2021	12th Nov - 30th Nov, 2021	1st Dec - 20th Dec, 2021	21st Dec 2021 - 5th Jan 2022	10th Jan 2022
Chapter 1: Introduction						
Chapter 2: Review of Literature						
Chapter 3: Research Methodology						
Chapter 4: Data Collection and Interpretation						
Chapter 5: Findings & Discussions						
Chapter 6: Suggestions/Recommendations and Conclusion						
Final Submission						

Table 2: Timeline of the Research

3.12 CONCLUSION

A detailed explanation of the Research methodology approaches to be implemented in this study have been highlighted in this chapter which has been done taking into consideration the aims and objectives of the study. This section of the report consists of the research design, philosophy, data collection and analysis and other research dimensions that are important considerations for the study.

CHAPTER 4: DATA ANALYSIS AND INTERPRETATION

4.1 INTRODUCTION

This chapter presents the complete evaluation of the data collected through the primary data collection method. The basis of the primary data has been through the form of a questionnaire which is then analysed using statistical tools for inference of the results. Collection of the numerical data from the questionnaire has been instrumental in deriving a thorough analysis and interpretation of the subject matter. The chosen topic is employee wellbeing in SMEs in Bangalore, India of which there are no available studies that capture the essence of employee wellbeing and the depth of commitment of employers towards the concern. Participants from various backgrounds have been chosen by the research to ensure that the results are not biased or skewed towards a particular output. For the purpose of the study the researcher has chosen 4 main demographic factors that are instrumental to employee wellbeing. These factors are gender, age, years of experience, and years in the industry, which are socio-demographic factors that influence an individual's perception towards employee wellbeing. The remaining 11 questions have been framed based on careful and appropriate consideration of the topic of wellbeing and in a manner that fulfils the requirements of the study to ensure that conclusions can be drawn in an appropriate manner. The results of the study provide an overview of the current state of affairs regarding employee wellbeing in SMEs which can be used by organisations to review their current practices and develop their wellbeing strategies.

4.2 QUESTIONNAIRE/SURVEY RESPONSES

This section of the report presents the responses received from the survey which will be used for the analysis and discussion phase.

4.2.1 Demographics

When it comes to employee wellbeing the various demographics play a vital role in ascertaining an individual's perceptions towards what they think and feel about the workplace and the benefits provided by the employer in terms of wellbeing.

4.2.1.1 Gender of Employees

An important aspect of the demographic factors is the gender of employees. Gender of employees in SMEs across Bangalore, India is a crucial consideration in terms of jobs offered by employers, scale of remuneration or salary gap, number of working hours and the benefits provided to each group. For the purpose of this study the researcher has chosen only Male and Female as the classifications of gender. Gender significantly influences the results of any survey due to the various factors affecting an individual and their wellbeing (Ghaleb, 2020).

Gender	No. of Respondents	Percentage
Male	58	58%
Female	42	42%
Total	100	100%

Analysis Table 1: Gender of Employees

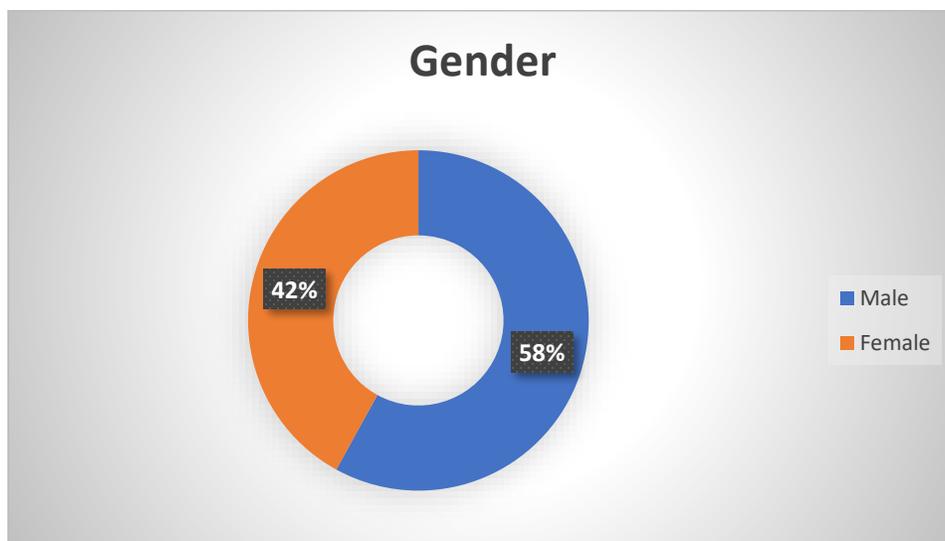


Chart 1: Gender of Employees

Interpretation: The above table indicates that from the 100 respondents taken for the study, 42% are female and 58% are male.

4.2.1.2 Age of the respondents

For this study age is an important consideration as it looks at the various age groups and their perspective on wellbeing. Employees of different age groups seek different wellbeing benefits. Older employees seek job security and safety, retirement schemes, pension funds, etc, whereas younger employees look for facilities like recreational centres, gyms, holiday retreats, etc.

Age group	No. of Respondents	Percentage
18-25 years	12	12%
26-35 years	29	29%
36-45 years	36	36%
46 years and above	23	23%
Total	100	100%

Analysis Table 2: Age of the respondents

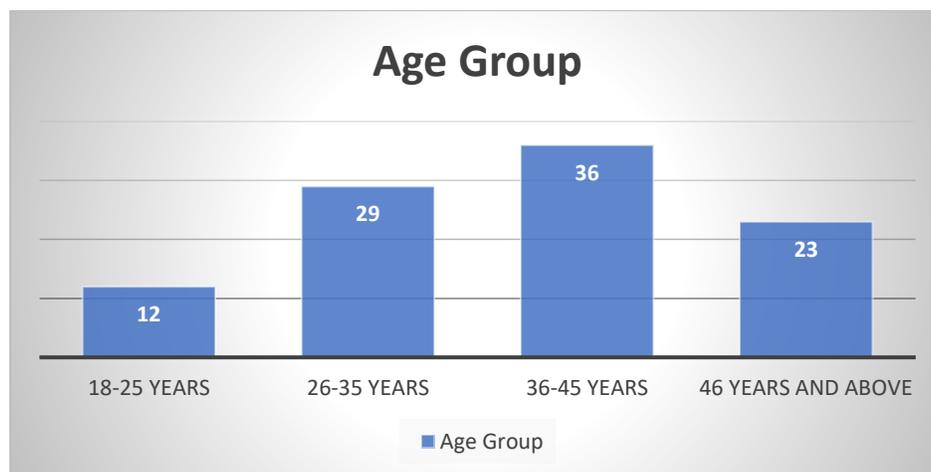


Chart 2: Age of the respondents

Interpretation: The above table gives us a description about the age group of the 100 respondents included for the study and its reveals that 36% are between the ages of 36-45 years, 29% are between 26-35 years, 23% are 46 years and above and 12% of the respondents are of the age group of 18-25 years.

4.2.1.3 Number of years working for the company

Based on the number of years of experience of individuals their expectation of wellbeing differs. More experienced employees look for stability, security and safety, whereas younger employees look for growth and experience among other variables.

Experience	No. of Respondents	Percentage
0-2 Years	26	26%
3-5 Years	32	32%
6-8 Years	22	22%
above 8 Years	20	20%
Total	100	100%

Analysis table 3: Number of years working for the company



Chart 3: Number of years working for the company

Interpretation: From the above table it is clear that 26% of the employees are relatively new in the company, 32% of the respondents have an experience of 3-5 years, 22% of the respondents have 6-8 years of work experience in the company and 20% of the respondents are loyally working for the company for more than 8 years.

4.2.2 My Needs and Wants are Considered by the Company.

A crucial aspect of assessing the wellbeing of employees is to ascertain whether the needs and wants of employees are being considered by the company and necessary initiatives and benefits are offered accordingly.

Opinion	No. of Respondents	Percentage
Fully considered	36	36%
Partially considered	26	26%
Not at all	38	38%
Total	100	100%

Analysis table 4: My Needs and Wants are Considered by the Company.

