



The Influence of Hr Practices on Employee Well-Being and Job Satisfaction

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Abstract:

In organisational research, Human Resource (HR) practice effectiveness has lately drawn a lot of attention. This emphasis has grown within the past few years. It is abundantly evident from the relationships between employee happiness and degree of work satisfaction. Among the HR strategies that can be investigated in this study to ascertain their impact on workers' job happiness are training and development, performance assessment, employee engagement, and compensation systems. The major objective of this work is to investigate the effects of various strategies. The major objective of this study is to concentrate on employees' mental health and the elements that lead to their happiness in their employment. That type of satisfaction comes from many different things combining together. Many persons employed in different fields have their data gathered utilising approach. The main objective of the study was to find any relationship between the outcomes workers experienced and strategic HR initiatives. This approach helped them to determine whether they had any relationship at all. This study set out to investigate the topic in order to ascertain if the two aspects under examination are linked or not. Results reveal a correlation between well-organised HR processes and contentment and health of employees. Furthermore found to be really helpful is this association. Research indicates that the two have a significant association based on the outcomes. Given the facts, it appears that funding whole HR projects improves employee morale and productivity as well as the long-term general performance of the company. The facts in this paper allow one to come to this conclusion. The studies offer valuable data for use by HR experts and legislators in their quest of a healthy and contented workforce. The information our investigation unearthed has useful relevance.

1. Introduction

Modern companies' HR policies not only help with administrative chores but also strategically forward the business and its staff to higher degrees of success. This change emphasises the crucial relevance of HR strategies in the contemporary corporate scene. Companies are realising even more the significance of HR policies in determining

employee experience decisions. This is true because companies are not only dealing with changing employment requirements but also more worldwide competition. Two key explanations provide improved organisational commitment, less personnel turnover, and higher production. Two of these factors are employee satisfaction with the work and happiness. These two outcomes are among the most desired ones that may be attained with effective

HR management techniques. The general well-being of a worker depends on their mental, emotional, and physical health; so, these factors influence their output and commitment in the workplace. The word "employee well-being" captures this condition generally. Conversely, jobs satisfaction is the state of happiness or unhappiness one experiences with their employment. Many other elements affect this attitude as well: acknowledgement, working environment, personal relationships, and prospects for professional development[11]. Everybody believes that the outcomes were much influenced by HR policies including performance management, development and training, fair compensation, and democratic decision-making. Many people have this belief. Increasing empirical studies in recent years reveal that not only for improving operational efficiency but also for a happy and fulfilling work environment strategic HR actions are very vital. The data of all this research originated from investigations carried out over several years. Nevertheless, our knowledge of the intricate connections between HR policies and their effects on employee satisfaction and well-being in various sectors and cultural settings is lacking. These gaps exist even if a lot of data on these pursuits exists. This one looks at how much HR practices affect workers' happiness and job satisfaction to close the void created by other research. As such, the organisation can benefit from a better awareness of HRM techniques[10].

2. Background of the Study

For the past several years, the corporate and academic sectors have focused significant attention and debate on the strategic relevance of HR management (HRM). This attention has gathered on one extreme of the spectrum. Given the global move towards knowledge-based economies and the growing complexity of workplace dynamics, it is clearly evident that companies must implement successful HR strategies if they are to keep evolving and remain competitive. Businesses striving to raise their performance have come to see that long-term success of the firm depends much on employee pleasure and contentment.

It is now well known that employees' degree of involvement and output in the workplace is much influenced by their mental, emotional, and physical health—a whole condition. Many have now come to see this. To put it another way, employee retention, morale, and loyalty to the company are intimately correlated with job satisfaction—that is, the degree of pleasure people get from their daily activities[9]. Many HR strategies seem to be absolutely essential

for employees to achieve remarkable performance. These rules cover fair compensation, consistent training, and public recognition of employee efforts, management encouragement, and opportunity for career development. These constitute among the most crucial elements. In the framework of Malaysia and Southeast Asia generally, the importance of giving employee-centric HR projects top priority has become even more evident. This is a result of changing worker demographics, greater awareness of mental health concerns, and the start of digital revolution. Progressive HR practices help businesses to establish environments where staff members feel appreciated, comfortable, and motivated to produce their best work. Still, numerous elements—business culture, industry characteristics, socioeconomic context—have an influence on the complex relationship between employee performance and HR procedures. More complex research are needed to completely understand how diverse HR policies affect employees' happiness and contentment on the job across different organisational environments, even although the amount of knowledge in this field is growing. Investigating the type and strength of this link can help to add to the present body of knowledge. The results of this study might influence HR policies and strategic decision-making process as well[8].

