

**A Project Report on**  
**“A CRITICAL STUDY OF POLICIES AND STRATEGIES ADOPTED  
BY HALDIRAM COMPANY FOR MENTAL HEALTH OF THE  
EMPLOYEES”**

Submitted to  
**Department of Management Sciences & Research (DMSR)**  
**G.S. College of Commerce and Economics, Nagpur**  
**(An Autonomous Institution)**

Affiliated to:  
**Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur**

In partial fulfilment for the award of the degree of  
**Master of Business Administration**

Submitted by  
**Miss. Hemlata Mansingh Panchal**

Under the Guidance of  
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**Department of Management Sciences and Research,**  
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**NAAC Accredited “A” Grade Institution**



**Academic Year 2023-24**

**Department of Management Sciences and Research,  
G.S. College of Commerce & Economics, Nagpur  
NAAC Accredited "A" Grade Institution**



**Academic Year 2023-24**

## **CERTIFICATE**

This is to certify that **Ms. Hemlata Mansingh Panchal** has submitted the project report titled, **"A CRITICAL STUDY OF POLICIES AND STRATEGIES ADOPTED BY HALDIRAM COMPANY FOR MENTAL HEALTH OF THE EMPLOYEES"**, under the guidance of **Dr. Madhuri V. Purohit** towards the partial fulfillment of **MASTER OF BUSINESS ADMINISTRATION** degree examination.

It is certified that she has ingeniously completed her project as prescribed by **DMSR, G. S. College of Commerce and Economics, Nagpur, (NAAC Accredited "A" Grade Autonomous Institution)** affiliated to **Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur.**

**Dr. Madhuri V. Purohit**

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**Academic Year 2023-24**

## **DECLARATION**

I, **Hemlata Mansingh Panchal** here-by declare that the project with title **“A CRITICAL STUDY OF POLICIES AND STRATEGIES ADOPTED BY HALDIRAM COMPANY FOR MENTAL HEALTH OF THE EMPLOYEES”**, has been completed by me under the guidance of **Dr. Madhuri V. Purohit** in partial fulfillment of **MASTER OF BUSINESS ADMINISTRATION** degree examination as prescribed by **DMSR, G.S. College of Commerce and Economics, Nagpur, (NAAC Accredited "A" Grade Autonomous Institution)** affiliated to **Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur.**

This project was undertaken as a part of academic curriculum and has not been submitted for any other examination and does not form the part of any other course undertaken by me.

**Hemlata Mansingh Panchal**

**Place:** Nagpur

**Date:**

**Department of Management Sciences and Research,  
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**Academic Year 2023-24**

**ACKNOWLEDGEMENT**

With immense pride and sense of gratitude, I take this golden opportunity to express my sincere regards to **Dr. Praveen J. Mustoor**, Principal, G. S. College of Commerce & Economics, Nagpur.

I tender my sincere regards to the Coordinator, **Dr. Madhuri V. Purohit** for giving me guidance, suggestions and invaluable encouragement which helped me in the completion of the project.

I am extremely thankful to my Project Guide **Dr. Madhuri V. Purohit** for her guidance throughout the project.

I would like to thank **Prof. Shubhangi Jepulkar** for her constant support & guidance throughout the project.

Last but not the least, I am very much thankful to all those who helped me directly and indirectly in successful completion of my project.

**Hemlata Mansingh Panchal**

**Place:** Nagpur

**Date:**

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**CHAPTER I**  
**INTRODUCTION**

## **INTRODUCTION:**

HRM stands for Human Resource Management. It is the process of managing and coordinating the human resources within an organization. HRM involves various activities related to the recruitment, selection, training, development, and retention of employees. It also includes managing employee benefits, compensation, performance evaluations, and addressing employee concerns and conflicts. In essence, HRM focuses on maximizing the potential of employees to achieve the goals of the organization while ensuring their well-being and satisfaction.

Human Resource Management (HRM) is a strategic approach to managing an organization's most valuable asset—its people. It involves the coordination, cultivation, and optimization of the workforce to achieve the organization's goals and objectives. HRM encompasses various functions, including recruitment, training, performance management, employee relations, and workforce planning.

In simpler terms, HRM is about managing people in a way that aligns with the organization's strategy, promotes employee well-being, and contributes to overall success. It plays a crucial role in attracting, retaining, and developing a talented workforce to drive the organization forward. Human Resource Management is about making sure the right people are doing the right things to help common success.



### **Definition of HRM:**

HRM is the management of an organization's workforce, encompassing activities such as recruitment, training, performance management, and employee relations to maximize productivity and achieve organizational objectives.

HRM is not just about managing employees; it's also about creating a supportive work environment that fosters employee engagement, satisfaction, and retention. It involves aligning HR practices with the overall goals and strategies of the organization to ensure the best use of human capital. Additionally, HRM encompasses compliance with employment laws and regulations to protect both employees and the organization.

