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**A STUDY ON EMPLOYEE WELLNESS AND WORK LIFE  
BALANCE IN ROOT CAST PRIVATE LIMITED COIMBATORE**

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**Keywords**

**Abstract**

Employee wellness and work-life balance are important factors that influence employee performance and organizational success. In today's fast-paced work environment, maintaining a balance between professional and personal life has become a major challenge. This study focuses on understanding the concept of employee wellness and how it relates to work-life balance. It highlights key aspects such as physical health, mental well-being, stress levels, and job satisfaction. The research also examines factors affecting work-life balance, including workload, working hours, organizational support, and flexibility in the workplace. These factors play a significant role in shaping employee behavior and productivity. A descriptive research design is used in this study. Primary data is collected through structured questionnaires, while secondary data is gathered from journals, articles, and previous research studies. The findings of the study reveal that employees who maintain a healthy work-life balance tend to be more satisfied, motivated, and productive. It also shows that poor balance



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	can lead to stress, burnout, and reduced efficiency. The study concludes that organizations should implement effective wellness programs, flexible work policies, and supportive work environments to improve employee well-being and overall organizational performance
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## I.INTRODUCTION

Companies have found that investment in human capital in the form of training and development yields high returns. The ones that recognize the value of their employees and place a new emphasis on education and training are becoming more competitive, successful, and profitable as a result. According to a study conducted in 2002 by Knowledge Assessment Management, companies in the top 20 percent of those who spend money on training receive higher returns in the stock market.

Some training and development programs teach new hires to perform a specific job, while others update the skills and knowledge of established employees. Some of the money is spent to provide technology-related training that teaches employees to operate, maintain, or repair equipment used in the work place. Technology training is needed for workers in industries as diverse as construction, manufacturing, health and transportation. Technical professionals include scientists, architects, engineers, health professionals. Blue-collar technical workers include mechanics, repair people and those in precision production jobs. Technology is constantly changing and therefore job responsibilities are constantly changing, requiring many workers to update their skills on a regular basis.

### Features of Employee wellness

1. Employee wellness refers to the overall well-being of employees in an organization, covering physical, mental, and emotional health. It aims to create a healthy and supportive work environment where employees can perform effectively and feel satisfied with their jobs.
2. One important feature of employee wellness is physical well-being. This includes providing safe working conditions, regular health check-ups, and encouraging fitness activities. A healthy employee is more productive and less likely to take frequent leave.
3. Mental and emotional wellness is another key aspect. Organizations support this by reducing work stress, offering counseling services, and maintaining a positive work culture. When employees feel mentally relaxed, their performance and engagement improve.
4. Work-life balance is also a major feature of employee wellness. Flexible working hours, leave policies, and manageable workloads help employees balance their professional and personal lives, leading to greater job satisfaction.
5. Finally, employee wellness includes social and financial well-being. Good relationships at work, fair salaries, incentives, and job security contribute to overall satisfaction. These features help build a motivated workforce and improve organizational success.



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### **Features of Work life Balance**

1. Work-life balance refers to the ability of employees to manage both their professional responsibilities and personal life effectively. It ensures that work does not overpower personal time, helping individuals lead a more satisfied and stress-free life.
2. One important feature of work-life balance is flexible working hours. Organizations may offer options like shift flexibility, remote work, or reduced working hours so employees can manage their personal commitments along with their job.
3. Another key feature is proper leave policies. Paid leave, sick leave, and vacation time allow employees to take breaks when needed. This helps reduce stress and improves both mental and physical health.
4. Workload management is also essential for maintaining balance. When employees are given reasonable tasks and deadlines, they can complete their work efficiently without feeling overburdened or exhausted.
5. Finally, supportive management and a positive work environment play a major role. Encouragement from supervisors, open communication, and understanding personal needs help employees maintain a healthy balance between work and life.

### **STATEMENT OF THE PROBLEM**

In today's competitive industrial environment, employee wellness and work-life balance have become critical factors influencing organizational performance, employee satisfaction, and retention. Maintaining a healthy balance between professional responsibilities and personal life is essential for employees to remain productive, motivated, and mentally well.

However, in manufacturing and logistics-oriented organizations, employees often face challenges such as long working hours, workload pressure, shift duties, and limited flexibility, which can negatively impact their overall well-being. At Roots Cast Pvt. Ltd., there has been limited systematic evaluation of employee wellness initiatives and the extent to which employees are able to maintain a healthy work-life balance. Without a structured assessment, issues related to stress, fatigue, job dissatisfaction, and decreased productivity may go unnoticed. This can ultimately affect employee morale as well as organizational efficiency.

