

A Research on Psychological Well Being and Job Performance of Employees in Msme in Coimbatore District

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Abstract— Psychological well being is highly related to outcomes of personal life and work and it is subjective in nature and if individuals are well psychologically, they will be themselves to be. Demands to enhance psychological well being of employees are growing because it is essential for them to perform well in their jobs. Significant difference prevails among psychological well being and profile of employees of MSME except for gender. Environmental mastery, self-acceptance, purpose in life and positive relation with others have positive and significant influence on job performance of employees in MSME. In order to improve psychological well being of employees in MSME, they should be happy with things driven out and must ready to change many things about themselves and also they should accomplish their duties and responsibilities efficiently. Besides, they should get many things from friends though maintaining better relationship with them and they must be very clear about their direction and purpose of their life.

Key Words— Employees, Job Performance, MSME, Psychological Well Being

1. INTRODUCTION

Micro, small and medium enterprises (MSMEs) in India is an exceedingly critical in achieving objectives of nation through connecting urban rural division, decreasing poverty and providing employment to million of people and they have very significant role in socio-economic transformation of India. The MSME sector in India is diversified in nature in size, products, services and adoption of technologies. Indian MSMEs consist of 80 per cent of total number of industrial units and generate more than 8000 value added products. The growth of MSMEs and ratio of labour to capital is higher in comparison with large scale industries.

Psychological well being is typically a combination of hedonic and eudaimonic perspectives and it is all about live going smooth and well and it combines good feelings and effectual functioning of individuals. Thus, people with high level of psychological well being are highly pleased, competent, performed well in their words and satisfied with life. Psychological well being is highly related to outcomes of personal life and work and it is subjective in nature and if individuals are well psychologically, they will be themselves to be and it also affects their job performance. The work place is an inseparable part in life of employees that impacts their life and well being of community. The

employees possessing high degree of psychological well being are highly cooperative and efficient and are having long term association with their organizations.

Demands to enhance psychological well being of employees are growing because it is essential for them to perform well in their jobs. Coimbatore district is an industrial hub for micro, small and medium enterprises (MSMEs) in Tamil Nadu and it has more than 50000 MSMEs in various fields and it provides huge employment opportunities for both skilled and unskilled people in manufacturing sector. Hence, it is very important to study psychological well being and job performance of employees in MSME in Coimbatore district.

2. REVIEW OF LITERATURE

Reddy (2012) revealed that significant difference was there among psychological well beings and efficacy of women employees. In addition, performance of women employees was significantly related with their psychological well beings. Kaur (2013) concluded that psychological well being helped employees to do their jobs better and it improved self confidence, competency, team work, morality, efficiency, productively, services, interpersonal relation and commitment of employees towards organizations. Emerald and Genevieve (2014) showed that dimensions of psychological well beings were positively and significantly related with job performance of employees.

Nielsen et al (2017) revealed that significant difference was there among well beings of employees and performance of organization, while, there was significant relation among well beings of employees and their performance. Nangov et al (2018) concluded that psychological capital influenced work welling and job performance of employees and components of psychological well beings were influencing job performance among employees.

3. OBJECTIVES OF THE STUDY

1. To study psychological well being of employees in MSME.
2. To inspect difference among profile of employees of MSME and their psychological well being.
3. To analyze influence of dimensions of psychological well being on job performance of employees in MSME.

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4. HYPOTHESES OF THE STUDY

1. There is no significant difference among psychological well being and profile of employees of MSME.
2. There is no significant influence of dimensions of psychological well being on job performance of employees in MSME.

5. METHODOLOGY

The present research is done in Coimbatore district. Employees of MSME are chosen by using simple random sampling method and structured questionnaire is used to gather data from 300 employee of MSME. Percentages are computed to understand profile of employees of MSME and mean and standard deviation are worked out to examine dimensions of psychological well being of employees in MSME. t-test and F-test are done to inspect difference among profile of employees of MSME and their psychological well being. Multiple regression analysis is used to analyze influence of dimensions of psychological well being on job performance of employees in MSME.

