A STUDY ON HR POLICIES AND EMPLOYEE WELL BEING IN VELAMMAL HOSPITAL, MADURAI

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ABSTRACT

Most businesses aim to be in a healthy state. It therefore makes sense that if their employees are in a good state of health and well-being, this must surely contribute to the company's successful performance as healthy and fit employees are essential to ensuring a company remains efficient and profitable. Employee wellbeing is steadily rising up the business agenda as more employers recognize the business benefits and contribution that can be made by introducing workplace health and employee wellbeing policies. HR practices increase the value of the human capital through flexibility and development and as such, the wellbeing of the workforce is critical to the performance and survival of organizations. The fourth general point is the motivational processes of social exchanges, which is used to explain the links between HRM practices and employees' wellbeing at work. A fundamental responsibility of managers/Supervisors is the delivery and implementation of HR Practices and to ensure that the perception of support, trust, fairness and consistency are maintained amongst workers. At a practical level, it is noteworthy that these influential factors fall within the purview and control of human resource policy makers and practitioners.

Key words: Employee Well-being, Organization Commitment, Job Satisfaction.

INTRODUCTION

Introducing an HR policy focused on employee 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 health, safety, and overall job satisfaction.

This introduction sets the stage for exploring how HR policies can directly impact employee well-being. By implementing policies that prioritize the health and happiness of employees, organizations can not only improve retention rates but also boost morale and productivity. This paper will delve into various HR practices and policies that can be instrumental in promoting employee well-being, discussing their benefits and best practices.

Effective HR policies go beyond compliance; they aim to create an environment where employees feel valued, supported, and motivated to perform at their best. By addressing issues such as flexible work arrangements, mental health support, career development opportunities, and inclusive workplace practices, HR departments can proactively contribute to the overall well-being of their workforce.

At Velammal hospital, we believe that our employees are our most valuable asset. As such, we are committed to fostering a workplace environment that promotes the well-being, health, and happiness of every individual within our organization. Our HR policy on employee wellbeing reflects this

commitment and aims to create a supportive framework that enables each employee to thrive professionally and personally.

HR POLICIES & EMPLOYEE WELL BEING

Human Resources (HR) policies play a pivotal role in shaping the work environment and directly impacting the well-being of employees. In recent years, there has been a paradigm shift in how organizations perceive and prioritize employee well-being beyond traditional benefits and compensation. It now encompasses a holistic approach that addresses physical health, mental wellness, work-life balance, and overall job satisfaction.

This introduction aims to explore the intersection of HR policies and employee well- being, highlighting different types of policies that organizations can implement to promote a healthy and thriving workforce.

- Key Types of HR Policies
- Health and Safety Policies
- Work-Life Balance Policies
- Mental Health and Wellness Policies
- Career Development and Training Policies
- Inclusion and Diversity Policies

HEALTH AND SAFETY POLICIES

These policies focus on ensuring a safe working environment, including guidelines for workplace safety, ergonomic practices, and health protocols. By prioritizing employee health and safety, organizations not only comply with legal requirements but also demonstrate their commitment to protecting their employees' well-being.

WORK-LIFE BALANCE POLICIES

These policies aim to support employees in managing their professional responsibilities alongside personal and family commitments. Examples include flexible work arrangements, telecommuting options, parental leave policies, and time-off benefits. By offering flexibility, organizations can enhance job satisfaction and reduce stress among employees.

MENTAL HEALTH AND WELLNESS POLICIES

With growing awareness of mental health issues, these policies provide resources and support for employees' emotional and psychological well-being. This may include access to counselling services, stress management programs, mental health days, and training for managers to recognize and address mental health challenges in the workplace.

CAREER DEVELOPMENT AND TRAINING POLICIES

These policies focus on employee growth and skill enhancement through training programs, mentorship opportunities, and career advancement initiatives. By investing in employees' professional development, organizations not only foster a motivated workforce but also enhance job satisfaction and retention

INCLUSION AND DIVERSITY POLICIES

These policies promote a diverse and inclusive workplace culture where all employees feel valued and respected. They encompass practices such as diversity training, anti-discrimination policies, accessible facilities, and initiatives to support underrepresented groups. By fostering inclusivity, organizations can improve employee morale and create a more innovative and collaborative environment.

EMPLOYEE WELL BENING

Employee well-being refers to the physical, mental, and emotional health of employees in the workplace. It encompasses various factors that contribute to employees' overall satisfaction, engagement, and productivity.

Physical Health

This includes aspects such as safety in the workplace, access to healthcare benefits, ergonomic work environments, and policies that promote healthy habits like regular breaks, exercise, and nutritious food options.

Mental Health

Mental well-being involves the psychological aspects of work, including stress management, workload balance, support for dealing with job-related pressures, and access to resources like counselling services or mental health days.

Emotional Health

This relates to how employees feel about their work environment, their relationships with colleagues and supervisors, and the overall atmosphere of the workplace. It involves factors like recognition for good work, open communication, and a supportive organizational culture.