### **II.OBJECTIVES OF THE STUDY**

- To study the employee wellness measures provided in Roots Cast Pvt Ltd.
- To know the work-life balance of employees in Roots Cast Pvt Ltd.
- To understand the satisfaction level of employees regarding wellness and work-life balance.



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- To identify problems faced by employees related to wellness and work-life balance.

#### **NEED FOR THE STUDY:**

The need for this study arises from the increasing importance of employee wellness and work-life balance in improving organizational performance. In industrial organizations such as Roots Cast Pvt Ltd, employees are engaged in demanding tasks that require both physical effort and mental concentration. Poor wellness conditions and imbalance between work and personal life can lead to stress, fatigue, reduced efficiency, and lower job satisfaction. These issues directly affect employee performance and overall productivity of the organization.

Understanding the level of employee wellness and work-life balance is essential to evaluate whether the existing practices support employee well-being. If employees do not have adequate time for personal life or lack access to wellness facilities, it may result in absenteeism, low morale, and high turnover. Therefore, it becomes necessary to assess employee perceptions regarding wellness initiatives and work-life balance practices within the organization.

This study helps in identifying the gaps in current wellness measures and work-life balance policies in Roots Cast Pvt Ltd. It provides insights into the problems faced by employees and the factors affecting their performance. The findings of the study can assist the organization in implementing effective strategies to improve employee well-being, enhance job satisfaction, and increase productivity, thereby contributing to overall organizational growth.

#### **SCOPE OF THE STUDY:**

The study focuses on examining employee wellness and work-life balance among employees of Roots Cast Pvt Ltd. It covers aspects such as physical and mental well-being, stress levels, working hours, leave policies, and support provided by the organization for maintaining balance between work and personal life. The study analyzes how these factors influence employee satisfaction, motivation, and performance within the organization. The scope is limited to employees working in selected departments and is based on primary data collected through questionnaires. It evaluates employee perceptions regarding existing wellness measures and work-life balance practices.

#### **RESEARCH DESIGN**

A research design refers to the overall framework used for collecting, measuring, and analyzing data. It provides a structured approach to address the research problem and ensures systematic execution of the study. For the present study on employee wellness and work-life balance in Roots Cast Pvt Ltd, a descriptive research design is adopted. This design is suitable for describing existing wellness practices and analyzing employee perceptions without manipulation of variables. It facilitates identification of issues and evaluation of the relationship between wellness, work-life balance, and employee performance.



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### **III. RESEARCH METHODOLOGY**

Research methodology defines the systematic process for conducting the study, including data collection, sampling, and analysis.

#### **SAMPLE DESIGN**

Sample refers to a subset of the total employee population selected for analysis.

#### **SAMPLE METHOD**

Simple random sampling is used to ensure equal selection probability for all employees.

There is no significant relationship between employee wellness, work-life balance, and employee performance in Roots Cast Pvt Ltd.

#### **Alternative Hypothesis (H<sub>1</sub>):**

There is a significant relationship between employee wellness, work-life balance, and employee performance in Roots Cast Pvt Ltd.

#### **POPULATION**

The population consists of all employees working in Roots Cast Pvt Ltd.

#### **SAMPLE SIZE**

A total of 110 respondents are selected for the study.

#### **METHODOLOGY OF DATA COLLECTION**

The study adopts a descriptive method of data collection. This method is used to describe the characteristics of the respondents and to analyze the relationship between variables.

#### **SOURCES OF DATA**

##### **Primary data:**

Primary data refers to the data collected directly from employees for a specific research purpose. It is first-hand information gathered through methods such as questionnaires, surveys, and personal interaction. The collected data is then processed, tabulated, and analyzed to draw meaningful conclusions.

##### **Secondary data:**

Secondary data refers to the data that has already been collected, analyzed, and published by others for different purposes. It is used to make comparisons and gain additional insights without collecting new data. Secondary data includes information from sources such as books, journals, research articles, government reports, company records, and online resources. This type of data helps support the



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primary data and provides a broader understanding of the study.

### TOOLS FOR ANALYSIS

The tools used for analyzing the data in this study are as follows:

- Percentage Analysis
- Chi-Square Test
- Correlation

These tools help in interpreting the data collected and drawing meaningful conclusions regarding labour welfare and employee satisfaction.