### **Evolution of Mental Health of Employees:**

The evolution of mental health in the context of employees has seen increased recognition and understanding over the years. Historically, mental health in the workplace was often overlooked or stigmatized. However, there has been a positive shift towards acknowledging the impact of work-related factors on mental well-being.

In recent decades, there's a growing awareness of the importance of creating mentally healthy work environments. Employers and organizations have started implementing strategies to address stressors, foster supportive cultures, and provide resources for mental health.

The conversation around work-life balance, stress management, and emotional well-being has gained prominence. Companies are incorporating mental health initiatives, such as Employee Assistance Programs (EAPs), mental health days, and awareness campaigns. These efforts aim to destigmatize mental health issues, encourage open communication, and promote a culture of empathy and understanding.

Remote work trends and flexible schedules have also evolved in response to recognizing the diverse needs of employees. This flexibility can contribute to improved mental health by allowing individuals to better balance their professional and personal lives.



### **Purpose of Mental Health Of Employees:**

The purpose of prioritizing mental health in employees is multifaceted. It includes fostering a healthy and supportive work environment that not only benefits individuals but also contributes to the overall success of the organization. Here are key purposes:

- **Employee Well-being:** Prioritizing mental health aims to enhance the overall well-being of employees.
- **Productivity and Performance:** Mental well-being is closely linked to performance and productivity.
- **Retention and Recruitment:** Organizations that prioritize mental health create an attractive workplace. This can positively impact employee retention and recruitment efforts, as individuals seek environments that prioritize their holistic well-being.
- **Reducing Stigma:** Fostering a culture that prioritizes mental health helps reduce the stigma associated with mental health issues.
- **Risk Mitigation:** Addressing mental health concerns early can mitigate potential risks such as burnout, absenteeism, and decreased job satisfaction.
- **Legal and Ethical Responsibilities:** Organizations have legal and ethical responsibilities to provide a safe and healthy workplace.
- **Corporate Social Responsibility:** Many companies view supporting mental health as part of their broader corporate social responsibility efforts. It demonstrates a commitment to the well-being of employees beyond business interests.

### **Challenges in Mental Health of employees:**

- Workload and Pressure
- Lack of Work-Life Balance
- Uncertain Job Security
- Poor Management and Leadership
- Limited Support Systems
- Stigma and Discrimination
- Inadequate Communication

### **Impact of Mental Health of employees:**

- **Productivity and Performance:** Mental health directly correlates with employee productivity and performance. Employees facing mental health challenges may experience reduced concentration, creativity, and efficiency, impacting the overall output and quality of work.
- **Absenteeism and Presenteeism:** Mental health issues contribute to absenteeism (employees being absent from work) and presenteeism (employees working while not fully functioning at their best). Both can result in increased costs and decreased overall productivity.
- **Employee Morale and Engagement:** Poor mental health negatively affects morale and engagement. Employees may become disengaged, leading to lower job satisfaction, reduced motivation, and diminished commitment to the organization.
- **Turnover Rates:** Mental health challenges can contribute to higher turnover rates. Employees facing persistent issues may seek alternative employment opportunities, leading to increased recruitment and training costs for the organization
- **Organizational Culture:** Mental health significantly influences the organizational culture. A workplace that prioritizes mental health fosters a positive and supportive culture, enhancing teamwork, collaboration, and employee well-being.
- **Workplace Relationships:** Mental health impacts interpersonal relationships within the organization. Effective communication, collaboration, and teamwork may suffer if employees are struggling with mental health issues, affecting overall organizational cohesion.
- **Innovation and Creativity:** Good mental health is linked to creativity and innovation. Employees with positive mental well-being are more likely to contribute fresh ideas and innovative solutions to organizational challenges, fostering a culture of continuous improvement.
- **Healthcare Costs:** Organizations may incur increased healthcare costs associated with mental health, including medical treatment, counseling services, and mental health-related programs. These costs can contribute to overall operational expenses
- **Legal and Ethical Considerations:** Ignoring mental health concerns may lead to legal and ethical challenges for organizations. Addressing mental health appropriately aligns with legal obligations and ethical standards related to providing a safe and healthy work environment.

**CHAPTER II**  
**COMPANY PROFILE**

## **COMPANY PROFILE:**



**Haldiram's** is an Indian multinational sweets, snacks and restaurant company headquartered in Noida. The company has manufacturing plants in a wide variety of locations such as Nagpur, New Delhi, Gurgaon, Hooghly, Rudrapur and Noida. Haldiram's has its own retail chain stores and a range of restaurants in Pune, Nagpur, Raipur, Kolkata, Noida and Delhi.

### **OVERVIEW:**

Haldiram's is a leading Indian sweets, snacks, and restaurant company, known for its wide range of traditional and modern Indian food products. Established in 1937 in Bikaner, Rajasthan, Haldiram's has grown from a small sweet and namkeen shop into a globally recognized brand.

