

Role of Psychological well-being accomplishments for employees in enhancing Performance – Sustainable HRM

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ABSTRACT

In a changing and advanced globe, well-being is increasingly focused to meet the competitive advantage, which focuses on the benefit of both individual and organization. There is a continuous eye on the ways to improve production, whereas employee concerns have become secondary consideration. In this phase pressures at work, society has been creating a huge threat in employee well-being. This has to be taken seriously and proper conceptual framework has to be designed to address the threat. Poor well-being can have adverse effects on organizational performance. In this paper we try to explore what are the psychological and physical well-being claims for a new kind of generation that promotes firm's performance as well as employee sustainability. The sample size is 50 personnel which includes people working in private organizations in diversified roles. Data is collected through questionnaires among different personnel of multiple organizations.

Keywords

Psychology of sustainability, employee well-being, Human resource practices, sustainable development

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Introduction

In the present economic situations and market conditions organizations tend to change their strategies to overcome competition. Organizations have been closely watched by the employees when they adopt changes in the firm. To maintain performance standards firms go with the idiosyncratic deals (i-deals) which results positive motivation among employees. More organizations made their HR practices more flexible so that they can adopt proactive behavior among employees. Proactive behavior tends to result more sustainable environment in the organization. By inheriting proactive behavior they can improve psychological wellbeing of the employees by analyzing the problems in advance and motivating them to overcome those situations. Most of the firms design HR practices without involvement of employees, to be more sustainable firm's has to inculcate the culture of involving employees while designing HR practices. Well-being and performance go side by side and is referred as multi-dimensional phenomena in the organization. For example performance is measured through the KRA's assigned to them (tasks, responsibility), while referring to well-being it is categorized in to two types 1. Hedonic – which focus job and life satisfaction, less work more pleasure. 2. Eudemonic – which focus on personal growth, self-actualization.

Objective of the study:

To analyse key factors which contribute for the psychological well-being of the employee.

To identify which factor contributes more for employee to sustain in the organization for longer term with respect to psychological well-being.

Psychology of Sustainability:

The scientific study of individual/personnel behavior will provide core insight into these factors, and how it can be overcome. With the support of psychology, environmental programs can focus their resources like cost-effective methods on specific arrears of employee well-being. Not likely few individuals working directly on solving environmental gray areas are aware of the many psychological finding that will be helpful in shaping organization goals. Simultaneously, the research also focuses why people go out of their way to behave sustainably and how it is possible motivate and to permit actions. The main focus of psychology of sustainable behavior is to create the conditions that make sustainable actions the most engaging. The psychology of sustainable development (Di Fabio, 2016a, 2017) sees sustainability not only in terms of socio-economic and ecological (Brundtland Report, 1987) but also in terms of improving the quality of life in every individual. Fundamentally, sustainable development was based on the three "E's" i.e., Economy, Equity and Ecology. Psychologically, sustainability is termed not only in term of ecological and socio environment but also in terms of promoting the well-being of all personnel (Di Fabio, 2016a).

Employee Well-being:

Firstly employee well-being at workplace can broadly viewed as the overall quality of an employee's experience and functioning at work (Warr, 1987).

Secondly, different magnitudes of employee well-being at the work are different in the history, for instance, Job satisfaction and Job stress and many more. It is termed as

how employees deal with different aspects of their personal life, health, relationships with society, working environment. It's about how they express their emotions i.e. happy or sad.

In other words we can say that well-being at workplace is addressed as safety at work place and health. It also focuses on minimizing injuries and problems at work place. These days well-being in the company is considered as a important aspect and given more weight age. Well-being is more about happiness at work place and job satisfaction.

There are many factors which effect employee well-being those are family circumstances, society, peer relationships, health issues. But many factors which influences more employees are job surroundings i.e. work they are handling, clarity about responsibilities they hold, variety of tasks, training and development, HR policies, work place environment, fairness and transparency in promotions.

Human Resource Practices:

Rather than physical health, mental health conditions have become more threat in present companies. Nearly 55% of employees report that they feel unsafe to report to work. In this scenario Human Resources makes a real impact. Record has to be maintained about the safety concerns and accidents. It is also important for the Human Resource Department to keep a track of mental and physical health conditions of the employee as it has overwhelming impacts on employee's overall health and their family. Stress caused by harassment in the workplace, financial difficulty can lead to problems to employee. An open-door policy has to be encouraged to address complaints and on any on-going complaints. A good HR practice can facilitate that.

Everyone in the office has the same information when it comes to everything safety-related. Including:

- Training dates
- Operating procedures for equipment
- Dates of safety inspections, equipment updates, and other important safety-related concerns.

Sustainable development:

It is a development which company satisfies needs of the present situation without compromising the ability of future needs. Sustainable needs focus on three factors 1. Broader view 2. Long term strategy 3. Approach which identifies needs of all the people. Sustainable development is not just the responsibility it is the integration of all the departments in the organization. When we speak about sustainable development in Human Resource, it has to identify what is good for employee career as well as company success. HR mangers regularly find difficult in implementing sustainable development in the organization. It is the responsibility of the Human Resource department to recruit and motivate employees who are capable of responding in shaping long term challenges for success of the organization.