### PERCENTAGE ANALYSIS

Percentage analysis is a simple statistical tool used to analyze and interpret data. It is useful for making comparisons between different sets of data and understanding relationships. Percentages help in presenting data in a clear and understandable manner.

The percentage is calculated using the following formula:

$$\text{Percentage} = \frac{\text{Number of Respondents}}{\text{Total Number of Respondents}} \times 100$$

Where:

- “Number of Respondents ”refers to the number of people giving a particular response
- “Total Number of Respondents” refers to the total sample size

### CHI-SQU ARE TEST

Chi-square test is a statistical tool used to test the relationship between two variables. It helps in determining whether there is a significant association between variables such as labour welfare measures and employee satisfaction. The chi-square test is based on the null hypothesis, which assumes that there is no significant relationship between the variables. If the calculated value is greater than the table value, the null hypothesis is rejected.

The formula for chi-squ are test is:

$$\chi^2 = \sum \frac{(O-E)^2}{E}$$

Where:

O= Observed frequency



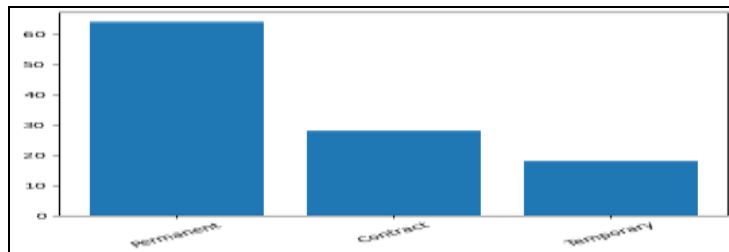
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$E$ =Expected frequency

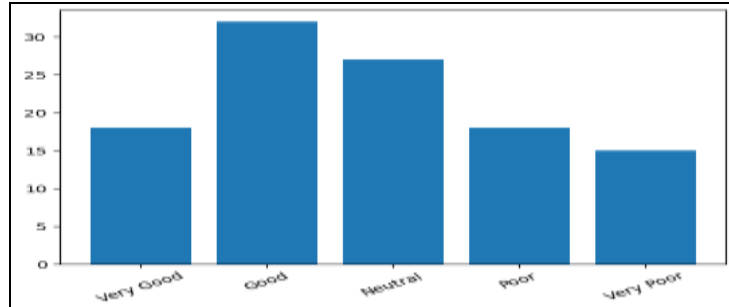
**Correlations**

Correlation refers to a statistical relationship between two or more variables. When variables are correlated, changes in one variable are associated with changes in another. Correlation can be positive (variables move together) or negative (variables move inversely) The strength of correlation is measured by a correlation coefficient, ranging from -1(perfect negative correlation) to 1 (perfect positive correlation). Correlation does not imply causation; it only indicates a statistical association. Understanding correlation helps identify patterns and relationships in data, informing predictions and decision-making in various fields, including business, healthcare, and social sciences. Correlation analysis is a valuable tool.