### **VISION:**

“Be the trend setter in the field of healthy and tasty eating to achieve a sustainable growth. This will bring about an overall upliftment of the Organization, its people and the society”.

### **MISSION:**

“Review, recreate and rediscover the trend of healthy eating and innovate and invent fresh new methods to nourish and delight everyone we serve”.

### **GOAL:**

To provide our customers perfect taste and quality in best of packaging.

## **FOUNDING AND HISTORY:**

- Founded: 1937
- Founder: Ganga Bishan Agarwal (popularly known as Haldiram Ji)
- Origin: Bikaner, Rajasthan, India
- Headquarters: Noida, Uttar Pradesh, India.
  1. Corporate Office: Nagpur, Maharashtra, India
  2. Additional Offices: Delhi, Kolkata, and various other locations in India

## **PRODUCT RANGE:**

Haldiram's offers a diverse array of products, categorized into:

- Sweets: Traditional Indian sweets like Gulab Jamun, Rasgulla, Soan Papdi, and various regional specialties.
- Namkeen: A wide variety of savory snacks including Bhujia, Aloo Bhujia, Sev, and mixtures.
- Papads and Chips: Various types of papads and potato chips.
- Ready-to-Eat Foods: Instant meals and snacks for quick consumption.
- Beverages: Traditional Indian beverages like Aam Panna, Sharbats, and fruit juices.



## **BUSINESS MODEL:**

Haldiram's operates through multiple business models:

- Retail Outlets: Haldiram's has a strong presence with its branded retail outlets and restaurants across India.
- Franchise Model: The company has also expanded through franchise outlets.
- Supermarkets and Online Sales: Haldiram's products are available in supermarkets and through various e-commerce platforms.

## **MARKET PRESENCE:**

- Domestic: Haldiram's is a household name in India with extensive distribution networks across the country.
- International: The brand has a significant international presence, exporting products to over 80 countries including the USA, UK, Canada, Australia, and several countries in the Middle East and Southeast Asia.

## **FINANCIAL PERFORMANCE:**

Haldiram's has consistently shown strong financial performance, with significant revenue growth year over year. The company's revenue is driven by its vast product line and extensive distribution network.

## **PROFITABILITY**

- Namkeen 60%
- Sweets 30%
- Others 10%

## **SUSTAINABILITY AND CORPORATE SOCIAL RESPONSIBILITY (CSR):**

Haldiram's is committed to sustainable practices, focusing on reducing its environmental footprint through various initiatives. The company also engages in CSR activities, contributing to community development, education, and healthcare.

## **KEY ACHIEVEMENTS:**

- Brand Recognition: Haldiram's is recognized as one of the most trusted and popular food brands in India.
- Awards and Honors: The company has received numerous awards for its quality and innovation in the food industry.



## **FUTURE OUTLOOK:**

Haldiram's aims to continue its growth trajectory by expanding its product lines, enhancing its distribution network, and exploring new markets both domestically and internationally. The company is also investing in technology and innovation to improve product quality and customer experience.

**CHAPTER III**  
**LITERATURE REVIEW**



## **LITERATURE REVIEW:**

### **Goswami, 2023:**

Welcome to the 12th edition of Strategic Management and Business Policy: Achieving Sustainability! We have examined the latest books, academic journals, and business publications to find the most relevant research, concepts, and techniques in the growing field of strategic management for inclusion in this edition. We have also found some of the latest strategy cases-comprehensive as well as special issue cases-presenting well-known companies facing strategic decisions.

### **Newaz, 2020:**

Previous research has enabled construction professionals to consider appropriate mental health interventions for improved mental health outcomes. However, the heterogeneity of such interventions in contemporary studies makes it difficult for practitioners to keep up to date with relevant alternatives. Thus, the aim of this research is to critically analyse mental health risk factors and identify strategies intended to mitigate risks and promote employees' mental health in the construction industry

### **Teghtsoonian, 2009:**

Depression has received increasing attention as a significant public health issue over the past ten years, both in Canada and elsewhere in the industrialized west. During the same period, many of the social and economic policies adopted by governments in these jurisdictions have reflected neoliberal goals and orientations.

### **Villarreal-Zegarra, 2022:**

The COVID-19 pandemic has had a profound impact on both mental health and working conditions. Workplaces are conducive spaces for implementing strategies and interventions to promote mental health. In addition to this, they are preventing, identifying, and managing mental disorders effectively. Although international agencies have identified some guidelines for the management of mental health in the workplace in the context of the COVID-19 pandemic, a more precise characterization of both the components of the policies, their implementation, and evidence of the outcome is required to provide useful information for decision-makers.

**Jenkins, 2013:**

WHO has defined mental health as: “... a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community” (1)? In this sense, it is more than just the absence of symptoms of mental illness and refers to the foundation of an individual, to quality of life and capacities. Positive mental health has an important societal value, contributing to the functions of society, including overall productivity.