Chart no. 5

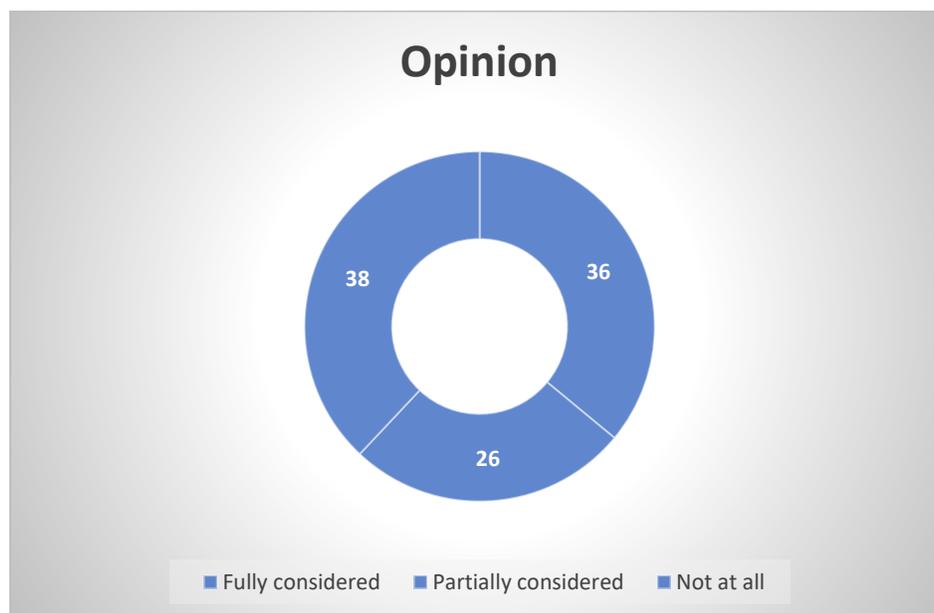


Chart 4: My Needs and Wants are Considered by the Company

Interpretation: From the above table it is clear that 36% of the respondents say their needs and wants are fully considered by the company, 26% of the respondents say their needs and wants are partially considered by the company and 38% of the respondents say their needs and wants are not at all considered by the company.

4.2.3 How do you rate the Working Environment of the Organization?

The working environment plays a vital role in the life cycle of an employees' career in the organisation. Employers must ensure that appropriate health and safety measures have been implemented and there should exist a work environment that does not affect the mental wellbeing of employees.

Opinion	No. of Respondents	Percentage
Highly Dissatisfied	19	19%
Dissatisfied	34	34%
Neutral	23	23%
Satisfied	15	15%
Highly Satisfied	9	9%

Analysis table 5: How do you rate the Working Environment of the Organization?

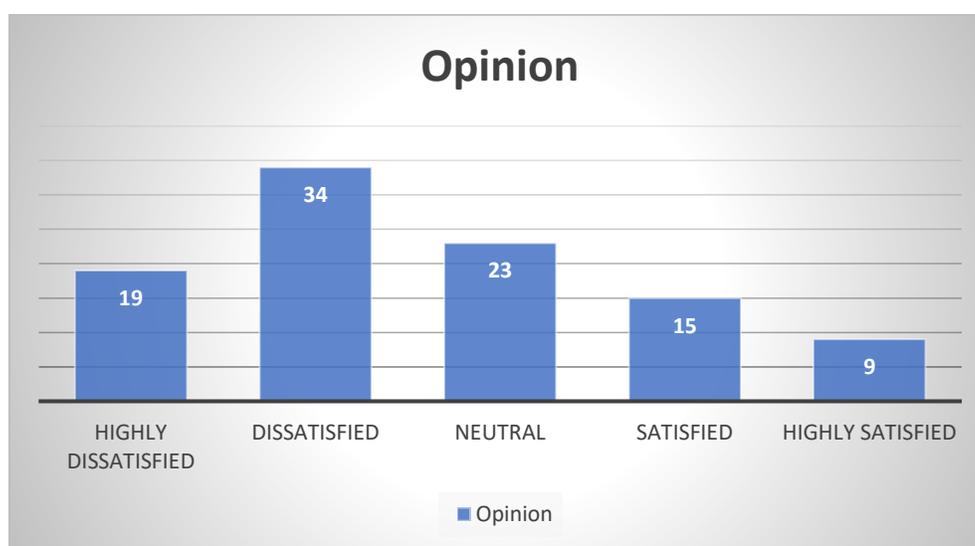


Chart 5: How do you rate the Working Environment of the Organization?

Interpretation: From the above table it is clear that only 15% of the respondents are satisfied and 9% are highly satisfied with working Environment of the Organization, 23% of the respondents are neutral indicating an average level of satisfaction, whereas 34% of the respondents dissatisfied and 19% highly dissatisfied.

4.2.4 How do you rate the medical benefits provided by the Organization for the employees & their families?

While evaluating companies most employees look for the medical benefits that are being offered by the employer which covers themselves and their family members. Employees seek safety and assurance that their medical needs will be taken care of by the employer as a measure of wellbeing.

Opinion	No. of Respondents	Percentage
Highly Dissatisfied	1	1%
Dissatisfied	2	2%
Neutral	15	15%
Satisfied	47	47%
Highly Satisfied	35	35%

Analysis table 6: How do you rate the medical benefits provided by the Organization

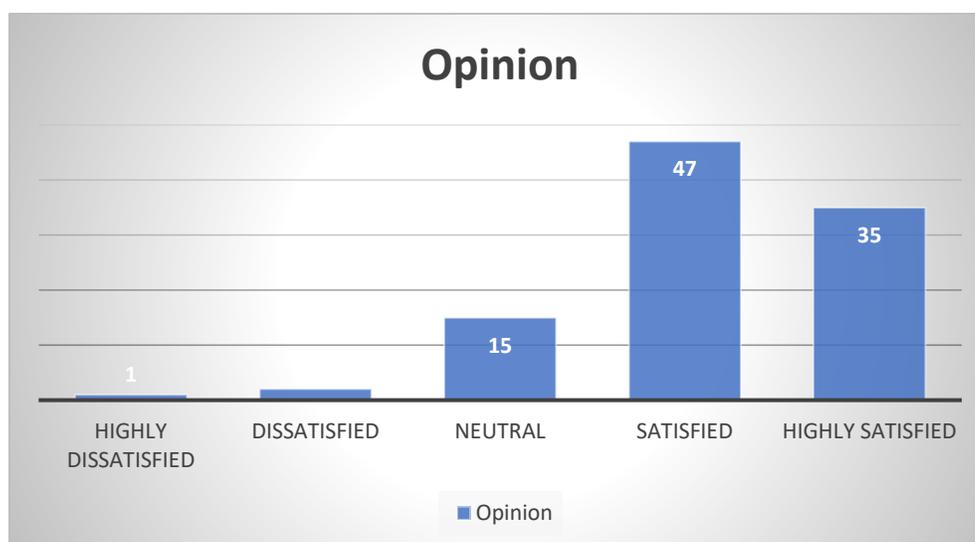


Chart 6: How do you rate the medical benefits provided by the Organization

Interpretation: From the above table it is clear that 47% of the respondents are satisfied and 35% are highly satisfied with the medical benefits provided by the Organization for the employees & their families, 15% of the respondents are neutral whereas 2% of the respondents are dissatisfied and 1% highly dissatisfied.

4.2.5 How do you rate the working Hours of the Organization?

Working hours determine any employees' wellbeing in terms of physical and mental wellbeing. As seen in the literature review section, in the past couple of years there has been a great strain on the workforce of SMEs in Bangalore resulting in employees losing their jobs and existing employees having to work extra hours to compensate for the minimized workforce.

