



## A STUDY ON HR POLICIES AND EMPLOYEE WELL-BEING AT STERLING SOLID TYRES, PUDUKKOTTAI

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**Abstract** - The main aim of this research is to know the HR policies and employees well-being in sterling solid tyres. The study descriptive in nature. The objective of the study is to know the employees performance towards organization. The sample size is 110. The sample method used for this study is the percentage analysis, correlation and chi-square. The data has been collected through a well-structured questionnaire and has been analyzed with the help of SPSS package. The first chapter deals with introduction, meaning, nature, and used of the employees performance, design of the study, the scope, objectives, and research methodology. The second chapter deals with Review of literature. The third chapter deals with the complete profile of organization. The fourth chapter deals with HR policies and employee well-being. The fifth chapter reflects the thoughts of the researcher in the form of findings, suggestions and conclusions. In the questionnaire various supporting information have been incorporated for an easy understanding of the readers.

**Key Words:** Job Satisfaction Employee Motivation, Employee Retention, Organizational performance.

### 1. INTRODUCTION

Introducing an HR policy focused on employees well-being is essential for creating a supportive and productive work environment. This policy serves as a framework to ensure that employees are not only valued for their contributions but also cared for in terms of their job satisfaction, health and safety.

HR policies plays a pivotal role in promoting employee well-being by implementing strategies that support mental health initiatives, work-life balance, and a positive work environment. It aims to create a holistic approach to employee well-being. This paper will develop into various HR practices and policies that can be instrumental in promoting employee well-being discussing their benefits and best practices.

This introduction sets the stage for exploring how HR policies can impact employee well-being. Effective HR policies go beyond compliance they aim to create an environment supported and motivated to perform at their best. It enhance the employees flexible work, mental health and career development.

It takes place in HR department contribute to the overall employee well-being.

### 2. STATEMENT OF THE PROBLEM

The major problem of STERLING SOLID TYRES is a significant shortage of skilled labour it includes difficulty in recruitments. Fluctuations in raw materials availability and transportation issues can significantly impact production schedules and cost efficiency. Conversely, well-crafted HR policies that promote transparency, equity and support mechanism foster a positive work environment. Absence of policies supporting work-life balance such as flexible work hours or telecommunicating options.

They need to invest in new technologies to remain competitive which can be financial burden for sterling solid tyres. It may be sustainability concerns pressure to reduce environmental impact of tyres manufacturing processes. To develop and potential for data breaches and disruptions to operations through cyberattacks. It evaluates the cost pressures rising inflation and completion from low-cost in somewhere regions. HR policies that lack fairness or transparency in areas such as compensation, promotion, or disciplinary actions can lead to feelings of injustice among employees. Inadequate policies addressing workplace safety, health benefits or wellness programs may result in physical and mental health.

### 3. NEED OF THE STUDY

Employee well being directly affects job performance and customer satisfaction. Manufacturing industry with supportive HR policies tend to have more satisfied and engaged managers, leading to better outcomes and overall satisfaction. customer wants are highly demanding and turnover can be costly and disruptive. Understanding how HR policies influence employees retention and recruitment helps industry infrastructure attracts skilled professionals and retain experienced managers ensuring continuity of satisfaction. HR policies shape workplace cultur. These are the most intellectual aspects of understands the needs of the customer wants and satisfy them. Manufacturing industries with policies that prioritize well-being fostering a

positive work environment ,promoting teamwork ,morale,and sense of belonging among employees.

#### 4. OBJECTIVES OF THE STUDY

##### Primary Objective:

To know about HR policies and employee well-being sterling solid tyres in Pudukkottai.

##### Secondary Objectives:

- To understand about the customer satisfaction in sterling solid tyres in pudukkottai.
- To identify the barriers in implementation of HR policies in sterling solid tyres in Pudukkottai.

#### 5. SCOPE OF THE STUDY

The scope of the study on HR policies and employee well-being in manufacturing industry .It includes the raw materials ,working-in-progress then turn into finished goods. Impact of polices related to high performance ,durable, cost efficient in sterling solid tyres to meet industry standards.It adopts environmental friendly production practices and promote tyre recycling programs. It expands domestic and international market presence through strategic partnership and distribution network. The study aims to identify effective strategies through HR policies addressing legal compliance ,financial implications and sustainability. The study seeks to provide insights that can guide manufacturing industries in fostering supportive environments that optimize both employees satisfaction and organizational performance and production settings.

#### 6. HYPOTHESIS OF THE STUDY

##### HYPOTHESIS:

A hypothesis in a study is a statement or proposition that suggests a relationship between two or more variables. It is formulated based on existing knowledge or theories and serves as a testable proposition that guides research and data collection. In the context of a study on HR policies and employee well-being in industries ,a hypothesis typically posits a relationship between the quality, implementation, or specific aspects of HR policies and their impact on employee well-being outcomes.