**Leka, 2015:**

Despite the developments both in hard and soft law policies in the European Union in relation to mental health and psychosocial risks in the workplace, a review of these policies at EU level has not been conducted to identify strengths, weaknesses, and gaps to be addressed in the future. Keeping in mind that the aim should be to engage employers in good practice, ideally such policies should include key definitions and elements of the psychosocial risk management process, covering risk factors, mental health outcomes, risk assessment and preventive actions, or interventions.

**Giorgi, 2020:**

The Coronavirus Disease 2019 (COVID-19) pandemic has deeply altered social and working environments in several ways. Social distancing policies, mandatory lockdowns, isolation periods, and anxiety of getting sick, along with the suspension of productive activity, loss of income, and fear of the future, jointly influence the mental health of citizens and workers. Workplace aspects can play a crucial role on moderating or worsening mental health of people facing this pandemic scenario.

**Shields, 2021:**

We undertook a systematic search of three databases using a tiered search strategy. Studies were included if they: (a) assessed employment conditions such as working hours, precarious employment, contract type, insecurity, and flexible work, or psychosocial workplace exposures such as violence, harassment and bullying, social support, job demand and control, effort-reward imbalance, and organizational justice; (b) included a validated mental health measure; and (c) presented results specific to young people aged  $\leq 30$  years or were stratified by age group to provide an estimate for young people aged  $\leq 30$  years.

**Hennekam, 2021:**

In this overview, we introduce a special issue featuring six articles on various aspects related to the role of Human Resource Management in managing mental illness at work. This introduction article starts with an overview of what we know and do not know about mental illness in the context of work and why more insights related to mental illness at work are much needed. The special issue features a unique set of articles that employ different methodologies and approaches to studying mental illness at work.

**CHAPTER IV**  
**RESEARCH METHODOLOGY**

## **RESEARCH METHODOLOGY:**

Research is a methodical approach to issue resolution. It mostly entails gathering knowledge via inquiry, recording, and observation with the intention of learning more. Clifford Woody asserts that conducting research entails "definition and re-definition of the problem, formulation of hypotheses or proposed solutions, collection, organization and evaluation of data, conclusion-making, and testing of the results to determine whether they are consistent with the formulated hypothesis."

### **Research Design: -**

A mixed-methods research design incorporating qualitative methods like interviews and content analysis, along with quantitative approaches such as surveys, would be suitable for a critical study of Haldiram Company's policies and strategies for employee mental health.

- i. **Quantitative method:** Quantitative research methods such as surveys and data analysis will be conducted to gather statistical data on market trends and consumer behavior.
- ii. **Qualitative method:** Qualitative research methods such as interviews and focus groups will be used to gain insights into consumer perceptions and preferences.

### **Sampling Plan: -**

A sampling plan is a detailed outline of the methods and procedures that will be used to select a sample from a population for the purpose of research or statistical analysis. It includes the specific sampling method to be used (e.g., simple random sampling, stratified sampling, etc.), the sampling frame (Le., the list or source from which the sample will be drawn), the sample size, and any other relevant details about how the sample will be selected and how data will be collected. The sampling plan is crucial to ensure that the sample is representative of the population and that the results of the study are valid and reliable.

- **Sample Size:** Sample size for the research is 80 respondents.
- **Sampling Techniques:** Simple random technique is use in data collection.
- **Research Instrument:** Research instrument use in this research is Questionnaire

## **METHODS OF DATA COLLECTION:**

Information is collected from primary and secondary sources.

### **Primary Sources:**

The Primary data collected from questionnaire method and by interviewing customers, distributors and users etc.

- **Observation Method:** In this method a good report establishment of responded with researcher plays a very important role.
- **Interviews Method:** It is systematic method in which one person entered more or less imaginatively into the inner life of another who is generally a comparatively stranger.

### **Secondary Sources:**

Secondary source of information interred and various other article in this were some of the reverent sources through which up to date and relevant data was collected.

This is of the best method to collect data because of economy in terms of time and money. Secondary data was collected from text book, journals.

- **Magazines**
- **Newspapers**

### **Nature of Research:**

Statistical research, commonly referred to as descriptive research, provides information and characteristics about the population or phenomena under study. Descriptive research answers who, what, where, when and how questions.

Although the interpretation of the data was honest, accurate and systematic, the study could not identify the root cause of the condition. Therefore, a causal link of one variable influencing another cannot be established through descriptive research. In other words, internal validity is not necessary in descriptive research.

### **Online Survey:**

When used properly, a well-defined questionnaire test can gather details about the overall performance of the system and individual system components. A properly constructed and unique vanquished questionnaire was used. According to the meaning, the questions are presented in the correct order.

### **Type of inquiries raised:**

The survey included open-ended, dichotomous, rating and ranking questions.

### **View Data:**

Charts and tables are used to present data.