Opinion	No. of Respondents	Percentage
Highly Dissatisfied	19	19%
Dissatisfied	33	33%
Neutral	18	18%
Satisfied	19	19%
Highly Satisfied	11	11%

Analysis table 7: How do you rate the working hours of the organisation

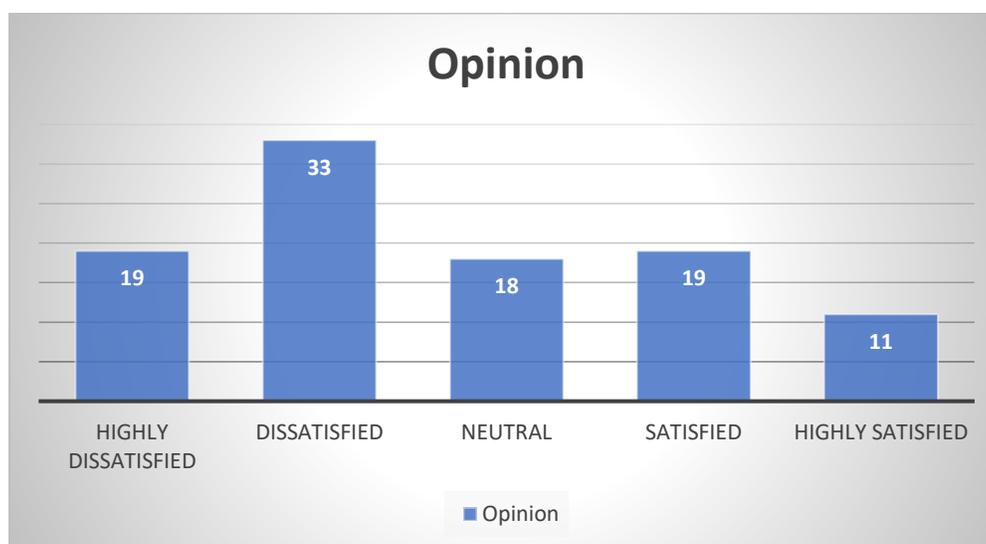


Chart 7: How do you rate the working hours of the organisation

Interpretation: From the above table it is clear that 19% of the respondents are satisfied and 11% are highly satisfied with the working Hours of the Organization, 18% of the respondents are averagely satisfied whereas 33% of the respondents dissatisfied and 19% highly dissatisfied.

4.2.6 How do you rate the sitting arrangement of the Organization?

Though this may not seem like a question of major importance it is significant for the physical wellbeing of employees. Employers are required as per governmental regulations to make appropriate seating arrangements for employees who spend 40 hours or more in the workplace.

Opinion	No. of Respondents	Percentage
Highly Dissatisfied	8	8%
Dissatisfied	17	17%
Neutral	30	30%
Satisfied	32	32%
Highly Satisfied	13	13%

Analysis table 8: How do you rate the sitting arrangement of the Organization

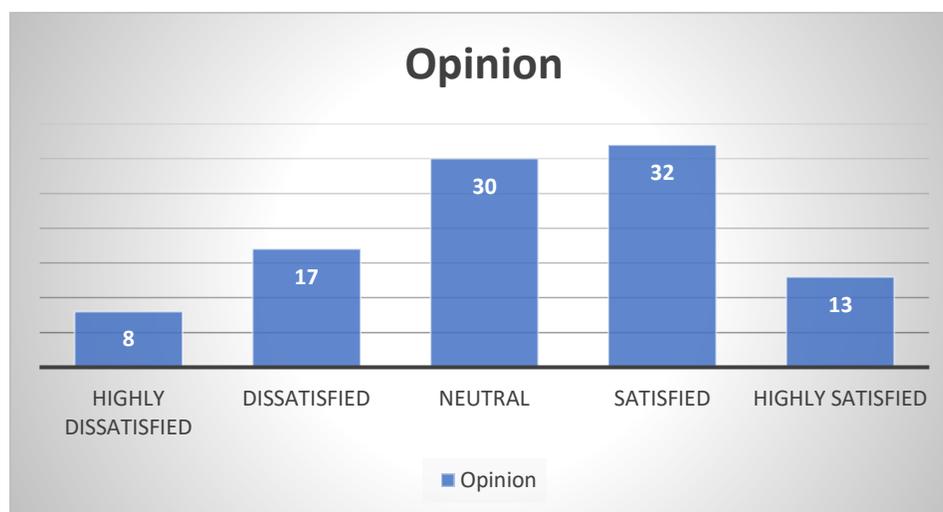


Chart 8: How do you rate the sitting arrangement of the Organisation

Interpretation: From the above table it is clear that 32% of the respondents are satisfied and 13% are highly satisfied with the sitting arrangement of the Organisation, 30% of the respondents are averagely satisfied whereas 17% of the respondents dissatisfied and 8% highly dissatisfied.

4.2.7 How do you rate the Conveyance Allowance offered by the Organization?

Bangalore, India is a large city requiring employees to travel far distances to reach their workplace. Companies generally offer conveyance allowances to their employees or transport facilities. Conveyance allowance is an attractive benefit that is sought out by employees.

Opinion	No. of Respondents	Percentage
Highly Dissatisfied	15	15%
Dissatisfied	28	28%
Neutral	22	22%
Satisfied	27	27%
Highly Satisfied	8	8%

Analysis table 9: How do you rate the Conveyance Allowance

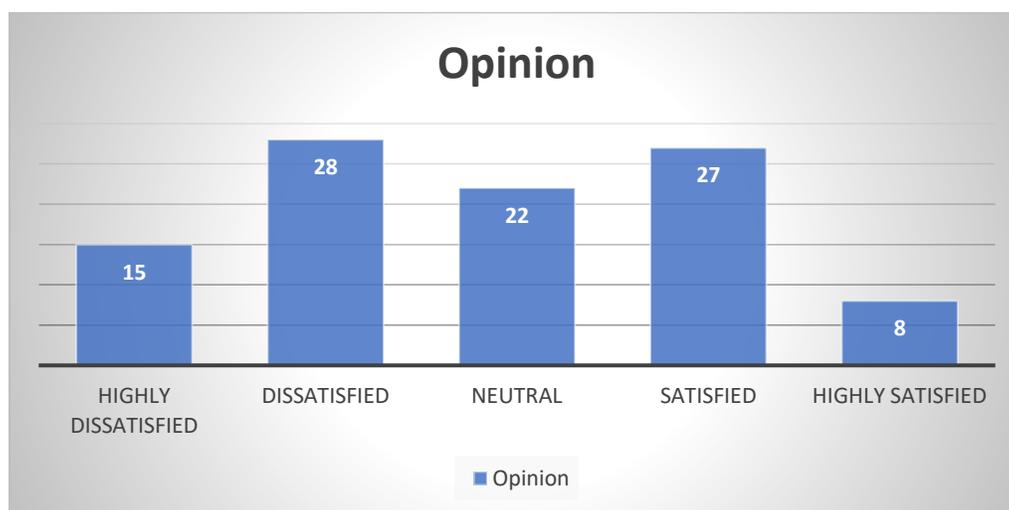


Chart 9: How do you rate the Conveyance Allowance

Interpretation: From the above table it is clear that 27% of the respondents are satisfied and 8% are highly satisfied with the Conveyance Allowance offered by the Organization, 22% of the respondents are averagely satisfied whereas 28% of the respondents dissatisfied and 15% highly dissatisfied.

4.2.8 Rate the Overtime allowance offered by the Organization?

As highlighted in the literature review section of the report, employees of SMEs are required to work overtime to cover the shortage of workforce and therefore overtime allowance must be beneficial enough for employees to consider working for longer periods of time.

Opinion	No. of Respondents	Percentage
Highly Dissatisfied	6	6%
Dissatisfied	23	23%
Neutral	31	31%
Satisfied	29	29%
Highly Satisfied	11	11%

Analysis table 10: Rate the Overtime allowance offered by the Organization

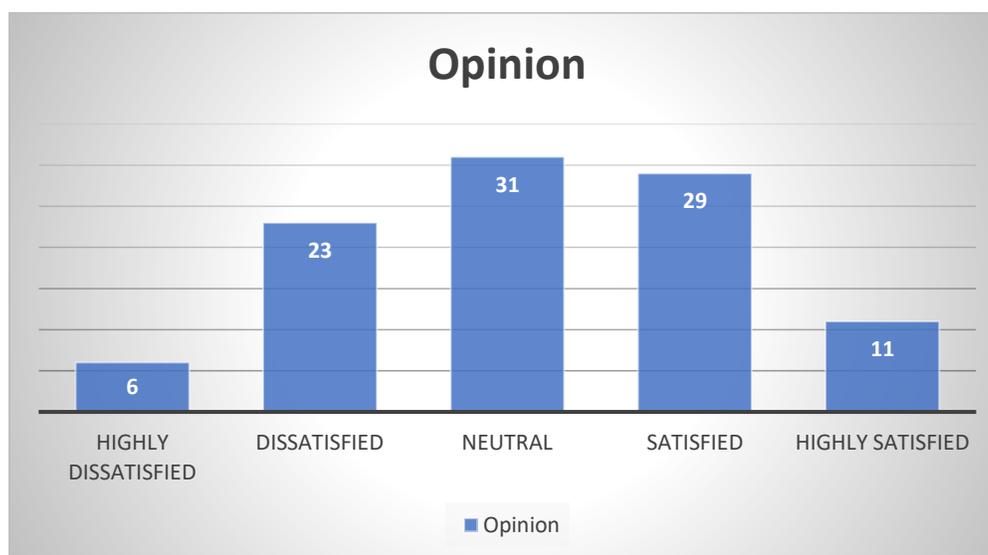


Chart 10: Rate the Overtime allowance offered by the Organization

Interpretation: From the above table it is clear that 29% of the respondents are satisfied and 11% are highly satisfied with the Overtime allowance offered by the Organization, 31% of the respondents are averagely satisfied whereas 23% of the respondents dissatisfied and 6% highly dissatisfied.