- **Null Hypothesis(H0)**
- **Alternative Hypothesis(H1)**

In statistical hypothesis testing, the **null hypothesis** and the **alternative hypothesis** serve as two competing statements about a population parameter or a relationship between variables.

##### NULL HYPOTHESIS:

The null hypothesis represents a statement of no effect, no difference, or no relationship in the population. It essentially asserts that any observed effect in the data is due to random chance or sampling error. In many cases, the null hypothesis serves as the default assumption that there is no significant deviation from a known value or expectation. For instance, if we are testing whether a new drug has an effect on blood pressure,

the null hypothesis might state that the drug has no effect (the mean blood pressure with the drug is equal to the mean without it).

##### ALTERNATIVE HYPOTHESIS:

The alternative hypothesis, on the other hand, posits that there is a significant effect, difference, or relationship. It is the hypothesis that researchers typically want to support through evidence from data. In the context of the drug example, the alternative hypothesis might state that the drug does have an effect on blood pressure (the mean blood pressure with the drug is different from the mean without it).

#### RESEARCH DESIGN

The research methodology for studying HR policies and employee well-being in industries will involve a mixed-methods approach. Quantitative data will be collected through surveys to measure employee perceptions of HR policies and well-being indicators such as job satisfaction and customer satisfaction also stress levels. Qualitative data will be gathered via interviews, observations, or focus groups to explore in-depth experiences and perceptions. Sampling will be representative of quality standards across different departments. Analysis will include statistical techniques to examine correlations between HR policies and well-being outcomes ,supplemented by thematic analysis to capture qualitative insights.

#### 7. RESEARCH METHODOLOGY

Research methodology is the systematic way to solve the research problem. It gives an idea about various steps adopted by the researcher in a systematic manner with an objective to determine various manners.

##### METHOD OF DATA COLLECTION

The method of data collection in research refers to the tools and techniques used to gather information relevant to study hypothesis. Data are the basic inputs to any decision making process in business. In this survey in order to meet the objectives of the study both primary data and secondary data were collected.

##### Primary data:

This involves collecting new data directly from the source. Common methods include surveys, interviews, observations, focus groups, and experiments. The questionnaire was handed over to various respondents and the data is collected.

##### Secondary data:

This involves using existing data collected by others. Examples include government reports, academic journals, and organizational activities. Problems and deals with research design data collection method are sampling plan sampling method.

#### ANALYTICAL TOOLS FOR THE STUDY

Analytical tools are essential for interpreting data and deriving meaningful insights in research studies,including those

focused on studying supportive services in industries. The commonly used statistical tool for analysis of collected data are :

- Sampling
- Percentage analysis
- Chi square
- Correlation

## PERIOD OF THE STUDY

The study was done in the period of 4 months from 02-01-2025 to 30-04-2025.