### **Analysis Tools and Techniques:**

Hypothesis is tested and conclusions are drawn using correlation.

## ❖ **Problem Statement:**

Haldiram's has implemented various policies and strategies to support the mental health of its employees. However, it is unclear how effective these measures are, how well they are communicated and implemented, and how employees perceive and benefit from them. This study aims to critically examine these aspects to identify gaps and areas for improvement in Haldiram's approach to employee mental health.

- What mental health policies does Haldiram's have in place, and how are they communicated to employees?
- What specific programs and initiatives are offered to support mental health, and how effective are they?
- How aware are employees of these policies and strategies?
- How do employees perceive these mental health initiatives, and do they feel these initiatives meet their needs?
- What challenges does Haldiram's face in implementing effective mental health support?
- What can be done to improve mental health support for Haldiram's employees?



❖ **Need of the Study:**

- Understanding Haldiram's business model and strategies for success.
- Analyzing consumer preferences and market trends in the food industry.
- Evaluating the impact of Haldiram's on the Indian economy and cultural landscape.
- Identifying opportunities for growth and innovation in the company's product offerings and market expansion.

❖ **Objectives of the Study:**

**Primary objective**

- To identify policies and strategies adopted by Haldiram company for mental health of the employees

**Secondary Objective**

- ❖ To identify challenges in promoting mental health in the organization.
- ❖ To evaluate Haldiram Company's current mental health policies.
- ❖ To understand employee perceptions and experiences with regard to company.
- ❖ To compare practices with industry benchmarks for best practice.

❖ **HYPOTHESIS:**

**Null Hypothesis:**

- **H(0):** There is no impact of mental health program offered by Haldiram on employee's job satisfaction.

**Alternative Hypothesis:**

- **H(1):** There is a positive impact of mental health program offered by Haldiram on employee's job satisfaction.

❖ **Limitations of the study:**

The limitations of the study are the following

- **Lack of Access to Internal Data:** Access to confidential internal data and employee surveys may be restricted, limiting the depth of analysis.
- **Evolving Policies:** Companies often update their policies and strategies, making it challenging to analyze the long-term impact of specific initiatives.
- **Employee Privacy:** Ethical considerations regarding employee privacy and consent may limit the study's scope.
- **Low Participation Rates:** Limited employee engagement in surveys or interviews may compromise data validity.

**CHAPTER V**  
**DATA ANALYSIS & INTERPRETATION**

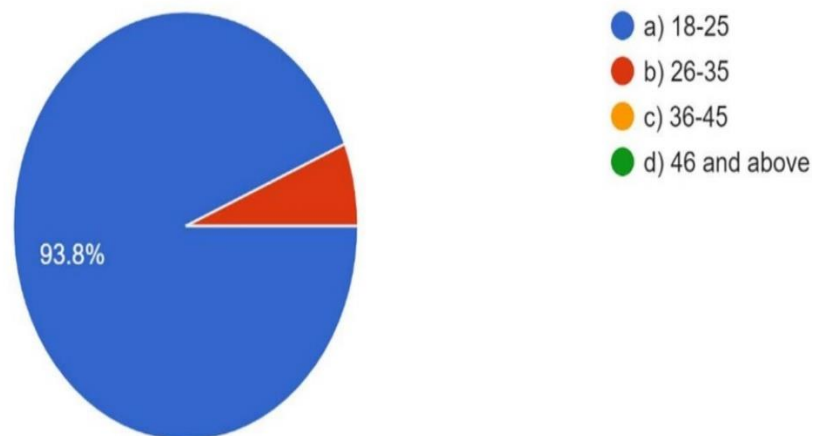
## DATA ANALYSIS & INTERPRETATION:

**Q1) In which age group do you belong?**

Views	Percentage	Responses
18-25	93.8%	75
26-35	6.3%	5
36-45	0	0
46 and above	0	0

1. In which age group do you belong?

80 responses



### INTERPRETATION:

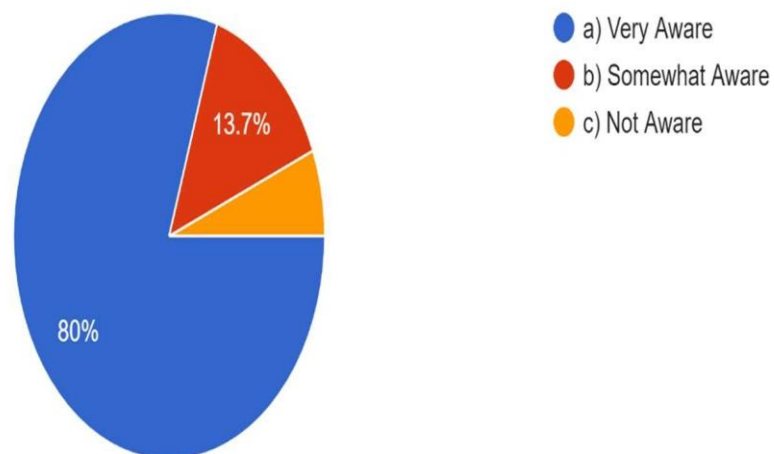
The majority of respondents fall into the 18-25 age group, comprising almost 94% of the total responses. This suggests that the survey primarily attracted participants from this age bracket. The smaller percentage of respondents, around 6%, are aged between 26 and 35. There are no respondents from the older age groups, indicating either a targeted survey towards younger individuals or potentially limited outreach to older demographics.