3. Purpose of the Research

Within the framework of organisational settings, this paper seeks to address the issue, "How much do HR practices influence employee's levels of job satisfaction?" The main concentration of the research can be on how HR policies affect the company. To better grasp these influences, this study intends to investigate the effects of several HR elements on employees' physical, psychological, and emotional health. Then may see how these HR traits influence things on an individual as well as overall. Under this umbrella are HR aspects include performance management, training and development, employee engagement, compensation methods, and initiatives encouraging a good work-life balance. The study intends to pinpoint the most successful strategies for fostering well-being and, more generally, to find which practices are most efficient in order to help to contribute to a better knowledge of how linked HR interventions can produce healthier and more sustainable businesses. One may then reach a more complete awareness of the possible processes behind these therapies. Moreover, this study seeks to offer empirical insights that legislators and corporate leaders might use in rewriting HR rules to support a more

favourable and efficient workplace. This work tries to do this.

4. Literature Review

Since HR policies greatly affect employee happiness and work satisfaction, organisational research has devoted a lot of time and effort to examine HR practices. A lot of research has focused on HR strategies. HR management's elements of performance assessment, employee training, fair remuneration, and participatory decision-making have repeatedly demonstrated again and time to be rather important in determining the course of favourable results for workers in past research. Many studies have revealed that, when implemented, these strategies greatly affect the increase of employee performance. Studies show that policies that support freedom, recognition, and a good workplace help to explain workers' level of pleasure[7]. There is proof connecting these policies to those supporting personal initiative. Have to consider their physical, emotional, and mental well-being staff members to be content in their employment. Likewise, high degrees of job satisfaction—that is, the degree to which people have a good evaluation of their experiences while working—have been linked to chances for professional development, performance feedback, and completing meaningful work. Another perspective of it is that work satisfaction is just a measure of personal happiness with one's present employment. Recently, several researchers have underlined the need of integrated HRM systems including HPWS (High-Performance Work Systems). These systems combine several HR elements to provide a good and efficient work environment inside a firm. Moreover, the cultural, organisational, and financial elements present during the use of HR strategies affect their efficiency as well. Research conducted in countries not usually seen as Western, including Malaysia, has highlighted the particular moderating factors[6]. Among these controlling factors are labour policies and management style. Though the research on the subject is increasing, little is known about how HR policies affect workers' pleasure and fulfilment on the job—especially in developing countries. This especially holds true in countries where the middle class is fast growing. This is particularly true in nations where continuous economic development is under progress. This study is under progress to satisfy the noted need. To reach this aim, a focused research of Malaysian companies would be conducted[5].

5. Research Questions

What is the relationship between HR practices and employee well-being within organisational settings?

6. Research Methodology

6.1 Research Design:

The quantitative data analysis was conducted using SPSS version 25. The odds ratio and 95% confidence interval were used to ascertain the strength and direction of the statistical link. The researchers determined a statistically significant criterion with a p-value below 0.05. Through descriptive analysis, researchers successfully collected essential data points. Data processed by statistical computing tools or gathered via polls, questionnaires, or surveys is often subjected to quantitative assessment procedures.

6.2 Sampling:

Research participants completed questionnaires to provide information for the study. Utilizing the Rao-software, researchers ascertained a study population of 630 individuals, prompting the distribution of 730 questionnaires. The researchers received 700 responses and removed 30 for incompleteness, resulting in a final sample size of 670.

6.3 Data and Measurement:

The research mostly used data obtained from a questionnaire survey. The participant's fundamental demographic information was solicited first. Subsequently, participants were provided with a 5-point Likert scale to assess the online and offline channels. The researchers meticulously examined many resources, particularly online databases, for this secondary data collection.

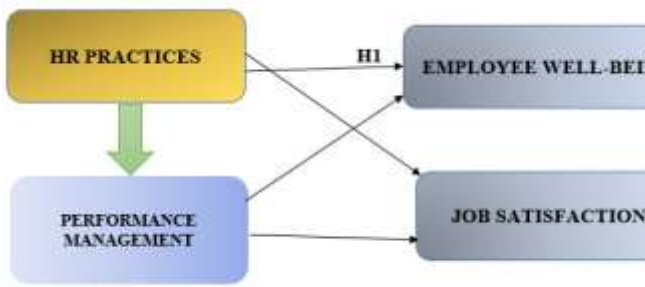
6.4 Statistical Software:

The statistical analysis was conducted using SPSS 25 and MS-Excel.