6. RESULTS AND DISCUSSION

6.1. PROFILE OF EMPLOYEES

The profile of employees of Micro, Small and Medium Enterprises (MSME) is given in Table-1. The findings disclose that 62.67 per cent of employees are males, whilst, 37.33 per cent of them are females and 28.67 per cent of them come under age category of 31 – 35 years, whilst, 9.33 per cent of them come under age category of 41 – 45 years. The findings explain that 32.33 per cent of them hold higher secondary, whilst, 21.33 per cent of them hold under graduation and 52.00 per cent of them are workers, whilst, 16.67 per cent them are managers.

Table-1. Profile of Employees of Micro, Small and Medium Enterprises

Profile	Number of Teachers	Percentage
Gender		
Male	188	62.67
Female	112	37.33
Age Category		
21 – 25 Years	37	12.33
26 – 30 Years	69	23.00
31 – 35 Years	86	28.67
36 – 40 Years	80	26.67
41 – 45 Years	28	9.33
Education		
Secondary	71	23.67
Higher Secondary	97	32.33
Diploma	68	22.67
Graduation	64	21.33
Designation		
Manager	50	16.67
Supervisor	94	31.33
Worker	156	52.00
Work Experience		
1 – 5 Years	53	17.67
6 – 10 Years	103	34.33

11 – 15 Years	95	31.67
16 – 20 Years	49	16.33
Monthly Income		
Less than Rs.20,000	72	24.00
Rs.20,001 – Rs.25,000	89	29.67
Rs.25,001 – Rs.30,000	65	21.67
Rs.30,001 – Rs.35,000	43	14.33
More than Rs.35,000	31	10.33

The findings make clear that 34.33 per cent of them are bearing 6 – 10 years of work experience, whilst, 16.33 per cent of them are bearing 16 – 20 years of work experience and 29.67 per cent of them are earning monthly income of Rs.20,001 – Rs.25,000, whilst, 10.33 per cent of them are earning monthly income of more than Rs.35,000.

6.2. DIMENSIONS OF PSYCHOLOGICAL WELL BEING OF EMPLOYEES IN MSME

The dimensions of psychological well being of employees in MSME were studied and the results are given as below.

6.2.1. SELF-ACCEPTANCE

The self-acceptance of employees in MSME is given in Table-2.

Table-2. Self-Acceptance

Self-Acceptance	Mean	Standard Deviation
I am confident and optimistic	3.86	0.85
I like all features of my character	3.79	0.99
I am happy about things have driven out	3.34	1.03
I get many things out of life as compared to I have	3.83	0.87
I like to change many things about myself	3.31	1.01

The employees of MSME are agreed with they are confident and optimistic, they like all features of their characters and they get many things out of life as compared to they have, while, they are neural with they are happy about things have driven out and they like to change many things about themselves.

6.2.2. ENVIRONMENTAL MASTERY

The environmental mastery of employees in MSME is given in Table-3.

Table-3. Environmental Mastery

Environmental Mastery	Mean	Standard Deviation
I am responsible for the condition of my life	3.90	0.86



I am able to manage various responsibilities in my life	3.88	0.85
I am regularly overwhelmed by my responsibilities	3.29	0.97
I am efficiently managing time to carry out my duties	3.85	0.98
All my efforts to find various actions and relations are fairly successful	3.76	0.89

The employees of MSME are agreed with they are responsible for the condition of their life, they are able to manage various responsibilities in their life, they are efficiently managing time to carry out their duties and all their efforts to find various actions and relations are fairly successful, while, they are neutral with they are regularly overwhelmed by their responsibilities.

6.2.3. POSITIVE RELATION WITH OTHERS

The positive relation with others of employees in MSME is given in Table-4.

