



A Study on Employee Welfare and Work Place Wellness Govindaraja Mills Pvt,Ltd,Aruppukkottai

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ABSTRACT

The need for this study arises from the growing importance of employee well-being in modern organizations. In today's competitive and stressful work environment, employees face various physical, mental, and emotional challenges that can affect their performance and overall quality of life.

Organizations have realized that employee welfare and workplace wellness are not just supportive activities but essential components for achieving productivity and long-term success. Therefore, it becomes necessary to evaluate how effectively these measures are implemented and how they impact employees.

Through this project, practical knowledge of business operations and production management was significantly enhanced. The exposure helped in applying theoretical concepts to real-life situations. Challenges faced during the project encouraged problem-solving and critical thinking. The learning process was continuous and enriching. It strengthened professional confidence and responsibility. The experience prepared the intern for future corporate roles. The project at Shri Govindaraja Mills Pvt,Ltd, provided comprehensive exposure to business development within a production-oriented environment. It offered valuable insights into

organizational structure and operational strategies. The role contributed to skill development and professional growth. The internship experience served as a foundation for future career opportunities. It enhanced industry awareness and practical competence. Overall, the project was a meaningful and productive learning experience..

Keywords: employee well-being, workplace wellness, employee welfare, organizational productivity, work environment, mental and emotional health, production management, business operations, organizational growth, employee satisfaction, industrial exposure, practical learning, problem-solving skills, critical thinking, professional development, skill enhancement, corporate experience, operational strategies.



1. INTRODUCTION

Project plays a vital role in bridging the gap between theoretical knowledge and practical industry exposure. It provides students with an opportunity to understand real-time organizational operations and professional work culture. Through project, learners gain hands-on experience that enhances their confidence and employability. It also helps in developing essential skills such as communication, teamwork, and problem-solving. This project experience contributes significantly to career readiness. Hence, industrial training is considered an integral part of academic learning.

Shri Govandharaja Mills Pvt, Ltd, The company emphasizes quality, efficiency, and customer satisfaction in its operations. The organization offers exposure to modern business practices and production methodologies. This environment makes it an ideal platform for practical learning. The project provided insights into both technical and managerial aspects of the organization. The project role assigned was HR [administrative support] Intern in the Production Department, which offered a unique learning opportunity. This role involved understanding how production activities support business growth and client satisfaction. It required coordination between business strategies and operational execution. The position helped in understanding how production planning, resource utilization, and workflow management contribute to business objectives. The role demanded analytical thinking and adaptability. It provided exposure to real-world business and production challenges.

During the project, emphasis was placed on understanding service delivery models and operational constraints. This knowledge helped in identifying areas for improvement and innovation. This approach ensured sustainable organizational growth. The Production Department plays a crucial role in ensuring timely delivery of services while maintaining quality standards. It acts as the backbone of the organization by transforming business requirements into executable outputs. Exposure to production planning and execution provided clarity on process optimization. Understanding production workflows helped in recognizing the importance of coordination among different departments. The project allowed observation of real-time production challenges. It also highlighted the importance of operational discipline.

Shri Govindaraja Mills Pvt, Ltd. follows structured procedures to ensure smooth production and business operations. The organization emphasizes continuous improvement and adherence to quality standards. During the project, various production tools and documentation methods were observed. These practices ensured transparency and accountability in operations. Learning these structured methods enhanced professional discipline. It also improved understanding of organizational efficiency.

2. LITERATURE REVIEW

This study adopts an analytical and descriptive research design, relying exclusively on secondary data obtained from the internal records, HR reports, and official documents of Govindaraja Mills Private Limited over a period of five years. The data is primarily drawn from human resource-related sources, including employee records, attendance registers, payroll data, training and development reports, and employee welfare documentation. The study examines key HR dimensions such as employee strength, absenteeism, turnover, compensation structure, and workplace welfare initiatives.

Wherever available, department-wise employee data has been incorporated to provide deeper insights into workforce distribution and management practices. The research aims to evaluate whether the company's HR policies and practices have contributed to improved employee satisfaction, productivity, and organizational efficiency, or whether gaps exist in workforce management and welfare measures.

A census method is employed, as the study considers the entire available dataset for the specified period, and no primary data collection is undertaken.



3. CONCEPTUAL FRAMEWORK / RESEARCH MODEL

The study employs a **Human Resource analytical framework** to evaluate workforce efficiency, employee welfare, and organizational effectiveness. The analysis covers employee growth trends, turnover patterns, absenteeism, compensation structure, and productivity indicators, supported by statistical tools.

4. RESEARCH METHODOLOGY

4.1 Research Design

This study adopts a Descriptive and Analytical Research Design. The descriptive component aims to systematically profile and present the transportation cost structure of Govindaraja Mills,Pvt,Ltd,Aruppukottai,. The analytical component applies quantitative statistical tools to identify trends, relationships thereby generating insights that go beyond simple description.

4.2 Population and Sampling

There are 35,000 – 40,000 employees are there at Shri Govindaraja Mills Private Limited

4.3 Data Collection

Primary data were collected via a structured, 20-item questionnaire divided into five sections: demographic profile, inventory processes and techniques, technology and cost management, challenges and feedback, and suggestions and recommendations. Secondary data were drawn from Shri Govindaraja Mills Private Limited reports, industry journals.