4.2.9 How do you rate leave policy of the Organization?

Organisations that offer competitive leave policies tend to have higher employee motivation, performance, and retention. Employees require days off from work for various reasons and it is a compelling reason for their wellbeing.

Opinion	No. of Respondents	Percentage
Highly Dissatisfied	8	8%
Dissatisfied	27	27%
Neutral	25	25%
Satisfied	35	35%
Highly Satisfied	5	5%

Analysis table 11: How do you rate leave policy of the Organization

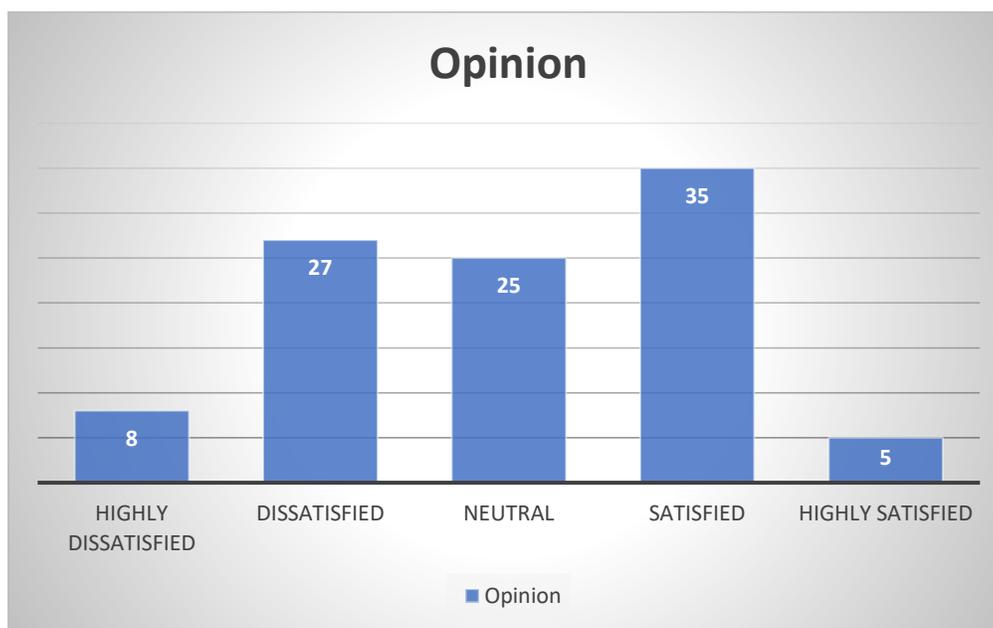


Chart 11: How do you rate leave policy of the Organization

Interpretation: From the above table it is clear that 35% of the respondents are satisfied and 5% are highly satisfied with leave policy of the Organization, 25% of the respondents are neutral whereas 27% of the respondents dissatisfied and 8% highly dissatisfied.

4.2.10 Rate the canteen services provided by the organization.

Employers that offer canteen services to their employees tend to be more attractive in comparison to those that do not offer such services. Employees consider this an important benefit as they have access to fresh foods and also as a means of social interaction during breaks.

Opinion	No. of Respondents	Percentage
Highly Dissatisfied	9	9%
Dissatisfied	20	20%
Neutral	25	25%
Satisfied	43	43%
Highly Satisfied	3	3%

Analysis table 12: Rate the canteen services provided by the organization.

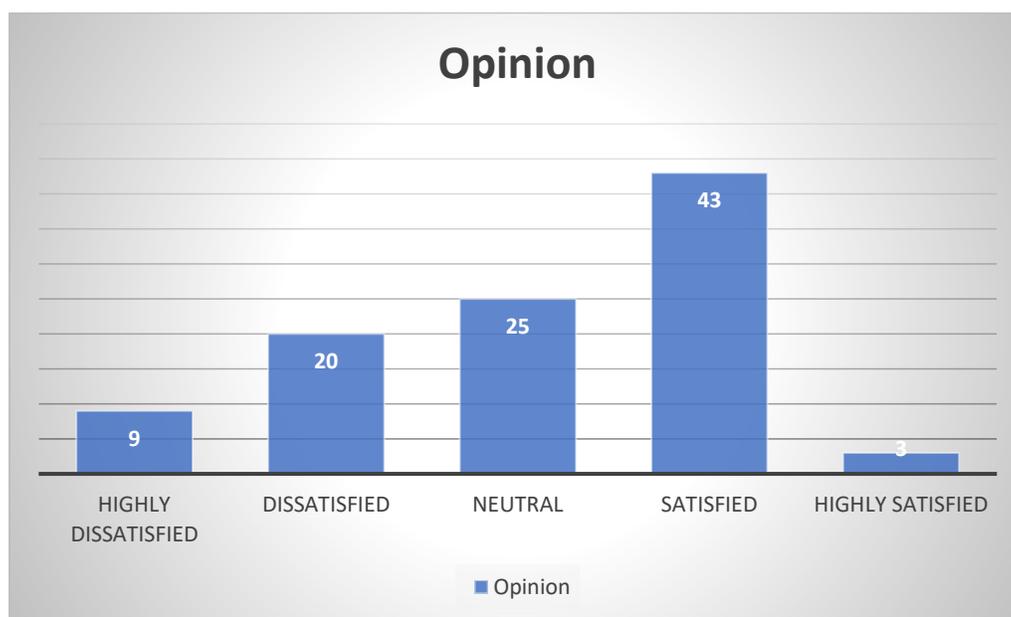


Chart 12: Rate the canteen services provided by the organization.

Interpretation: From the above table it is clear that 43% of the respondents are satisfied and 3% are highly satisfied with the canteen services provided by the organization., 25% of the respondents are averagely satisfied whereas 20% of the respondents dissatisfied and 9% highly dissatisfied.

4.2.11 Rate the Rest room and lunchroom facility to the employees?

Clean restrooms are the most crucial aspect in a workplace. Certain SMEs across the country do not have adequate facilities even though governmental regulations have mandated this. In the absence of canteen facilities do employers provided break rooms or lunchrooms where employees can have their meals.

Opinion	No. of Respondents	Percentage
Highly Dissatisfied	5	5%
Dissatisfied	26	26%
Neutral	17	17%
Satisfied	42	42%
Highly Satisfied	10	10%

Analysis table 13: Rate the Rest room and lunchroom facility to the employees

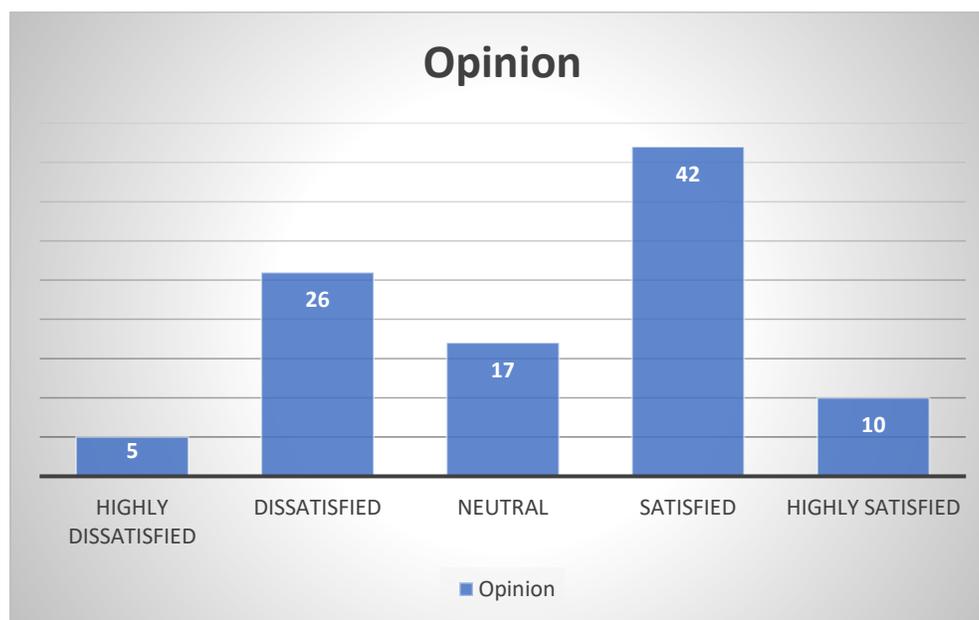


Chart 13: Rate the Rest room and lunchroom facility to the employees

Interpretation: From the above table it is clear that 42% of the respondents are satisfied and 10% are highly satisfied with the Rest room and lunchroom facility to the employees, 17% of the respondents remain neutral whereas 26% of the respondents dissatisfied and 5% highly dissatisfied.