In this scenario psychological well-being should be handled carefully by HR team so that employees contribute for the success of long term strategy. This will happen when HR adopts inclusive approach.

Background of the study:

✓ According to Michal C. Ashton (1998), employee personality influences greatly on job performance. If employee has strong personality he/she can improve job performance. Every individual has their set of personality traits. To survive in these competitive world strong interpersonal skills is required.

✓ According to José R. Goris et al (2003), trust on supervisors enhances job performance, more trust on superiors more they have hope on them.

✓ According to William D. Reisel et al (2005), Job insecurity also influences psychology of the employees. More job insecurity more negative impact on the job performance.

✓ According to Tuckey et al., 2015, high stress levels leads to psychological distress of employee's. It has several consequences that impacts organizations.

✓ According to DuBois and Dubois, 2012, HRM functions are needed to implement the sustainability efforts often start with a vision, strategy and HR, HRM has expertise on an effective implementation of a strategy.

✓ According to Plagnol, 2010, two primary contexts has been developed, first speaks about analysis of life, overall happiness and satisfaction of individual. Second speaks about analysis of job related well-being commonly known as work station well-being.

✓ According to Bennis, 1965, psychological safety has to be considered as a fundamental human need by organizations where employee can speak up in teams and give voice opinions hence psychological safety is found to have positive outcomes on different aspects like performance, innovative thinking and job satisfaction.

✓

Data Analysis and Interpretation:

Sample Size: 50

Method of collecting data: Questionnaire

The coefficient of correlation denoted by 'r' has following relationships represented in the table below:

Table: A

S.No	Compass	Relationship Status
1	0	No linear relationship
2	1	Positive linear relationship
3	-1	Perfect linear relationship
4	0 and 0.3 (0 and -0.3)	Weak Positive (Negative)
5	0.3 and 0.7 (-0.3 and -0.7)	Moderate Positive (Negative)
6	0.7 and 1.0 (-0.7 and -1.0)	Strong Positive (Negative)

Source: DM stat1 Articles

Data Analysis Tables:

Table : 1

Factors	Emotions (x)	Team work	dx=x- \bar{x}	dy=y- \bar{y}	dx.dy	dx ²	dy ²
SD	5.1	2.25	-14.9	17.75	264.475	222.01	315.063
D	14.763	13.6	5.237	-6.4	33.516	27.426	40.96
NEU	25.576	26.125	5.576	6.125	34.153	31.092	37.516
A	42.05	32.95	22.05	12.95	285.548	486.203	167.703
SA	12.488	25	7.512	5	-37.56	56.43	25
Total	99.977	99.925			580.132	823.161	586.242

r = 0.835

Interpretation: There is strong positive relationship between Emotions and Team work. If all members in team can understand emotionally with each other there exists a positive relationship between them in turn there will be strong sustainability of employees.

Table: 2

Factors	Team work	Conflict	dx=x- \bar{x}	dy=y- \bar{y}	dx.dy	dx ²	dy ²
SD	2.25	9.1	17.75	-10.9	193.475	315.063	118.81
D	13.6	30.9	-6.4	10.9	-69.76	40.96	118.81
NEU	26.125	19.08	6.125	-0.92	-5.635	37.516	0.8464
A	32.95	32.72	12.95	12.72	164.724	167.703	161.798
SA	25	8.16	5	11.84	59.2	25	140.186
Total	99.925	99.96			342.004	586.242	540.45

r = 0.607

Interpretation: As the correlation values show a moderate positive relationship between teamwork and conflict. From the above correlation it is clear that 60% of personnel's do not conflict when they do work in a team, as there was always been a perception that people do conflict for various reasons viz: hierarchy and co-ordination.

Table: 3

Factors	Conflicts	Support	dx=x- \bar{x}	dy=y- \bar{y}	dx.dy	dx ²	dy ²
SD	9.1	6.033	-10.9	13.967	152.24	118.81	195.077
D	30.9	21.2	10.9	1.2	13.08	118.81	1.44
NEU	19.08	21.2	-0.92	1.2	-1.104	0.846	1.44
A	32.72	39.4	12.72	19.4	246.768	161.798	376.36
SA	8.16	12.1	11.84	-7.9	93.536	140.185	62.41
Total	99.96	99.93			504.52	540.449	636.727

r = 0.860

Interpretation: As the correlation values show a strong positive relationship between Conflicts and support. Emotional support is always been a motivating factor where every employee do expect, if there is endless support from the organization we can reduce more number of conflict that arises in the company within employees.

Table: 4

Factors	Emotional	Conflicts	dx=x- \bar{x}	dy=y- \bar{y}	dx.dy	dx ²	dy ²
SD	5.1	9.1	-14.9	-10.9	162.41	222.01	118.81
D	14.763	30.9	5.237	10.9	-57.083	27.426	118.81
NEU	25.576	19.08	5.576	-0.92	-5.129	31.091	0.846
A	42.05	32.72	22.05	12.72	280.476	486.203	161.798
SA	12.488	8.16	7.512	11.84	88.942	56.43	140.186
Total	99.977	99.96			469.616	823.16	540.45

r = 0.704

Interpretation: As the correlation values show a strong positive relationship between emotions and conflicts, employees have to be emotionally strong to overcome conflicts.