**Q2) How aware are you of mental health policies at Haldiram?**

<b>Views</b>	<b>Percentage</b>	<b>Responses</b>
Very Aware	80%	64
Somewhat Aware	13.75%	11
Not Aware	6.3%	5

2. How aware are you of mental health policies at Haldiram?

80 responses



**INTERPRETATION:**

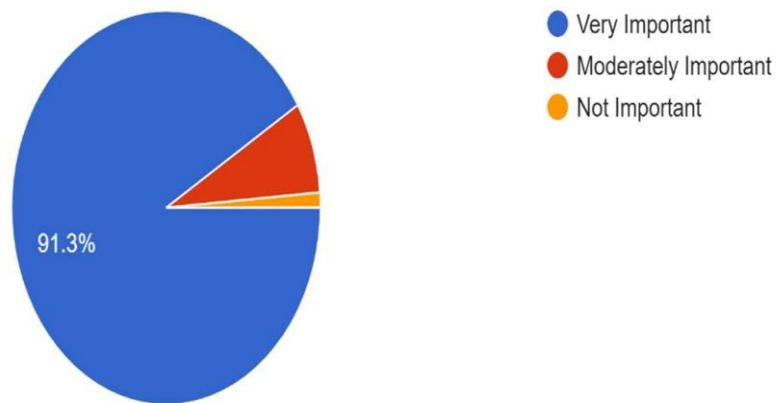
The majority of respondents, comprising 80%, assert that they are "Very Aware" of the mental health policies at Haldiram. This suggests that a significant portion of individuals surveyed feel well-informed about the company's approach to mental health within its policies.

**Q3) How would you rate the importance of mental health in the workplace?**

<b>Views</b>	<b>Percentage</b>	<b>Responses</b>
Very Important	91.3%	73
Moderately Important	7.5%	6
Not Important	1.2%	1

3. How would you rate the importance of mental health in the workplace?

80 responses



**INTERPRETATION:**

The overwhelming majority of respondents, accounting for 91.3%, strongly emphasize the importance of mental health in the workplace, categorizing it as "Very Important." This indicates a widespread recognition among the surveyed individuals regarding the significance of addressing mental health concerns within the professional environment.

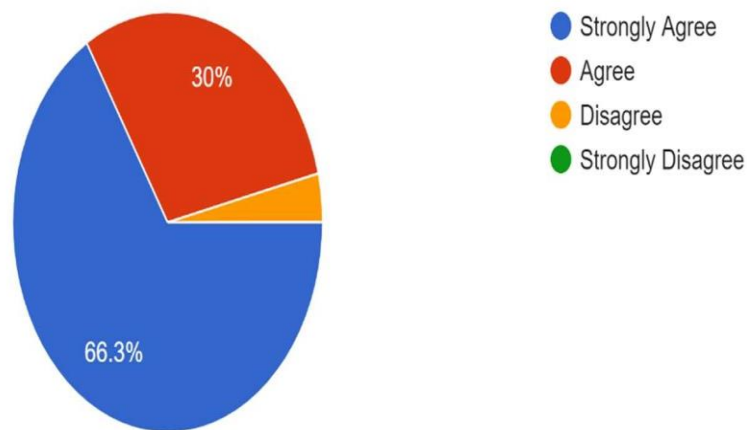


**Q4) Do you believe that the company values and prioritizes employee mental health?**

<b>Views</b>	<b>Percentage</b>	<b>Responses</b>
Strongly Agree	66.3%	53
Agree	30%	24
Disagree	3.7%	3
Strongly Disagree	0%	0

4. Do you believe that the company values and prioritizes employee mental health?

80 responses



**INTERPRETATION:**

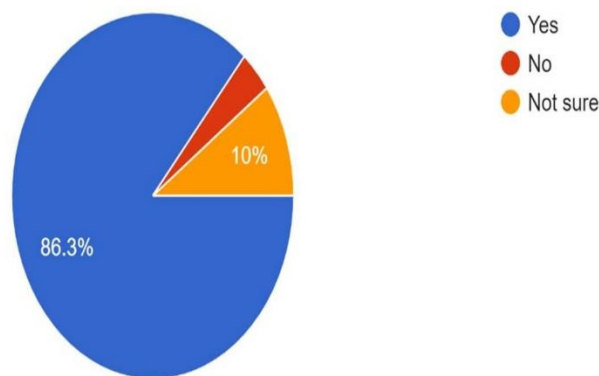
The majority of respondents, constituting 66.3%, express a strong belief that the company values and prioritizes employee mental health, indicating a high level of confidence in the organization's commitment to this aspect of employee well-being.