4.2.12 Rate the overall satisfaction with employee welfare activities of the Organization?

This question aims to capture the overall satisfaction that employees feel with the range of welfare activities that are provided by their employer which are beneficial to their physical and mental wellbeing within and outside the workplace.

Opinion	No. of Respondents	Percentage
Highly Dissatisfied	13	13%
Dissatisfied	44	44%
Neutral	17	17%
Satisfied	16	16%
Highly Satisfied	10	10%

Analysis table 14: Rate the overall satisfaction with employee welfare activities of the Organization

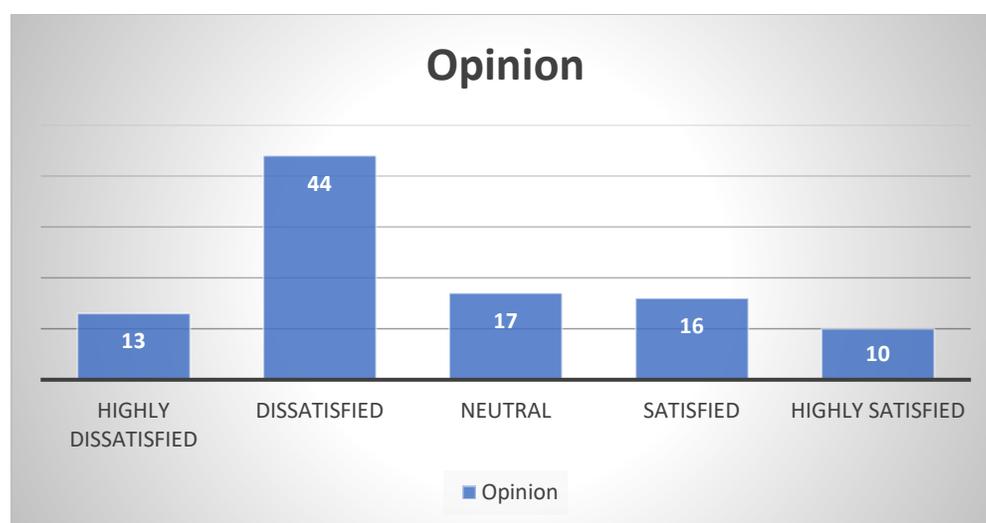


Chart 14: Rate the overall satisfaction with employee welfare activities of the Organization

Interpretation: From the above table it is clear that 16% of the respondents are satisfied and 10% are highly satisfied with the overall satisfaction with employee welfare activities of the Organization, 17% of the respondents are averagely satisfied whereas 44% of the respondents dissatisfied and 13% highly dissatisfied.

4.2.13 The company take care of the employees working in night shift?

An integral part of being employed in Bangalore, India is that employees are required by certain companies to work night shifts. Employees working in night shifts are to be provided extra care when it comes to their wellbeing since their work timings can affect mental and physical wellbeing.

Opinion	No. of Respondents	Percentage
Highly Dissatisfied	23	23%
Dissatisfied	25	25%
Neutral	18	18%
Satisfied	18	18%
Highly Satisfied	16	16%

Analysis table 15: The company take care of the employees working in night shift

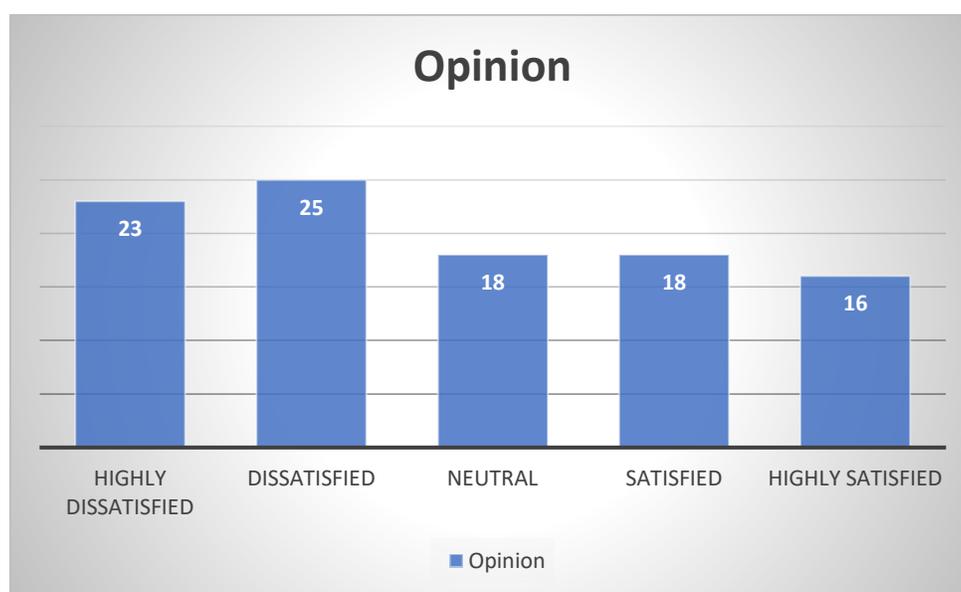


Chart 15: The company take care of the employees working in night shift

Interpretation: The above table reveals that 16% of the respondents are highly satisfied with the care taken by employers, 18% are satisfied, while 18% rate this metric as average and 25% and 23% of employees fall in the dissatisfied and highly dissatisfied category respectively.

4.2.14 Does working in the organization give you a feeling of security?

Employees look for organisations that offer job security as a crucial aspect of their work life balance.

Opinion	No. of Respondents	Percentage
Highly Dissatisfied	23	23%
Dissatisfied	25	25%
Neutral	18	18%
Satisfied	18	18%
Highly Satisfied	16	16%

Analysis table 16: Does working in the organization give you a feeling of security