4.4 Statistical Tools

Tool / Technique	Purpose	Variables Involved	Output / Insight
Employee Growth Rate Analysis (YoY)	Measure annual change in workforce size	YoY % change in total employees	Hiring trends; expansion or downsizing patterns
CAGR Analysis Workforce Productivity	Assess long-term growth in workforce and productivity	CAGR of employee output per employee	Workforce expansion productivity improvement
Department-wise Workforce Analysis	Understand employee distribution	Employees across departments	Workforce allocation efficiency
Absenteeism Rate Analysis	Evaluate employee attendance	Absent days ÷ total working days (%)	Workplace discipline and satisfaction
Employee Turnover Rate Analysis	Measure retention and attrition	Employees leaving ÷ average employees (%)	Retention effectiveness
Compensation Structure Analysis	Analyze salary distribution	Wages, salaries, benefits	Fairness and balance pay structure
Employee Welfare Analysis	Assess welfare measures	Welfare facilities expenses	Employee well-being impact



Training Development Analysis	Evaluate enhancement	Training hours, cost per employee	Productivity improvement
Labour Productivity Analysis	Measure efficiency	Output ÷ employees	Workforce utilization
HR Cost Intensity Analysis	Track HR cost efficiency	HR cost ÷ revenue	Cost effectiveness
Trend Index Analysis	Compare HR metrics over time	Indexed HR metrics	Growth patterns
Descriptive Statistics	Summarize HR data	Mean, SD, Min, Max	Variability insights

5. Variables of Analysis

The variables of analysis in Human Resource Management include recruitment and selection, training and development, compensation and benefits, performance appraisal, employee satisfaction, employee motivation, employee retention, industrial relations, grievance handling, work environment, attendance and punctuality, health and safety measures, leadership effectiveness, organizational culture, and career development.

S.No	Category of HR Analysis	Variables of Analysis
1	Employee Demographic Variables	Age, Gender, Educational Qualification, Marital Status, Experience, Department, Designation, Salary
2	Recruitment & Selection Variables	Source of Recruitment, Selection Process, Hiring Time, Interview Method, Induction Program
3	Training & Development Variables	Training Programs, Skill Development, Training Effectiveness, Career Growth, Employee Participation
4	Compensation & Benefits Variables	Salary Satisfaction, Incentives, Bonus, Welfare Measures, PF & ES, Overtime Allowance
5	Employee Performance Variables	Productivity, Attendance, Performance Appraisal, Target Achievement, Supervisor Evaluation
6	Employee Satisfaction Variables	Job Satisfaction, Work Environment, Team Relationship, Work-Life Balance, Motivation Level
7	Industrial Relations Variable	Grievance Handling, Communication System, Union Relationship, Conflict Management, Employee Participation
8	Retention & Turnover Variables	Employee Retention, Turnover Rate, Promotion Opportunities, Loyalty, Reasons for Leaving
9	Health & Safety Variables	Workplace Safety, Medical Facilities, Accident Prevention, Safety Training, Health Awareness
10	Organizational Effectiveness Variables	Leadership Quality, Organizational Culture, Employee Engagement, HR Policies, Organizational Growth



6. Findings

1. Majority 55.8% of the respondents are male.
2. Majority 31.7% of the respondents are age group between 25-30 years.
3. Majority 30.0% of the respondents are UG qualification.
4. Majority 30.8% of the respondents are employee
5. Majority 30.8% of the respondents are experienced in 2-3 years
6. Majority 30.0% of the respondents are earning Rs.20,000-25,000
7. Majority 36.7% of the respondents are probably referring a friend to apply for a job.
8. Majority 35.8% of the respondents are agree with overall office environment can complete daily tasks easily
9. Majority 35.0% of the respondents are agree with company provide job requirements are clear
10. Majority 35.0% of the respondents are strongly agree with company provide clear path for career advancement
11. Majority 40.8% of the respondents are agree with organization clearly communicate its goals and strategies
12. Majority 29.2% of the respondents are feeling good with office building space influence to stay in office and work comfortably.
13. Majority 35.8% of the respondents are feeling very good relationship with fellow workers and working condition
14. Majority 30.0% of the respondents are feeling very good with feedback that receives from supervisor
15. Majority 30.8% of the respondents are highly satisfied with the job security
16. Majority 31.7% of the respondents are agree with cordial relationship with superiors at the workplace
17. Majority 30.8% of the respondents are neutral with treating everyone equally at the work place
18. Majority 34.2% of the respondents are agree with environmental factors are conducive to work
19. Majority 40.0% of the respondents are satisfied with shift & overtime duty 75

7. Suggestions

From the above study, it is concluded that work environment is a major epitome of the employee's performance, which plays an important role in motivating the employees to perform their assigned task.



The employees are the important asset of the organization. Most of the employees spend their time in generating the activities in the office. The ability to attract and motivate the employees for high performance is becoming essential in nowadays-competitive working environments.

The factors like job aid, goal setting, supervisor support, workplace incentives, performance feedback, defined processes, physical factors, social factors, and environmental factors play a vital role in employee's performance. The employee's performance will improve only when they would be credited by paying more attention to the work environment.

The organizations should create conducive workplace so that the employee feels that they are well cared. Therefore, it is the responsibility of the management to furnish a favorable working environment which will influence the employees to work prosperously and will encourage them to increase their performance.

8. Conclusion

Inclusion is the state in which all employees experience a sense of belonging inside the organization. To understand and assist every employee and foster an inclusive culture, managers need to receive the necessary education and training. By offering a framework for employee input and its pertinent appraisal, employers may give their staff a voice. Certain new rules and practices may be included, while others may be excluded. Ensuring that prospective workers receive compensation commensurate with their job title and skill set is also crucial. Traditions and culture must be honored in the workplace in order to support the employees. Proclaim, defend, and encourage that the company's principles include inclusivity. Apart from promoting inclusivity, the workplace culture needs to foster candid discussions as well.

Workplace environment plays a vital role in motivating employees to perform their assigned work. Managers and supervisors will need to be comfortable with working with the whole gamut of workplace factors that influence employee's motivation. Time and energy will also need to be given to providing relevant performance incentives, managing processes, providing adequate resources and workplace coaching.

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