Social Well-Being

The quality of workplace relationships and a sense of community within the organization impact how employees feel about their work. Encouraging teamwork, collaboration, and fostering a sense of belonging can enhance social well-being.

Financial Well-Being

While primarily related to compensation and benefits, financial well-being also encompasses aspects like retirement planning, access to financial counseling, and transparency in financial policies.

Organizational Support

Policies and practices that demonstrate a commitment to employee well-being, such as wellness programs, employee assistance programs (EAPs), and proactive measures to address issues like harassment or discrimination, contribute significantly to creating a positive work environment.

Definition of HR policies

HR policies are guidelines and principles established by an organization to govern its employees' behaviour, expectations, and interactions within the workplace. These policies cover a wide range of topics, including recruitment and hiring practices, employee conduct, performance management, compensation and benefits, workplace safety, diversity and inclusion, and employee development. HR

policies serve to standardize procedures, ensure compliance with legal requirements, promote fairness and consistency in decision-making, and uphold the organization's values and culture. They are designed to provide clarity, structure, and guidance for both employees and management, fostering a productive and harmonious work environment.

Legal Compliance

HR policies ensure compliance with labour laws, regulations, and industry standards. They outline the organization's commitment to equal employment opportunities, non- discrimination, fair treatment, and adherence to health and safety regulations. By establishing clear guidelines, policies mitigate legal risks and promote a lawful and ethical work environment.

Employee Conduct and Behaviour

HR policies define acceptable and unacceptable behaviours for employees. These include codes of conduct, ethical guidelines, and expectations regarding professionalism, respect, and confidentiality. Clear policies help maintain workplace discipline, prevent misconduct, and foster a respectful and inclusive culture where all employees feel valued and safe.

Recruitment and Hiring Practices

Policies related to recruitment and hiring ensure fairness and transparency in the hiring process. They outline procedures for job postings, candidate selection criteria, interview processes, and offer negotiations. Standardized policies promote merit-based hiring decisions, reduce bias, and support diversity initiatives by encouraging a diverse pool of applicants.

Performance Management

HR policies establish frameworks for performance evaluation, feedback mechanisms, goal setting, and career development. These policies clarify performance expectations, provide guidelines for performance reviews, and outline procedures for addressing performance issues constructively. Effective performance management policies help align individual goals with organizational objectives and foster continuous improvement.

Compensation and Benefits

Policies related to compensation, benefits, and rewards outline the organization's approach to salary structure, bonuses, incentives, and employee benefits such as healthcare, retirement plans, and leave policies. These policies ensure equitable compensation practices, promote employee satisfaction, and support retention efforts by offering competitive and fair rewards.

Training and Development

HR policies regarding training and development define opportunities for skills enhancement, career advancement, and professional growth. They outline procedures for identifying training needs, implementing development programs, and evaluating their effectiveness. Training policies support employee engagement, enhance job satisfaction, and contribute to building a skilled and adaptable workforce.

FUNCTION OF HR POLICES

- Safety and Health
- Fairness and Equity
- Career Development
- Conflict Resolution and Support

STATEMENT OF THE PROBLEM:

The effectiveness of HR policies in enhancing employee well-being hinges on their ability to address issues of fairness, work-life balance, career development, and health and safety in VELAMMAL HOSPITAL Inconsistent or poorly communicated policies can lead to stress, reduced job satisfaction, and lower productivity. Conversely, well-crafted HR policies that promote transparency, equity, and support mechanisms foster a positive work environment. HR policies that lack fairness or transparency in areas such as compensation, promotion, or disciplinary actions can lead to feelings of injustice among employees. Absence of policies supporting work-life balance, such as flexible work hours or telecommuting options. Inadequate policies addressing workplace safety, health benefits, or wellness programs may result in physical and mental health

OBJECTIVE OF THE STUDY:

Primary Objectives:

- To know and understand about HR policies in Velammal hospital

Secondary Objectives:

- To know about the patient satisfaction in Velammal hospital
- To analysis the overall Hr policies and employee well being
- To identify the barriers in implementation of hr policy in Velammal hospital

NEED FOR THE STUDY

Employee well-being directly affects job performance and patient care quality. Hospitals with supportive HR policies tend to have more satisfied and engaged staff, leading to better patient outcomes and overall satisfaction. Healthcare is highly demanding, and turnover can be costly and disruptive. Understanding how HR policies influence employee retention and recruitment helps hospitals attract skilled professionals and retain experienced staff, ensuring continuity of care. HR policies shape workplace culture. Hospitals with policies that prioritize well-being foster a positive work environment, promoting teamwork, morale, and a sense of belonging among employees.