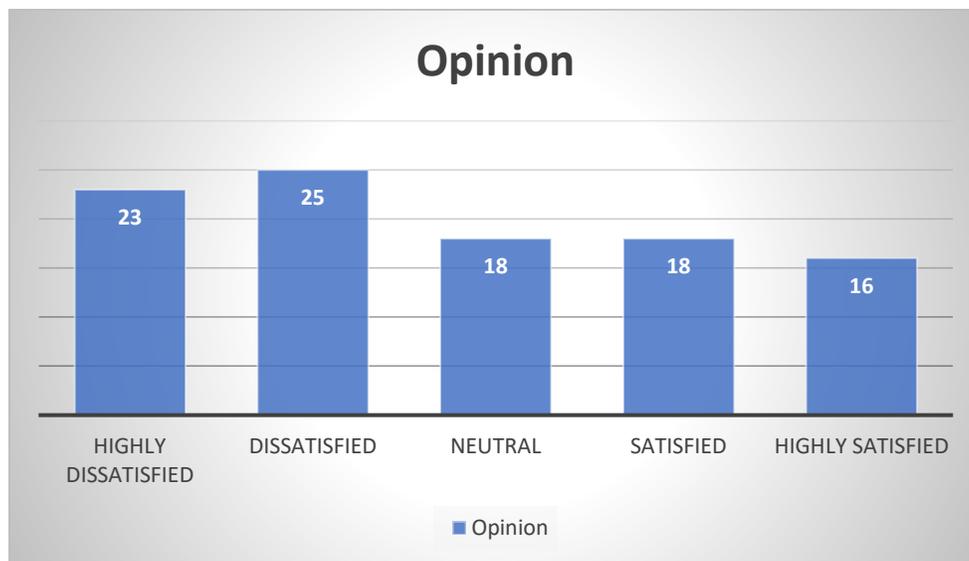


Chart 16: Does working in the organization give you a feeling of security

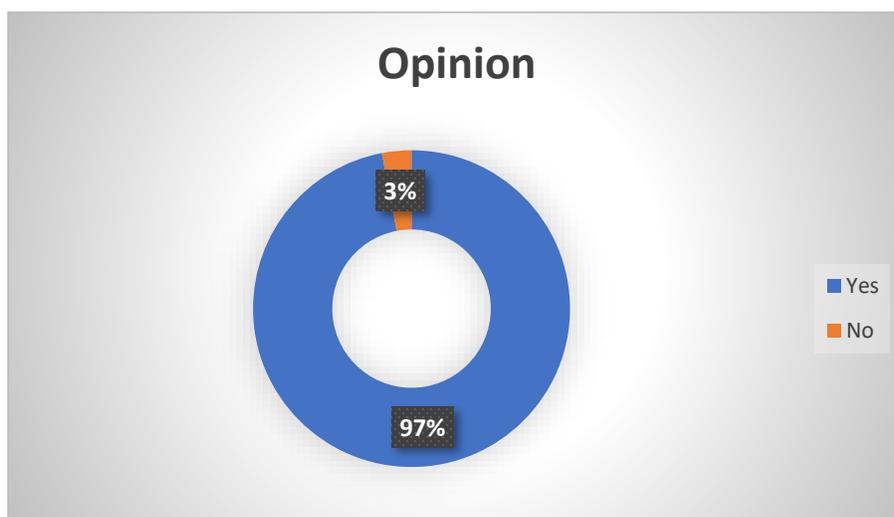
Interpretation: The above table reveals that 16% of the respondents are highly satisfied and feel that the organisation gives them a feeling of security, 18% are satisfied, while 18% rate this metric as average and 25% and 23% of employees fall in the dissatisfied and highly dissatisfied category respectively.

4.2.15 Does the company take safety measures for employee safety?

SMEs are generally labour-intensive companies that are involved in manufacturing industry. As a requirement it is necessary to have the appropriate safety measures in place to ensure that the physical wellbeing of employees is being protected to avoid health conditions and diseases.

Opinion	No. of Respondents	Percentage
Yes	97	97%
No	3	3%
Total	100	100%

Analysis table 17: Does the company take safety measures for employee safety



Analysis table 17: Does the company take safety measures for employee safety

Interpretation: The above table reveals that 97% of the respondents agree that the company takes safety measures for employee safety and only 3% of the respondents disagree.

4.3 Chi- square Analysis of opinions of respondents regarding Age and experience

SI. No.	Particulars	No. of. Respondents	Percentage
1.	20-25 years	25	25%
2.	26-30 years	38	38%
3.	31-35 years	32	32%
4.	Above 35 years	5	5%
TOTAL		100	100

Analysis table 18: Age of respondents

SI. No.	Particulars	No. of. Respondents	Percentage
1.	0-2 Years	26	26%
2.	3-5 Years	32	32%
3.	6-8 Years	22	22%
4.	above 8 Years	20	20%
TOTAL		100	100

Analysis table 19: Experience of the respondents

Hypothesis:

Null Hypothesis (H0):

There is no significance association between the age and experience.

Alternative Hypothesis (H1):

There is significance association between the age and experience.

		EXPERIENCE				TOTAL
		0-2 Years	3-5 Years	6-8 Years	Above 8 Years	
AGE OF THE RESPONDENTS	18-25	33	10	0	0	43
	26-35	0	18	0	0	18
	36-45	0	9	28	8	45
	ABOVE 45	0	0	0	22	22
TOTAL		33	37	28	30	100

Analysis table 20: Age and experience of the respondents

	Value	DF	Asymp. Sig. (2-sided)
Pearson Chi-Square	226.354 ^a	9	.000
Likelihood Ratio	223.650	9	.000
Linear-by-Linear Association	106.746	1	.000
N of Valid Cases	100		

Analysis table 21: Chi Square Tests of age and experience

INFERENCE: From the SPSS it is generated significance value that is less than 0.05. So reject the alternative hypothesis and accepted the null hypothesis thus there is no significant relationship between the age and experience of the respondents.

4.4 Correlation Analysis of opinion of respondents regarding working Environment and feeling of security.

SI. No.	Particulars	No. of Respondents	Percentage
1.	Highly Dissatisfied	9	19%
2.	Dissatisfied	15	34%
3.	Neutral	23	23%
4.	Satisfied	34	15%
5.	Highly Satisfied	19	9%
TOTAL		100	100

Analysis table 22: Opinion towards working environment

SI. No.	Particulars	No. of Respondents	Percentage
1.	Highly Dissatisfied	23	23%
2.	Dissatisfied	25	25%
3.	Neutral	18	18%
4.	Satisfied	18	18%
5.	Highly Satisfied	16	16%
TOTAL		100	100

Analysis table 23: Opinion towards feeling of security

Hypothesis:

Null Hypothesis (H0):

There is no significant relationship between the Working Environment and feeling of security.

Alternative Hypothesis (H1):

There is a significant relationship between the Working Environment and feeling of security.

		Selection Procedure	Induction Training
Selection	Pearson correlation	1	.942
	sig. (2-tailed)		.000
	N	128	128
Induction Training	Pearson correlation	.942	1
	sig. (2-tailed)	.000	
	N	128	128

Analysis table 24: Correlation between working Environment and feeling of security

Calculation $R=0.942$

The correlation is the relationship between the working Environment and feeling of security in the company and the table value is .000. This indicates that the relationship between the working Environment and feeling of security. Form in the company is related to each other. So null hypothesis is rejected, and alternative hypothesis is accepted

Inference: The relationship between the working environment and feeling of security in the company are strongly correlated.

4.5 Anova Analysis of opinion of respondents regarding age and consideration of employee needs and wants

SI. No.	Particulars	No. of Respondents	Percentage
1.	18-25 Years	25	33.6
2.	26-35 Years	38	14.1
3.	36-45 Years	32	35.2
4.	above 45 Years	5	17.2
TOTAL		100	100

Analysis table 25: Age of respondents

SI. No.	Particulars	No. of Respondents	Percentage
1.	Fully considered	36	36%
2.	Partially considered	26	26%
3.	Not at all	38	38%
TOTAL		100	100

Analysis table 26: Needs and wants consideration

Hypothesis:

Null hypothesis (h0):

There is no significant relationship between the age and consideration of their needs and wants.

Alternative hypothesis (h1):

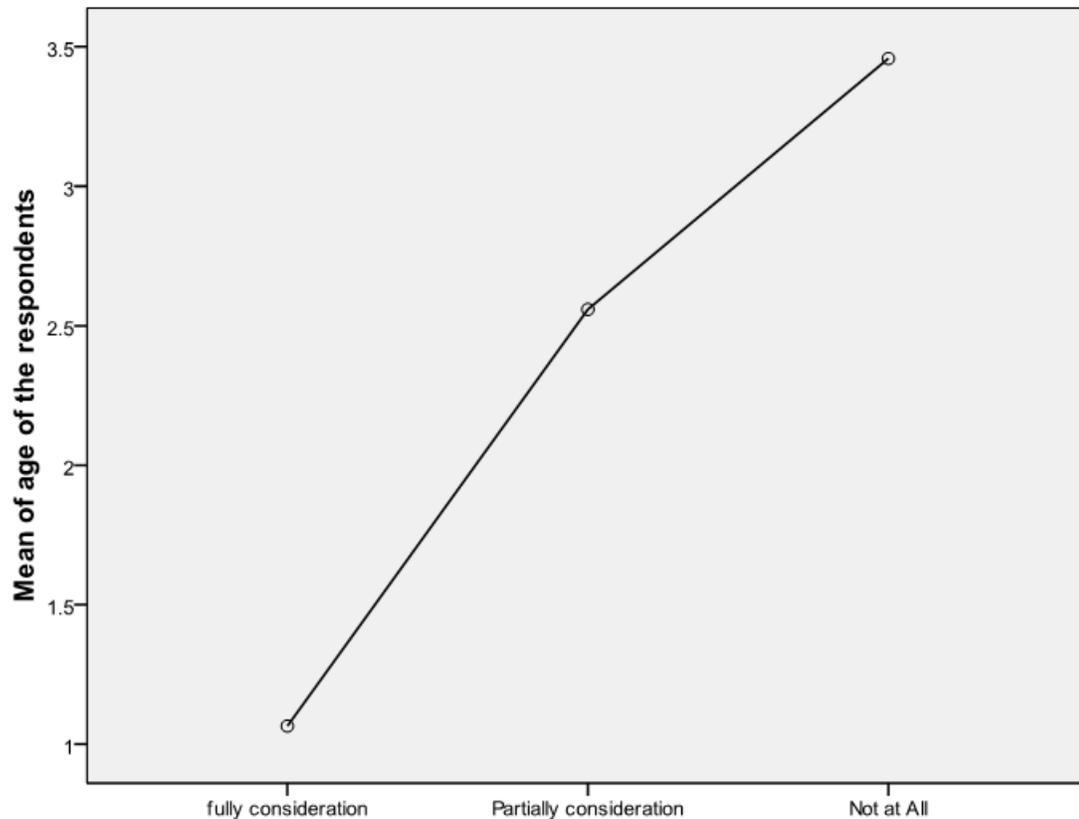
There is a significant relationship between the age and consideration of their needs and wants.