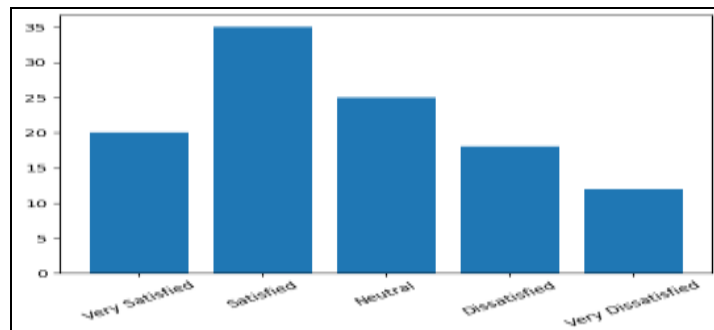
**EMPLOYMENT TYPE**



**PROBLEM FACED**

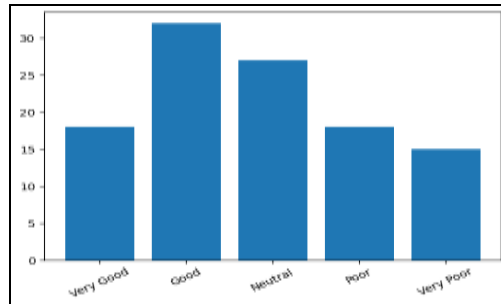


**WORKPLACE SAFETY SATISFACTION**

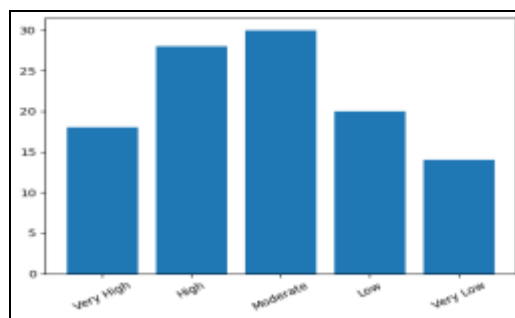


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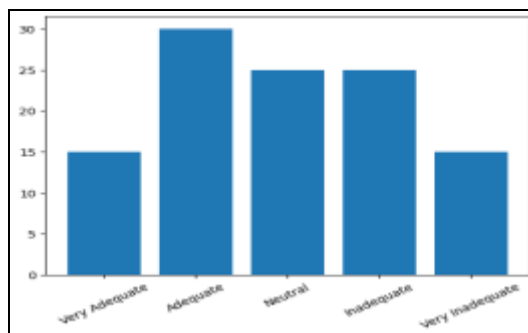
**WORK-LIFE BALANCE ABILITY**



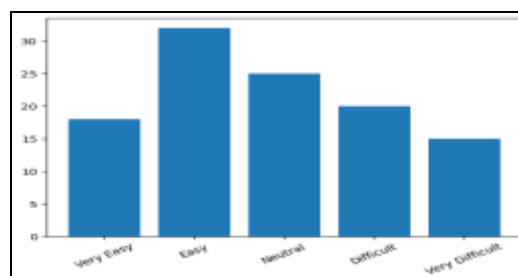
**FLEXIBILITY OF WORKING HOURS**



**TIME FOR PERSONAL LIFE**

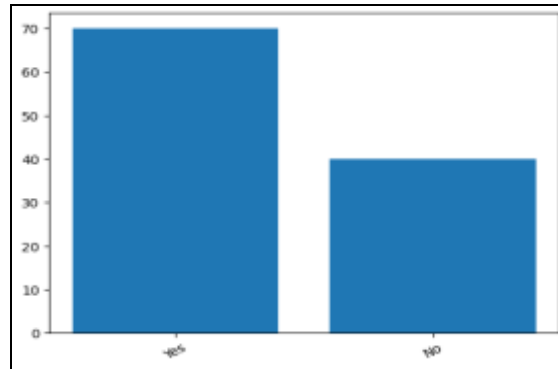


**WORK INTERFERENCE IN PERSONAL LIFE**



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### EASE OF TAKING LEAVE



### VI. SUGGESTIONS

- Improve employee wellness programs and health support systems.
- Implement effective stress management initiatives.
- Reduce workload and control overtime practices.
- Provide flexible working hours to improve work-life balance.
- Increase availability of wellness resources.
- Strengthen management support for employee well-being.
- Enhance workplace environment for physical and mental health.
- Improve leave policies and ease of taking leave.
- Monitor employee stress and workload regularly.
- Implement structured work-life balance policies.

### VII. CONCLUSION

The study establishes that employee wellness and work-life balance have a direct impact on employee performance, satisfaction, and overall well-being. The findings indicate that while basic wellness programs and support systems are present, they are only moderately effective, with most responses concentrated around average and neutral levels. A significant proportion of employees experience workload pressure, extended working hours, and work-related stress, indicating an imbalance between professional and personal life. These factors negatively influence employee efficiency, mental health, and job satisfaction.

Furthermore, the high percentage of respondents expressing the need for improvement confirms the existence of gaps in current organizational practices. Limited flexibility, moderate management



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support, and inadequate stress management initiatives highlight areas requiring immediate attention. Effective implementation of structured wellness programs, balanced workload distribution, and supportive work-life policies is essential to enhance employee productivity, reduce stress, and improve organizational performance.

#### **AUTHOR(S) CONTRIBUTION**

The writers affirm that they have no connections to, or engagement with, any group or body that provides financial or non-financial assistance for the topics or resources covered in this manuscript.

#### **CONFLICTS OF INTEREST**

The authors declared no potential conflicts of interest with respect to the research, authorship, and/or publication of this article.

#### **PLAGIARISM POLICY**

All authors declare that any kind of violation of plagiarism, copyright and ethical matters will take care by all authors. Journal and editors are not liable for aforesaid matters.

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