Table: 5

Factors	Emotional	Support	dx=x- \bar{x}	dy=y- \bar{y}	dx.dy	dx ²	dy ²
SD	5.1	6.033	-14.9	13.967	208.108	222.01	195.077
D	14.763	21.2	5.237	1.2	-6.284	27.426	1.44
NEU	25.576	21.2	5.576	1.2	6.691	31.092	1.44
A	42.05	39.4	22.05	19.4	427.77	486.203	376.36
SA	12.488	12.1	7.512	-7.9	59.345	56.43	62.41
Total	99.977	99.93			695.629	823.161	636.729

r = 0.9608

Interpretation: Always emotions had been a weapon for employees in the organization for retention. As we can see from the above correlation that there is a strong positive relationship between emotions and support, this is been recorded as the highest correlation among all the other variables.

Table : 6

Factors	Team work	Support	dx=x- \bar{x}	dy=y- \bar{y}	dx.dy	dx ²	dy ²
SD	2.25	6.033	17.75	13.967	247.914	315.063	195.077
D	13.6	21.2	-6.4	1.2	-7.68	40.96	1.44
NEU	26.125	21.2	5.125	1.2	6.15	26.26	1.44
A	32.95	39.4	12.95	19.4	251.23	167.314	376.36
SA	25	12.1	5	-7.9	-39.5	25	62.41
Total	99.925	99.93			458.114	574.597	636.727

r = 0.757

Interpretation: From the above correlation we had observed that if there is support among team members in the organization then there exists a strong positive relationship among employees. SD: Strongly Disagree, D: Disagree, NEU: Neutral, A: Agree, SA: Strongly agree

Table: B

S.No	Variables	Compass (r)	Remarks
1	Emotional & Team work	0.835	Firm Linear
2	Team work & Conflict	0.60	Fuzzy-Firm Linear
3	Conflict & Support	0.86	Firm Linear
4	Emotional & Conflict	0.704	Firm Linear
5	Emotions & Support	0.960	Firm Linear
6	Team work & Support	0.757	Firm Linear

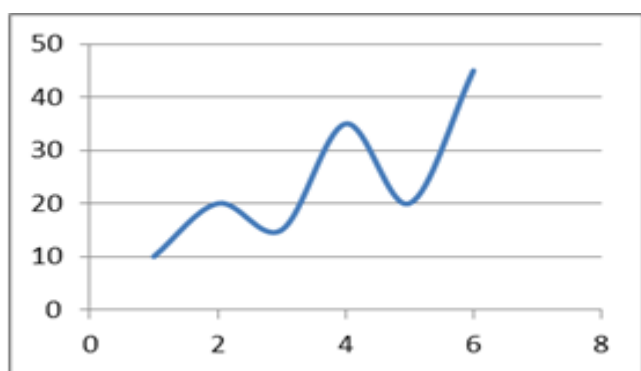


Image:1 Fuzzy Firm Linear

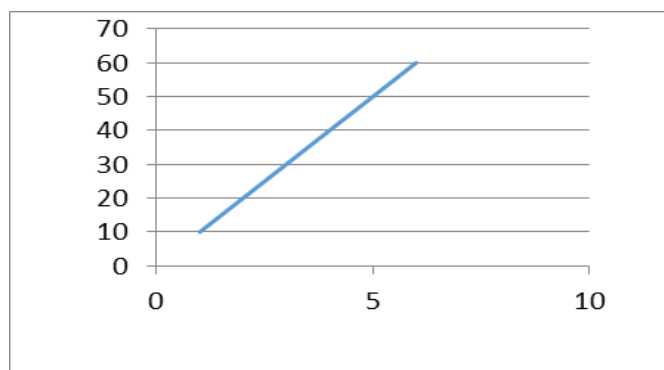


Image:2 Firm Linear

Findings of the study:

- 1 There is always strong relationship between Emotions and Teamwork if personnel’s are psychologically handled well.
- 2 Team and Conflict - it is proved that only 40% of employees tend to conflict at work place from hierarchy or operational level.
- 3 Every employee need support form management if it is provided by the team then it will enhance productivity and conflict can be reduced.
- 4 If employee is supported emotionally then it is analyzed that 96% of conflicts will be resolved and psychological well-being is maintained.
- 5 Emotions do carry lots of weightage in employee retention. If superiors understand employee and follow

inclusive approach then there is a higher chance of reducing employee turnover rate.

Therefore psychological wellbeing of employee play a pivotal role in organization. In todays scenario’s every organization needs to support personnel to sustain them for long run which will lead to quality productivity.

Conclusion:

From the above analysis it is concluded that employee has to be supported emotionally in all times so that there exists a positive relationship between employee and management. Finally we want to conclude that management has to design its policies by giving maximum weightage for employee psychological well-being activities by implementing 1. Hedonic – which focus job and life satisfaction, less work more pleasure. 2. Eudemonic – which focus on personal growth, self-actualization behavior.

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