Table-4. Positive Relation with Others

Positive Relation with Others	Mean	Standard Deviation
People generally look me as affectionate and loving	3.70	0.69
I enjoy personal relation with my friends and family	3.73	0.65
I am a good listener when my friends discuss their problems with me	3.62	0.81
People usually depict me as a helping and ready to share my time with others	3.66	0.71
I get many things from my friendships with others	3.37	1.01

The employees of MSME are agreed with people generally look them as affectionate and loving, they enjoy personal relation with their friends and family, they are good listener when their friends discuss their problems with them and people usually depict them as a helping and ready to share their time with others, while, they are neutral with they get many things from their friendships with others.

6.2.4. PURPOSE IN LIFE

The purpose in life of employees in MSME is given in Table-5.

Table-5. Purpose in Life

Purpose in Life	Mean	Standard Deviation
I have clear idea about purpose and direction of my life	3.40	0.86
I like to concentrate on present life not future	3.80	1.01
I am actively involved to carry out plans for myself	3.74	0.92
I am happy with what I achieve so far in my life	3.72	0.98
I am happy about what I did in past and what I will do in future	3.39	0.97

The employees of MSME are agreed with they like to concentrate on present life not future, they are actively involved to carry out plans for themselves and they are happy with what they achieve so far in their life, while, they are neutral with they have clear idea about purpose and direction of their life and they are happy about what they did in past and what they will do in future.

6.3. PROFILE OF EMPLOYEES OF MSME AND PSYCHOLOGICAL WELL BEING

To inspect difference among profile of employees of MSME and psychological well being, t-test and ANOVA test are done and the results are given in Table-6.

Table-6. Difference among Profile of Employees of MSME and Psychological Well Being

Particulars	t-Value / F-Value	Sig
Gender and Psychological Well Being	0.209 (t-value)	.834
Age Category and Psychological Well Being	4.618** (F-value)	.000
Education and Psychological Well Being	4.426** (F-value)	.000
Designation and Psychological Well Being	4.572** (F-value)	.000
Work Experience and Psychological Well Being	7.931** (F-value)	.000
Monthly Income and Psychological Well Being	4.985** (F-value)	.000

** Significant at 1 % level

The F-values are explicating that significant difference exists among psychological well being and profile of employees of MSME excluding gender at one cent level. Accordingly, the null hypothesis is not accepted.

6.4 INFLUENCE OF DIMENSIONS OF PSYCHOLOGICAL WELL BEING ON JOB PERFORMANCE OF EMPLOYEES IN MSME

To analyze influence of dimensions of psychological well being on job performance of employees in MSME, multiple regression analysis is used and the results are given in Table-7. R² and adjusted R² are 0.55 and 0.53 that imply the regression model has good fit and independent variables altogether have 53 per cent of variation on dependent variable. The F-value of 17.551 explains the model is significant at one per cent level.

Table-7. Influence of Dimensions of Psychological Well Being on Job Performance of Employees in MSME

Dimensions of Psychological Well Being	Regression Coefficients	t-value	Sig
Constant	8.379**	19.258	.000
Self-Acceptance (X ₁)	.867**	7.564	.000
Environmental Mastery (X ₂)	.984**	8.145	.000
Positive Relation with Others (X ₃)	.712**	6.936	.000



Purpose in Life (X ₄)	.790**	7.102	.000
R ²	0.55	-	-
Adjusted R ²	0.53	-	-
F	17.551	-	.000

** Significant at 1 % level

The findings elucidate that environmental mastery, self-acceptance, purpose in life and positive relation with others are significantly and positively influencing job performance of employees in MSME at one per cent level. As an outcome, the null hypothesis is not accepted.

7. CONCLUSION

The findings of this study reveal that significant difference prevails in psychological well being among profile of employees of MSME except for gender. Environmental mastery, self-acceptance, purpose in life and positive relation with others have positive and significant influence on job performance of employees in MSME. In order to improve psychological well being of employees in MSME, they should be happy with things driven out and must ready to change many things about themselves and also they should accomplish their duties and responsibilities efficiently. Besides, they should get many things from friends though maintaining better relationship with them and they must be very clear about their direction and purpose of their life and they should be happy with past things and plan and work well in order to achieve their objectives in future life.

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