AGE	Sum of Squares	DF	Mean Square	F	Sig.
Between Groups	136.365	2	68.183	368.900	.000
Within Groups	23.103	125	.185		
TOTAL	159.469	127			

Analysis table 27: Anova Analysis of age and consideration of their needs and wants

AGE OF THE RESPONDENTS				
consideration of their needs and wants.	N	SUBSET FOR ALPHA = 0.05		
		1	2	3
Fully Consideration	46	1.07		
Partially Consideration	34		2.56	
Not At All	48			3.46

Analysis table 28: POST HOC TESTS



CALCULATION

Value = 40.667

Significant value = .000

Degree of freedom = 4

INFERENCE: Based on the result generated by SPSS it depicts that the significant value is 0.000 and it is lower than 0.05. So H_0 is rejected and H_1 is accepted. Hence there is a significant relationship between the age and consideration of their needs and wants.

4.6 Weighted Average Analysis of the various facilities provided by the company

Factors	Overtime Allowance		Working Environment		Medical Benefits		Leave Policy		Conveyance Allowance	
	X1	XW1	X2	XW2	X3	XW3	X4	XW4	X5	XW5
W										
Excellent 5	30	150	35	175	44	220	38	190	29	145
Very Good 4	18	72	24	96	23	92	27	108	23	92
Good 3	50	150	39	117	20	60	22	66	34	102
Faire 2	12	24	21	42	29	58	24	48	24	48
Poor 1	18	18	9	9	12	12	17	17	18	18
TOTAL	128	414	128	439	128	442	128	429	128	405
C.W	3.722		3.638		3.240		4		3.398	
RANK	4		2		1		3		5	

Analysis table 29: Weighted Average Analysis of the various facilities provided by the company

INFERENCE: From above table it is inferred that the respondents rank first place to medical benefits and second place Working Environment and third place leave policy and fourth place Overtime allowance and fifth place to Conveyance Allowance.

4.7 Analysis of the top facilities provided by the company

Factors	Medical Benefits		leave policy		Working Environment	
	W	X1	XW1	X2	XW2	X3
STRONGLY AGREE	37	185	23	115	47	235
AGREE	49	196	45	180	23	92
UNDECIDED	23	69	39	117	19	57
DISAGREE	12	24	12	24	23	46
STRONGLY DISAGREE	7	7	9	9	16	16
TOTAL	128	481	128	445	128	446
C.W	3.722		3.638		3.240	
RANK	1		3		2	

Analysis table 30: Analysis of the top facilities provided by the company

Inference:

From above table it is inferred that the respondents rank first place to medical benefits and second place working environment and third place leave policy.

CHAPTER 5: FINDINGS & DISCUSSIONS

This chapter presents the findings and discussions that have been drawn based on the data analysis and interpretation results. The major findings of the study are:

Employee wellbeing is not seen as a strategic benefit by employers in the SME sector in Bangalore, India. Considering the recent events in the industry it seems as though SMEs are not viewed as suitable by employees due to the lack of regard when it comes to employee wellbeing. When it comes to the working environment that is provided by employers only 24% of the total respondents show signs of satisfaction, whereas 53% are dissatisfied with the working conditions and the environment. This indicates that employers show a lack of interest in providing safe and healthy work environments and it can be attributable to the lack of financial resources and improper financial management resulting in unavailability of funds to invest in improving the working conditions of the employees.

The results of this study show that majority of the fields being questioned have resulted in greater than 40% of dissatisfaction by employees regarding the various wellbeing questions that have been posed in the survey. With a response rate of 52% dissatisfaction for the working hours metrics, majority of employees claim that they are forced to work extra hours with no consideration of overtime payments. The results indicate that the SMEs are inconsiderate when it comes to working hour requirements and do not follow government regulations regarding working hours for the week. Employees are forced to work, or they may lose their jobs and considering that most SME employees are unskilled and uneducated this makes it rather difficult for them to search for new jobs in a highly competitive market. Other findings are as below:

- 47 percent of the respondents are satisfied, and 35 percent are highly satisfied with the medical benefits provided by the Organization for the employees & their families, 15 percent of the respondents are averagely satisfied whereas 2 percent of the respondents dissatisfied and 1 percent highly dissatisfied.
- 32 percent of the respondents are satisfied, and 13 percent are extremely happy with the seating arrangement of the Organization, 30 percent of the respondents are averagely satisfied while 17 percent of the respondents unsatisfied and 8

percent highly dissatisfied.

- 27 percent of the respondents are satisfied, and 8 percent are extremely happy with the Conveyance Allowance supplied by the Organization, 22 percent of the respondents are averagely satisfied while 28 percent of the respondents unsatisfied and 15 percent highly dissatisfied.
- Among those polled, 29% are happy with the Overtime allowance granted by the company, while 11% are very happy with it. A further 31% of those polled are averagely happy, while 23% are unsatisfied and 6% are really unhappy with it.
- 35 percent of the respondents are pleased, and 5 percent are extremely happy with leave policy of the Organization, 25 percent of the respondents are averagely satisfied while 27 percent of the respondents unsatisfied and 8 percent highly dissatisfied.
- Of those who responded, 43% express satisfaction with the organization's canteen services; 3% express extreme satisfaction; 25% express ordinary satisfaction; 20% express dissatisfaction; and 9% express extreme unhappiness with the services.
- Only 35% of those polled say they are happy with the rest room and lunchroom facilities for their staff, while 27% are unhappy and 8% are very unsatisfied. 25% are averagely content, while 27% are unhappy and 8% are extremely dissatisfied.
- 35 percent of the respondents are satisfied, and 5 percent are highly satisfied with the overall satisfaction with employee welfare activities of the Organization, 25 percent of the respondents are averagely satisfied whereas 27 percent of the respondents dissatisfied and 8 percent highly dissatisfied.
- Only 8% of respondents disagree with the statement that the corporation takes care of workers working night shifts, while 92% agree.
- Only 13% of respondents disagree with the statement that working for the business gives them a sense of security.
- 97 percent of the respondents believe that the organisation takes safety precautions for employee safety and just 3 percent of the respondents disagree.

The above findings show that the companies in the SME sector in Bangalore, India are only doing well when it comes to employee safety, medical benefits, leave policy and the canteen facilities. Areas like the working conditions, restrooms, conveyance allowances, welfare measures for night shift workers and the feeling of security in the organisations all have greater than 40% of dissatisfaction rates which indicate that there is large room for development of these initiatives by companies if they want to retain employees for the long run.

Looking at the overall satisfaction levels of employees with regard to the welfare activities implemented by the SMEs in Bangalore, India the data suggests that 57% of employees are dissatisfied with these initiatives. Generally, SMEs consist of smaller number of employees and therefore any new welfare initiatives that have be managed by the employees are an added responsibility for which employees do not have the time to commit to these activities due to excessive workloads.

Based on the study it is evident that there is a positive correlation between employee wellbeing and their productivity, motivation, engagement, and job satisfaction.

