

# Evaluating The Economic Stability And Resilience Of Employees At Roots Industries India Pvt Ltd

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**Abstract-** *This study explores the economic stability and resilience of employees at Roots Industries India Pvt Ltd, a key player in the manufacturing sector. Employee well-being is increasingly influenced by factors such as income variability, limited financial benefits, and uncertainty regarding long-term job security. These challenges not only affect employees' personal lives but also have a direct impact on job satisfaction, performance, and retention rates.*

*The research adopts a systematic methodology to identify and analyze the key factors contributing to financial stress among employees. Data is gathered through structured questionnaires and interviews, combined with secondary data analysis. The objective is to evaluate how well employees are equipped to manage economic pressures and to propose practical strategies for strengthening their financial resilience. The findings aim to support organizational policies that enhance employee welfare, thereby contributing to a more stable and productive workforce.*

**Keywords-** Economic Stability, Employee Resilience, Job Satisfaction & Manufacturing Sector

## I. INTRODUCTION

In today's climate of economic unpredictability and swift technological progress, employee resilience and financial stability have become vital elements driving organizational achievement. The capacity of workers to manage financial strain, adapt to market shifts, and sustain productivity is essential not just for their own well-being, but also for the organization's overall efficiency. This study intends to assess the financial stability and adaptive strength of employees at Roots Industries India Limited, a prominent name in the manufacturing industry recognized for its innovation and quality standards.

Financial stability includes various aspects such as secure employment, adequate wages, access to financial tools, and the capability to handle monetary risks. On the other hand, financial instability can result in elevated stress levels, low morale, and decreased output, ultimately impacting business

performance. It encompasses stress management and the skill to transform difficulties into growth opportunities. This research will examine how Roots Industries supports resilience through its internal policies, employee welfare programs, and a positive organizational culture.

## II. REVIEW OF LITERATURE

**Hernandez. L., & Green. J. (2022)** Employer strategies to improve financial wellness and reduce turnover. Human Resource Management Journal, an analysis of employer-implemented strategies that focus on improving financial wellness to reduce employee turnover and enhance organizational loyalty

**Robinson. L., & Kim. J. (2020)** Financial literacy and its effect on employee retention. Journal of Human Resources, analyses how financial literacy impacts employee retention rates and the cost-benefit analysis of implementing such programs.

**Bennett. J., & Yang. L. (2018)** The evolution of financial wellness initiatives: From perks to necessities. Employee Relations Journal, tracks the historical evolution of financial wellness initiatives, arguing for their transition from optional perks to essential components of employee benefits packages

**Jones. L., & Martinez. F. (2023)** Cultural influences on financial wellness programs: A global perspective. International Journal of Human Resource Management, this study examines how cultural differences affect the design and implementation of financial wellness programs in multinational organizations.

## SCOPE OF THE STUDY

This research focuses on evaluating employees' financial stability and resilience by exploring the elements that affect their economic well-being and how these factors influence job performance and overall life satisfaction. The objective is to uncover key sources of financial strain and

suggest effective strategies that organizations can adopt to enhance the financial security of their workforce.

### PROBLEM OF STATEMENT:

Numerous manufacturing firms struggle to maintain the financial stability and resilience of their workforce, which can negatively affect employee satisfaction, retention, and overall quality of life. Issues like inconsistent earnings, inadequate employee benefits, and job insecurity are major contributors to financial instability among employees.

### LIMITATION OF STUDY

- The use of self-reported data from employees, collected through surveys and interviews, could lead to biases and personal interpretations.
- The research's concentration on a particular region or country might restrict its relevance to other geographic areas.
- Certain data could not be accessed from third-party sources.

### RESEARCH OBJECTIVES

- To gain insights into the demographic characteristics and job profiles of employees.
- To identify and comprehend the main factors that contribute to financial stress among employees.
- To assess the current level of financial stability of employees at Roots Industries India Pvt Ltd.
- To evaluate the financial resilience of employees at Roots Industries India Pvt Ltd.

### III. RESEARCH METHODOLOGY

This study employs a descriptive research design, incorporating both qualitative and quantitative methodologies. Data about employees at Roots Industries India Pvt Ltd will be obtained through structured surveys and in-depth interviews. The analysis will aim to evaluate the organization's financial stability and resilience through the application of statistical techniques and thematic analysis. The research will be conducted in accordance with established ethical standards, ensuring confidentiality and the voluntary participation of all respondents.