**Q5) Are there clear procedures for employees to request mental health accommodations at Haldiram?**

<b>Views</b>	<b>Percentage</b>	<b>Responses</b>
Yes	86.3%	69
No	3.7%	3
Not Sure	10%	8

5. Are there clear procedures for employees to request mental health accommodations at Haldiram?

80 responses



**INTERPRETATION:**

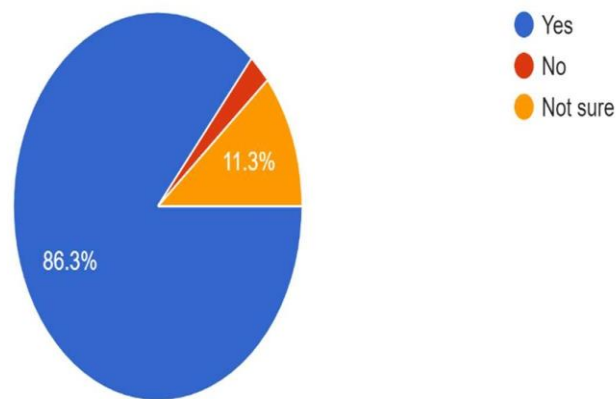
The majority of respondents, representing 86.3%, perceive that there are clear procedures in place for employees to request mental health accommodations at Haldiram. This suggests that a significant portion of the surveyed individuals are confident in the existence of well-defined processes within the company to address such needs, which can contribute to a supportive work environment for mental health concerns.

**Q6) Are there specific measures in place to address the impact of work-related stress on mental health at Haldiram?**

Views	Percentage	Responses
Yes	86.3%	69
No	2.5%	2
Not Sure	11.3%	9

6. Are there specific measures in place to address the impact of work-related stress on mental health at Haldiram?

80 responses



**INTERPRETATION:**

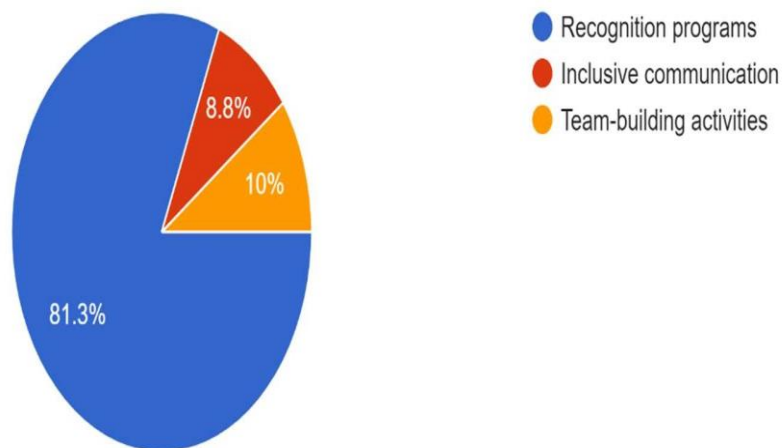
The majority of respondents, representing 86.3%, perceive that there are specific measures in place at Haldiram to address the impact of work-related stress on mental health. This suggests that a significant portion of the surveyed individuals believe the company has initiatives or policies aimed at mitigating the negative effects of stress on employees' mental well-being.

**Q7) How does Haldiram promote a positive and supportive work culture regarding mental health?**

<b>Views</b>	<b>Percentage</b>	<b>Responses</b>
Recognition programs	81.3%	65
Inclusive communication	8.8%	7
Team-building activities	10%	8

7. How does Haldiram promote a positive and supportive work culture regarding mental health?

80 responses



**INTERPRETATION:**

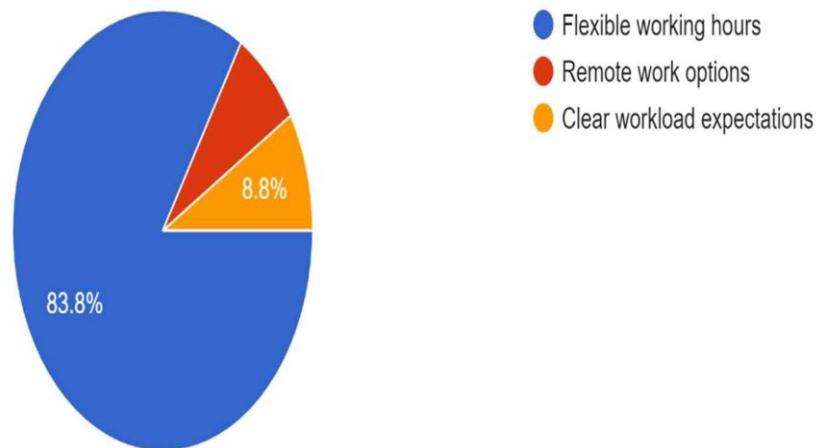
The majority of respondents, accounting for 81.3%, perceive that Haldiram promotes a positive and supportive work culture regarding mental health primarily through recognition programs. This suggests that many employees believe that the company's acknowledgment and appreciation of their efforts and achievements contribute significantly to fostering a positive environment for mental well-being.

