

A Research Study on the Psychological Well-being and Performance of Employees in MSMEs in Thoothukudi District

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Abstract - *Psychological wellness is strongly linked to personal and professional outcomes, and its subjective nature means individuals' self-perceptions play a crucial role. When employees enjoy good mental health, they're more likely to thrive. The demand to boost employees' psychological wellness is growing, as it's vital for optimal job performance. Research reveals significant differences in psychological wellness among MSME employees, except when it comes to gender. Factors like environmental mastery, self-acceptance, life purpose, and positive relationships with others have a substantial, positive impact on job performance in MSMEs. To enhance psychological wellness among MSME employees, they should cultivate contentment with their accomplishments, be open to self-improvement, and efficiently fulfill their duties. Additionally, nurturing strong friendships and clarity on life's direction and purpose are essential.*

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

INTRODUCTION

Micro, Small, and Medium Enterprises (MSMEs) play a vital role in achieving India's national objectives by bridging the urban-rural divide, alleviating poverty, and providing employment opportunities to millions. MSMEs are instrumental in driving socio-economic transformation in India, boasting a diverse range of sizes, products, services, and technological adoption. They comprise 80% of India's industrial units, producing over 8,000 value-added products. The growth of MSMEs is characterized by a higher labor-to-capital ratio compared to large-scale industries. Psychological well-being encompasses both hedonic and eudaimonic perspectives, encompassing a smooth and fulfilling life. It combines positive emotions with effective functioning, resulting in individuals who are highly satisfied, competent, and perform well in their roles. Psychological well-being has a profound impact on personal and professional outcomes, influencing job performance and overall quality of life.

The workplace plays an integral role in employees' lives, affecting their well-being and that of their community. Employees with high psychological well-being tend to be cooperative, efficient, and have long-term associations with their organizations. As demands to enhance psychological well-being grow, it becomes essential for employees to perform optimally in their roles. Thoothukudi district, an industrial hub in Tamil Nadu, is home to over 20,000 MSMEs, providing extensive employment opportunities in the manufacturing sector. This underscores the importance of studying psychological well-being and job performance among MSME employees in Thoothukudi district.

REVIEW OF LITERATURE

Reddy (2012) found significant differences in psychological well-being and efficacy among women employees, with performance correlated with psychological well-being. Kaur (2013) concluded that psychological well-being enhances job performance, self-confidence, competency, teamwork, and commitment. Emerald and Genevieve (2014) demonstrated a positive correlation between psychological well-being dimensions and job performance.

Nielsen et al. (2017) revealed significant differences in employee well-being and organizational performance, with a correlation between employee well-being and performance. Nangov et al. (2018) found that psychological capital influences work engagement and job performance, with psychological well-being components impacting job performance.

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.

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.

METHODOLOGY

The present research is done in Thoothukudi 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.

RESULTS AND DISCUSSION

1.1 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, while, 37.33 per cent of them are females and 28.67 per cent of them come under age category of 31 – 35 years, while, 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, while, 21.33 per cent of them hold under graduation and 52.00 per cent of them are workers, while, 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, while, 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, while, 10.33 per cent of them are earning monthly income of more than Rs.35,000.

1.2 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.

1.2.1. 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

From the table, it can be inferred that the employees of MSME agreed with the view that 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 neutral with they are happy about things have driven out and they like to change many things about themselves.

1.2.2. 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

From the table, it can be inferred that the employees of MSME agreed with the view that 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.

1.2.3. 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 describe me as supportive and willing to lend a hand	3.66	0.71
My friendship with others is incredibly rewarding	3.37	1.01

From the table, it can be inferred that the employees of MSME agreed with the view that 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 friendship with others.

1.2.4. 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

From the table, it can be inferred that the employees of MSME agreed with the view that 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.

1.3. 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.

1.4. 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. R^2 and adjusted R^2 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

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 percent level. As an outcome, the null hypothesis is not accepted.

CONCLUSION

The study's results indicate that there are notable differences in the psychological well-being of MSME employees, with the exception of gender. Specifically, factors such as environmental mastery, self-acceptance, life purpose, and positive relationships with others have a significant and positive impact on job performance. To enhance psychological well-being, MSME employees should strive to be content with their accomplishments, be open to personal growth and self-improvement, and fulfill their duties efficiently. Additionally, they should nurture strong friendships, clarify their life goals and direction, and cultivate a positive outlook on past experiences. By doing so, they can effectively plan and work towards achieving their future objectives, leading to greater overall well-being.

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