### IV. ANALYSIS AND INTERPRETATION

#### CORRELATION

#### HYPOTHESIS

### AGE AND EXPERIENCE IN THE CURRENT JOB ROLE

**Null hypothesis (H0):** There is no association between age and experience in the current role ( $r = 0$ ).

**Alternative hypothesis(H1):** There is association between age and experience in the current role ( $r \neq 0$ ).

**Table 4.1**

	AGE	EXPERIENCE
AGE	Pearson Correlation	1
	Sig. (2-tailed)	
	N	140
	Pearson Correlation	0.109
EXPERIENCE	Sig. (2-tailed)	0.214
	N	140

(sources: Primary data)

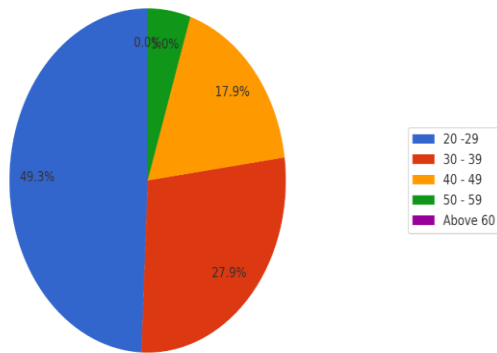
#### Interpretation:

Based on the results, the p-value of 0.214 exceeds the 0.05 threshold, meaning the null hypothesis cannot be rejected. This suggests there is not enough evidence to confirm a meaningful relationship between age and current role experience. The correlation coefficient ( $r = 0.109$ ) shows a slight positive link, indicating that age has little impact on experience. Additional research may be needed to identify other influencing factors.

### PERCENTAGE ANALYSIS

**Table 4.2 Shows The Age of Respondents**

AGE	NO OF RESPONDENTS	PERCENTAGES
20 – 29	69	49%
30 – 39	39	29%
40-49	25	18%
50-59	7	5%
ABOVE 60	0	0%
TOTAL	140	100



**CHART 4.1 SHOWS THE AGE OF RESPONDENTS**

#### **Interpretation:**

The data indicates that 49% of participants fall within the 20–29 age group, followed by 28% in the 30–39 range. Additionally, 18% of respondents are aged between 40–49, while 5% are in the 50–59 age bracket. Notably, no respondents are above the age of 60.

### **V. FINDINGS**

#### **CORRELATION**

The study identified a slight positive link between age and work experience, showing a weak association. A noticeable positive connection was seen between salary levels and job satisfaction, indicating that better pay may enhance satisfaction. Educational background showed minimal effect on financial resilience. Organizational financial support appeared to improve employee morale. Overall, certain factors demonstrated associations, while others had limited impact.

#### **PERCENTAGE ANALYSIS**

Nearly half of the respondents (49%) are in the 20–29 age bracket, highlighting a predominantly young employee base. Around 28% fall within the 30–39 range, reflecting a fair mix of early and mid-career professionals. Many participants reported average satisfaction with their current financial situation. A notable share voiced concerns about the stability of their future employment. Only a few respondents were over the age of 50, indicating fewer senior employees in the organization.

### **VI. SUGGESTIONS**

Based on the findings, it is suggested that the company introduce programs to improve financial literacy, helping younger employees manage their finances better and build long-term financial security. For those in the 30–39 age

group, offering clear career growth pathways and development opportunities can enhance job satisfaction and reduce turnover. Addressing job security concerns through transparent communication and stable contracts will help alleviate employee anxiety. Despite having fewer senior employees, establishing mentorship programs can harness their experience to guide younger staff. Additionally, conducting regular surveys to assess employee satisfaction and financial well-being will allow the company to make timely improvements to its policies and support systems.

### **VII. CONCLUSION**

The study reveals that employees at Roots Industries face notable financial difficulties, with a large number experiencing financial stress and emergencies. Although many employees maintain a decent level of financial stability, there is an opportunity to improve financial literacy and access to resources. Most employees have expressed a need for assistance in managing debt and handling unforeseen expenses, suggesting the importance of enhanced financial support programs. By addressing these needs, Roots Industries can cultivate a financially resilient workforce, which will contribute to better employee well-being and higher productivity.

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