6.5 Statistical Tools:

Descriptive analysis was used to understand the fundamental characteristics of the data. The researcher must analyse the data using ANOVA.

7. Conceptual Framework



8. Result

Factor analysis

A common use of Factor Analysis (FA) is to ascertain the presence of latent variables within observable data. In the absence of readily discernible visual or diagnostic indicators, it is customary to use regression coefficients to provide ratings. In FA, models are crucial for success. The objectives of modelling are to identify errors, detect intrusions, and establish clear linkages. A method to evaluate datasets generated by multiple regression analyses is the Kaiser-Meyer-Olkin (KMO) Test. They confirm that the model and sample variables are representative. The data exhibits duplication, as shown by the figures. Reduced proportions facilitate comprehension of the data. The KMO output is a numerical value ranging from zero to one. If the KMO value ranges from 0.8 to 1, the sample size is deemed sufficient. These are the allowable limits, as per Kaiser: The subsequent approval requirements established by Kaiser are as follows: A regrettable 0.050 to 0.059, inadequate 0.60 to 0.69 Middle grades often fall between 0.70 to 0.79. Demonstrating a quality point score ranging from 0.80 to 0.89. They are astounded by the range of 0.90 to 1.00. Table 1: KMO and Bartlett's Test for Sampling Adequacy Kaiser-Meyer-Olkin statistic: .670 the results of Bartlett's test of sphericity are as follows: Chi-square statistic approximately equals 190, with degrees of freedom = 190 and significance level = 0.000 this validates the authenticity of assertions made just for sampling reasons. Researchers used Bartlett's Test of Sphericity to determine the significance of the correlation matrices. The Kaiser-Meyer-Olkin measure indicates that a value of 0.670 denotes an adequate sample. The p-value is 0.00 as determined by Bartlett's sphericity test. A favourable result from Bartlett's sphericity test indicates that the correlation matrix is not an identity matrix.

Table: KMO and Bartlett's Test

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy		.670
Bartlett's Test of Sphericity	Approx. Chi-Square	3252.968
	df	190
	Sig.	.000

The overall significance of the correlation matrices was further confirmed by using Bartlett's Test of Sphericity. A value of 0.670 is the Kaiser-Meyer-Olkin sampling adequacy. By using Bartlett's sphericity test, researchers found a p-value of 0.00. A significant test result from Bartlett's sphericity test demonstrated that the correlation matrix is not a correlation matrix.

Independent Variable

HR Practices

HR practices, are the planned and unplanned measures businesses do to maximise their staff members and available resources. These operations include locating and selecting people, providing training and development, controlling performance, paying benefits and compensation, encouraging employee involvement, and so advancing careers. The main goals of effective HR management strategies include improving employee skills, motivation, and satisfaction—all of which help the company to be successful. Regular and deliberate implementation of HR techniques can help to raise workers' level of satisfaction with their jobs overall, their health and happiness, and morale in the workplace. This is so because HR processes present different benefits. Furthermore in view of globalisation and technology development, creative HR management strategies are increasingly essential to draw and retain talent, foster innovation, and ensure the continuous competitiveness of a broad spectrum of sectors[4].

Factor

Performance Management

By means of monitoring, assessing, and enhancing performance, performance management is a continual and rigorous process meant to link employee efforts with organisational goals. Performance management—both systematic and continuous—is an activity. The term "performance management" captures this way of doing things. This approach consists on the following elements:

defining clear expectations; offering continuous feedback; doing assessments; and applying growth goals. This method not only clarifies where teams and people could grow but also helps find where those groups and individuals might advance even more. When done right, performance management may encourage accountability, openness, and acknowledgement. This helps employees' engagement and pleasure in their jobs to be positively affected. Beyond this, it is a vital instrument for highlighting worthy people, appreciating successes, and tying personal goals with the main goals of the business. All things considered, it's a tool of great relevance[3].

Dependent Variable

Employee Well-Being

"Employee well-being" may be defined as the sum of a worker's psychological, physiological, and social safety in the job. Its scope encompasses the whole spectrum of a worker's health. A happy life includes many things, such as a stable job, a reasonable work-life balance, effective stress management, strong relationships, and a support system. Companies that care about their workers' well-being typically use a variety of collaborative HR practices. Mental health treatments, alternate work schedules, and health promotion initiatives all make extensive use of such practices. When workers are happy and healthy, they are able to offer their all on the job, which is good for companies. Contrarily, staff turnover, burnout, and absenteeism are all linked to low well-being. Workers' happiness serves as the dependent variable to demonstrate how various HR practices affect the overall results. All the more reason to make concerted efforts to build a better, more sustainable workplace[2].