SCOPE OF STUDY

The scope of the study on HR policies and employee well-being in hospitals includes examining the formulation, implementation, and impact of policies related to health and safety, work-life balance, career development, and employee engagement. It involves analyzing their influence on employee satisfaction, turnover rates, patient care quality, and organizational culture. The study aims to identify effective strategies for enhancing employee well-being through HR policies, addressing legal compliance, financial implications, and sustainability. By exploring these dimensions, the study seeks to provide insights that can guide hospitals in fostering supportive work environments that optimize both employee satisfaction and organizational performance in healthcare settings.

HYPOTHESIS OF THE STUDY

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 hospitals, a hypothesis typically posits a relationship between the quality, implementation, or specific aspects of HR policies and their impact on employee well-being outcomes.

Hypothesis of the Project:
- H0 – Employees are satisfied with the Hr policies
- H1 - Employees are not satisfied with the Hr policies.

Importance of Hypothesis:

A hypothesis is crucial in research as it provides a focused direction for investigation, guiding researchers in defining variables, collecting relevant data, and testing relationships. It ensures objectivity by setting clear expectations for outcomes based on empirical evidence rather than assumptions. By systematically testing hypotheses, researchers contribute to advancing interventions.

RESEARCH DESIGN

The research design for studying HR policies and employee well-being in hospitals involves selecting a mixed-methods approach to gather quantitative data through surveys on job satisfaction, stress levels, and qualitative data through interviews or focus groups to understand employee perceptions. Sampling will target diverse healthcare professionals, ensuring representation. Variables such as specific HR policies (e.g., work-life balance programs, career development initiatives) and employee well-being indicators (e.g., turnover rates, productivity) will be measured. Analysis will employ statistical methods like regression to assess correlations between policies and well-being outcomes, ensuring findings are valid, reliable, and ethical considerations are met throughout the study.

RESEARCH METHOLOGY

The research methodology for studying HR policies and employee well-being in hospitals 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 stress levels. Qualitative data will be gathered via interviews or focus groups to explore in-depth experiences and perceptions. Sampling will be representative of healthcare professionals 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.

METHOD OF DATA COLLECTION

The method of data collection in research refers to the tools and techniques used to gather information relevant to your study's 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 archives. Problems and deals with research design data collection method.

FINDINGS

- Majority of 51% were Agree with Aware of the HR Policies and Procedures
- Majority of 53% were Agree with rate the clarity of these policies and procedures
- Majority of 40% were Agree with Hr policies most beneficial to your well-being
- Majority of 51% were Agree with overall well-being at Velammal Hospital
- Majority of 55% were Agree with handle and resolve conflicts among employees
- Majority of 54% were Strongly Agree with initiatives taken by Velammal Hospital to promote employee well-being
- Majority of 34% were Strongly Agree with initiatives in improving your well-being
- Majority of 56% were Agree with That feel by immediate supervisor in managing your workload and responsibilities
- Majority of 59% were Strongly Agree with Hospital prioritizes mental health and well- being
- Majority of 81% were Strongly Agree with skills and abilities are utilized effectively in your current role at Velammal Hospital
- Majority of 62% were Agree with satisfied with the recognition and appreciation you receive
- Majority of 74% were Agree with transparent find the process of decision-making regarding HR policies
- Majority of 70% were Strongly Agree with satisfied with the opportunities for professional development and skill enhancement
- Majority of 49% were Strongly Agree with effectively communicate changes in HR policies or procedures to employees
- Majority of 81% were Agree with fair do you perceive the performance evaluation and appraisal process
- Majority of 49% were Agree with extent do you believe Velammal Hospital promotes diversity and inclusion in its workforce
- Majority of 60% were Agree with feel stressed at work
- Majority of 60% were Agree with Hospital support employees in maintaining a healthy work-life balance
- Majority of 71% were Agree with Velammal Hospital handle and resolve conflicts among employees

SUGGESTION

- Offer flexible work schedules to accommodate personal needs and reduce burnout amongstaff.
- Review and enhance benefits such as healthcare coverage, retirement plans, and wellness programs.
- Encourage managers to support work-life balance by limiting overtime and ensuring adequate time off.
- Provide ongoing training opportunities to foster career growth and skill development.
- Foster a culture of respect, inclusivity, and open communication to boost morale and reduce workplace stress.
- Implement wellness programs that focus on physical health (e.g., gym memberships, health screenings) and mental well-being (e.g., counseling services, stress management workshops).
- Establish formal recognition programs to acknowledge employee achievements and contributions.
- Offer confidential counseling and support services for employees facing personal or work-related

challenges.

➤ Ensure 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 hospitals is not just beneficial but essential for the overall success of healthcare institutions. By prioritizing flexible scheduling, robust benefits packages, and supportive work environments, hospitals can foster a culture that values and supports its employees. Investing in training, wellness programs, and safety measures not only improves employee satisfaction and retention but also enhances patient care by ensuring a motivated and healthy workforce. Recognizing and rewarding employees for their contributions further boosts morale and encourages continuous improvement. Regular feedback mechanisms allow hospitals 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 employees feel valued, respected, and motivated to deliver exceptional care, thereby benefiting both staff and patients alike

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