CHAPTER 6: SUGGESTIONS/RECOMMENDATIONS AND CONCLUSION

6.1 Suggestions/Recommendations:

- It is proposed that organisation needs to take certain measures to raise the degree of knowledge of labour welfare programmes supplied by the business, hence increasing the satisfaction
- Quick attention provided for complaints is attracted in working conditions, persuaded with existing salary, lack of consistency of command characteristic attracted in management and employee interaction. Similarly, recreational facilities among labour amenities, simple adaption among the superior-subordinate relationship and union strives to foster harmony in the organisations. It is proposed that management should keep similar amount of effect on workers.
- All labour welfare parameters were accepted by the respondents, which demonstrate the current discomfort of workers.
- Among the list of factors studied for this research, management & employee relationships are discovered substantial link with union activity, which suggests that preserving the relationship is vital. Since bad connection may generate discomfort to management. Therefore, it is advised that management should keep excellent relationships with unions as a way to ensure employee wellbeing. If needed, management may implement specific regulations to restrict the union operations.
- The supervisor's technical help has contributed the most to the overall quality of the workplace. Should sustain the pleasantness, management should support such activities and required efforts to be done to enhance the working situation
- From pay dimension, it is noted that TNPL is offering greater wages than comparable company. This aspect is highly amazing for management because this mindset is more supporting for staff retention. Availability of increased number of trained labours ensures the quality of output considering that most employees in SMEs focus on quantity rather than quality in order to meet production targets.
- Among list of issues examined under management & employee interaction, lack of consistency of command is most agreed. It is advised to enhance the monitoring facilities.

- It is noticed that unions are politically driven has discovered significant degree of contribution. It is urged that management should keep excellent contact with unions.
- It is noticed that unions are politically driven has discovered significant degree of contribution. Keeping excellent connections with the labour unions is encouraged as a best practise for management.
- The general agreeability of management-employee interaction and amenities to labours has discovered considerable variation of opinion with age group of the respondents. It is advised that management should consider certain policy alignment and improvement unique to age group.

6.2 Conclusion

The research on employees' wellbeing and its influence on productivity at SMEs in Bangalore is satisfactory. As per the survey it is noted that the SMEs in Bangalore are offering different amenities to the workers as per the norms and regulation of state and Indian Government, however there are numerous areas in which improvements can be made to improve the quality of work life of the employees. The management has to give adequate facilities for both permanent and temporary workers in such manner that employees are benefited with employee wellbeing amenities. It boosts productivity as well as quality and quantity. There is demand of establishing some provision for increasing the wellbeing facility through that workers will get pleased, employee's performance level become higher. It leads to increase good impacts on profitability and products of the firm. At conclusion it can be stated that the employee wellbeing facilities supplied by the organisation to workers are pleased and it is respectable, but nevertheless of scope is there for future development. So that efficiency, effectiveness and production may be increased to fulfil the corporate objectives

Employee wellbeing is a broad term covering numerous amenities, facilities, and services supplied to workers for their betterment. Thus, from this research, it is determined that the wellbeing measures offered by the SME industry directly affect the job competency of the workers. Proper wellbeing measures should be offered to convince the workers and boost proficiency and effectiveness. The organisations should take efforts to generate

awareness among the workers about the wellbeing measures supplied since it comes within the rights of the employee to know about the wellbeing measures offered for him/her by the company.

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8. APPENDICES

Appendix 1: QUESTIONNAIRE

1. Gender
 - a) Male
 - b) Female

2. Age Group
 - a) 18-25 years
 - b) 26-35 years
 - c) 36-45 years
 - d) 46 years and above

3. Number of years in the company
 - a) Less than 1 year
 - b) 1-3 years
 - c) 3-8 years
 - d) More than 8 years

4. Number of years in the industry
 - a) Less than 1 year
 - b) 1-3 years
 - c) 3-8 years
 - d) More than 8 years

5. How do you rate the Working Environment of the Organization?
 - a) Highly Dissatisfied
 - b) Dissatisfied
 - c) Neutral
 - d) Satisfied
 - e) Highly Satisfied

6. How do you rate the medical benefits provided by the Organization for the employees & their families?
 - a) Highly Dissatisfied
 - b) Dissatisfied
 - c) Neutral
 - d) Satisfied
 - e) Highly Satisfied

7. How do you rate the working Hours of the Organization?
 - a) Highly Dissatisfied
 - b) Dissatisfied
 - c) Neutral
 - d) Satisfied
 - e) Highly Satisfied

8. How do you rate the sitting arrangement of the Organization?
 - a) Highly Dissatisfied
 - b) Dissatisfied
 - c) Neutral
 - d) Satisfied
 - e) Highly Satisfied

9. How do you rate the Conveyance Allowance offered by the Organization?
 - a) Highly Dissatisfied
 - b) Dissatisfied
 - c) Neutral
 - d) Satisfied
 - e) Highly Satisfied

10. Rate the Overtime allowance offered by the Organization?

- a) Highly Dissatisfied
- b) Dissatisfied
- c) Neutral
- d) Satisfied
- e) Highly Satisfied

11. How do you rate leave policy of the Organization?

- a) Highly Dissatisfied
- b) Dissatisfied
- c) Neutral
- d) Satisfied
- e) Highly Satisfied

12. Rate the canteen services provided by the organization.

- a) Highly Dissatisfied
- b) Dissatisfied
- c) Neutral
- d) Satisfied
- e) Highly Satisfied

13. Rate the Rest room and lunchroom facility to the employees?

- a) Highly Dissatisfied
- b) Dissatisfied
- c) Neutral
- d) Satisfied
- e) Highly Satisfied

14. Rate the overall satisfaction with employee welfare activities of the Organization?

- a) Highly Dissatisfied
- b) Dissatisfied
- c) Neutral
- d) Satisfied
- e) Highly Satisfied

15. Does the company take care of the employees working in night shift?

- a) Highly Dissatisfied
- b) Dissatisfied
- c) Neutral
- d) Satisfied
- e) Highly Satisfied

16. Does working in the organization give you a feeling of security?

- a) Highly Dissatisfied
- b) Dissatisfied
- c) Neutral
- d) Satisfied
- e) Highly Satisfied

Appendix 2: Information Form and Consent sheet

INFORMATION SHEET FOR RESPONDENTS

PROJECT TITLE - A Study on the Need for Investment in Employee Wellbeing in Small and Medium Enterprises (SMEs) In Bangalore, India

You are being asked to take part in a research study that aims to conduct a comprehensive review of the topic of employee wellbeing and ascertain the degree to which employers consider employee wellbeing as a strategic goal.

In this study, you will be asked to respond to a set of questions regarding your wellbeing in the organisation you form part of which will then be used for my research on the subject. There will be a set of close ended questions with no personal questions involved.

The study typically takes typically 3-5 minutes.

RIGHTS OF THE PARTICIPANTS

You may decide to stop being a part of the research study at any time without explanation required from you. You have the right to ask that any data you have supplied to that point be withdrawn / destroyed. You have the right to omit or refuse to answer or respond to any question that is asked of you. You have the right to have your questions about the procedures answered (unless answering these questions would interfere with the study's outcome. A full de-briefing will be given after the study). If you have any questions as a result of reading this information sheet, you should ask the researcher before the study begins.

CONFIDENTIALITY

The data collected will not contain any personal information pertaining to you. All answers are presented anonymously.

If you have any questions, do not hesitate to contact me at 10573549@mydbs.ie at any time. I will be glad to answer any questions concerning this research study.

INFORMED CONSENT FORM

PROJECT TITLE - A Study on the Need for Investment in Employee Wellbeing in Small and Medium Enterprises (SMEs) In Bangalore, India

Summary: It is the objective of this research to examine the level of commitment of employers towards employee wellbeing in small and medium enterprises. The study examines the relationship between employee well-being and workplace productivity. It is the goal of this paper to demonstrate that, despite its importance, the achievement of business performance outcomes has obscured the importance of employee wellbeing at work.

By signing below, you are agreeing that: (1) you have read and understood the Participant Information Sheet, (2) questions about your participation in this study have been answered satisfactorily, (3) you are aware of the potential risks (if any), and (4) you are taking part in this research study voluntarily (without coercion).

Participants Name

Student Name

Simon Gerard Ireland

Participants Signature

Student Signature

Date