The Relationship Between HR Practices and Employee Well-Being.

HR policies have been the focus of considerable research and debate in recent years due in great part to its fundamental importance in companies and direct influence on employee happiness. Only the passage of time has brought forth this insight. Strategic HRM initiatives might help employees' mental and emotional wellness to flourish. Among these initiatives are ones for equitable pay, effective supervision, chances for professional development, and flexible work hours. Few of the activities listed below are included. Emphasising the need of a decent working environment helps one to develop less workplace stress, more motivation, and

strengthened mental resilience. Clear, consistent communication, involvement in decision-making, and recognition of staff members' accomplishments help them to feel more valuable and respected. This potential can be realised. Studies reveal that employees who feel that HR management policies are fair and beneficial have far better well-being. The findings of several studies confirm this. Therefore, properly implemented HR management systems help the employees directly involved as well as the business overall. This can help the business and its employees both. These rules help staff members to make more wise selections[1].

On the basis of the above discussion, the researcher formulated the following hypothesis, which was analyse the relationship between HR Practices and Employee Well-Being.

"H₀₁: There is no significant relationship between HR Practices and Employee Well-Being."

"H₁: There is a significant relationship between HR Practices and Employee Well-Being."

Table 2: H₁ ANOVA Test

ANOVA					
Sum					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	39588.620	136	5655.517	1055.921	.000
Within Groups	492.770	533	5.356		
Total	40081.390	669			

This investigation yields remarkable results. The F value is 1055.921, attaining significance with a p-value of .000, which is below the .05 alpha threshold. This signifies the "*H₁: There is a significant relationship between HR Practices and Employee Well-Being.*" is accepted and the null hypothesis is rejected.

8. Discussion

The results of this study contribute to the mounting corpus of evidence suggesting that workers' job satisfaction is much influenced by HR policies and practices. Strategically applied HR (HR) programs like performance management, training and development, fair remuneration, and work-life balance programs allow employees to enhance their physical, emotional, and mental health, the study showed. These findings line up with past studies showing that companies with supportive HR systems not only have more strong and effective teams but also have happier and more contented staff members. Studies have found that transparent and equitable implementation of performance

management systems helps to lower workplace uncertainty and boost employee incentive. Giving employees chances to grow and develop helps their mental health as well as the mental health of their colleagues by providing them with a sense of advancement on par with the rest of the workforce. Two strategies for work-life balance that can help lower stress and burnout on the job, according to research, are wellness programs and more flexible scheduling. Employees both emotionally and financially gain when they feel their pay and benefit systems are fair and competitive. These systems operate in this way when they are functional. As the study shows, the effectiveness of HR strategies depends on several contextual factors like industry, organisational culture, and employee demographics. Work-life balance and stress management techniques are two elements of are more crucial in determining well-being in organisations having high job performance goals. This is so as these companies demand their employees to produce a lot more. Moreover, the results of the study suggest that companies with a combined HR approach are more likely to reach long-term sustainable success that would eventually help their employees. This is particularly true for businesses whose employees' welfare is very important.

The conversation underlines the importance of matching HR operations with corporate goals and employee requirements. The conversation underlines the need of considering all the factors. Apart from raising employees' standard of living, implementing a thorough HR strategy might enable the development of a team more committed, effective, and loyal to the business.

9. Conclusion

The results of this study reveal that employees' workplace well-being is much influenced by HR practices. Several strategies were shown to be quite helpful for employees' psychological, emotional, and physical well-being. These policies cover performance management, training and development, equitable pay, employee participation, and steps towards work-life balance. These encompassed a great variety of techniques. Apart from encouraging a qualified personnel, good HR policies could improve the success of a company. Achieving all of this depends on creating an atmosphere in which staff members are resilient, content, and loyal. Moreover, the findings suggest that the effectiveness of HR initiatives depends on the context; this context is characterised by the features of the pertinent industry, the organisational culture, and the workforce composition generally.

Organisations should give workers' well-being first priority if they are to overcome challenges, increase staff retention, and maintain a sustainable competitive edge by using whole HR systems. Effective HR systems help one to reach all of these objectives. Future research might profit from looking at sector-specific applications and longitudinal effects of HR practices on well-being in order to offer more in-depth insights and help in policy formation. See things from better, more knowledgeable angles.

Author Statements:

- **Ethical approval:** The conducted research is not related to either human or animal use.
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