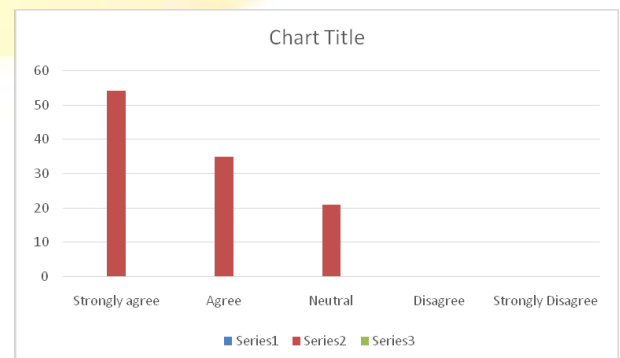
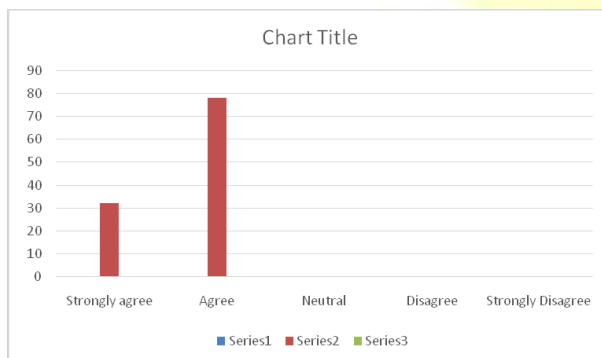
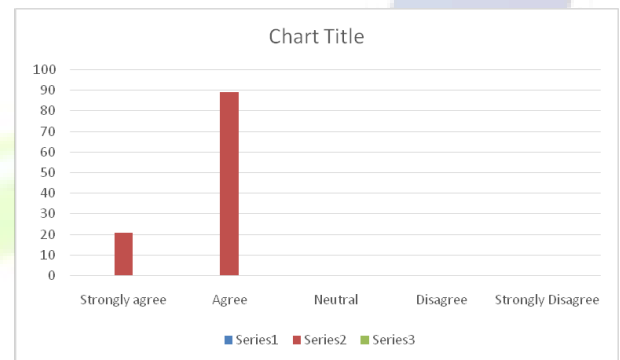
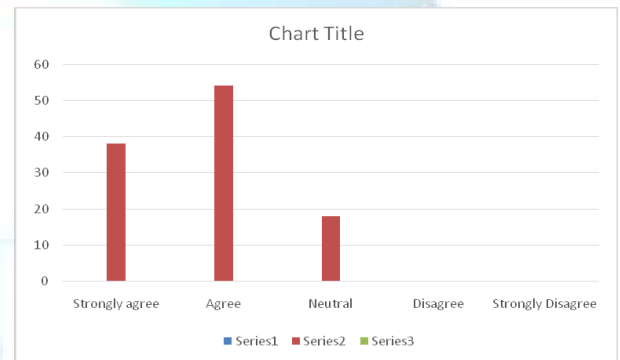
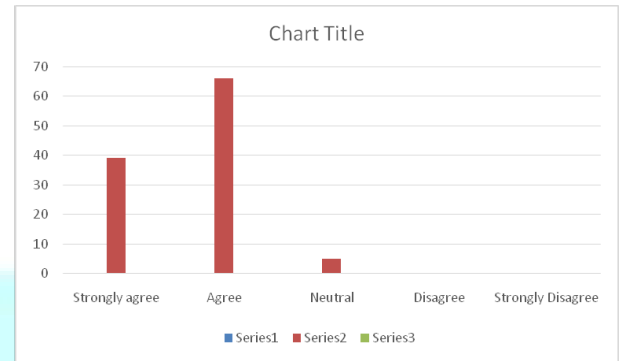
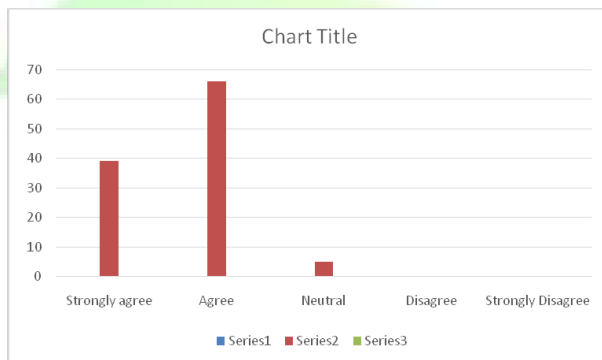
## AREA OF THE STUDY

The survey was conducted in Mahesh Kumar Spinning Mill (P) Ltd at Avinashi.

## LIMITATIONS OF THE STUDY

- Data collected is based on questionnaire.
- The research exercise was conducted within a limited duration. So a detailed study could not be made.
- The information collected by the observation method is very limited.
- The result would be varying according to the individuals as well as time.

## DATA ANALYSIS AND INTERPRETATION



## SUGGESTIONS

- Review and enhance benefits such as safety coverage ,retirement plans and wellness training programs.
- Offer flexible work schedule to accommodate personal needs and reduce burnout among employees.
- Provide ongoing training opportunities to foster career growth and skill development.
- Encourage managers, directors to support work-life balance by limiting overtime and ensuring adequate time off.
- Foster a culture of respect , inclusivity, and open communication to boost morale and reduce workplace stress.
- Implement wellness programs that focus on physical health and mental well-being.
- Establish formal recognition programs to acknowledge employee achievements and contributions.
- Offer confidential counseling and support services for employees facing personal or work-related challenges.
- Ensuring rigorous safety protocols are in place to protect staff from workplace hazards.
- Regularly solicit feedback from employees through surveys or focus groups to identify areas for improvement and gauge overall satisfaction.

## CONCLUSION

Improving HR policies and enhancing employee well-being in industries is not just beneficial but essential for the overall success of manufacturing industry. By prioritizing flexible scheduling, machinery benefits and supportive work environments, industries can foster a employment that values and supports its employees. Investing in training, safety and wellness programs are not only improve employee satisfaction and retention but also enhance customer satisfaction by ensuring a motivated and safety workforce. Recognizing and rewarding employees for their contributions further boosts morale and encourages continuous improvement. Regular feedback mechanisms allow industries to adapt policies and initiatives based on employee input, reinforcing a collaborative and responsive organizational culture. Ultimately, these efforts contribute to a positive workplace atmosphere where employee feel valued, respect, and motivational to deliver exceptional safety, herby benefiting both employee and customers alike.

**Disclosure:** The authors affirm that all data, case studies, or references to organizations (including but not limited to STERLING SOLID TYRES, PUDUKKOTTAI) used in this manuscript have been included with the full knowledge and formal consent of the concerned entity. The journal and its editorial board bear no responsibility for any legal or ethical issues arising from the unauthorized use of proprietary or confidential information. The authors assume full responsibility for the authenticity and legitimacy of the content submitted.

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