**Q8) How does Haldiram encourage a healthy work-life balance to support mental well-being?**

Views	Percentage	Responses
Flexible working hours	83.8%	67
Remote work options	7.5%	6
Clear workload expectations	8.8%	7

8. How does Haldiram encourage a healthy work-life balance to support mental well-being?

80 responses



**INTERPRETATION:**

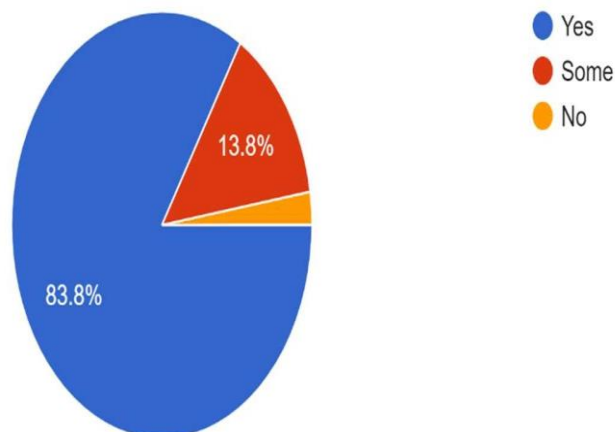
The majority of respondents, comprising 83.8%, perceive that Haldiram encourages a healthy work- life balance primarily through flexible working hours. This indicates that many employees value the flexibility to manage their work schedules according to their personal needs and priorities, which can contribute significantly to reducing stress and promoting mental well-being.

**Q9) Does Haldiram make special arrangements for employees with mental health issues?**

<b>Views</b>	<b>Percentage</b>	<b>Responses</b>
Yes	83.8%	67
Some	13.8%	11
No	2.5%	2

9. Does Haldiram make special arrangements for employees with mental health issues?

80 responses



**INTERPRETATION:**

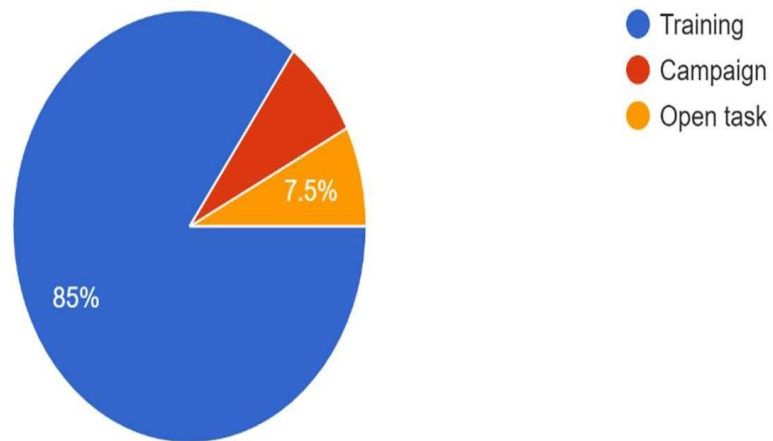
The majority of respondents, comprising 83.8%, perceive that Haldiram does make special arrangements for employees with mental health issues. This indicates that a significant portion of employees believe that the company takes proactive steps to accommodate and support individuals dealing with mental health challenges, which can contribute to a more inclusive and supportive workenvironment.

**Q10) How does Haldiram fight against stigma about mental health?**

<b>Views</b>	<b>Percentage</b>	<b>Responses</b>
Training	85%	68
Campaign	7.5%	6
Open task	7.5%	6

10. How does Haldiram fight against stigma about mental health?

80 responses



**INTERPRETATION:**

The majority of respondents, comprising 85%, perceive that Haldiram fights against stigma about mental health primarily through training. This suggests that many employees believe that the company's efforts in educating staff about mental health issues and promoting understanding and empathy play a crucial role in combating stigma surrounding mental health in the workplace.

**CHAPTER VI**  
**FINDINGS & SUGGESTIONS**



## **FINDINGS & SUGGESTIONS:**

### **❖ Findings:**

- 1) The study predominantly attracted participants aged 18-25, comprising 94% of responses, with limited representation from older age groups.
- 2) 80% of respondents claim to be "Very Aware" of Haldiram's mental health policies, indicating substantial awareness among surveyed individuals regarding the company's approach to mental health.
- 3) 91.3% of respondents categorize mental health in the workplace as "Very Important," underscoring widespread recognition of its significance among surveyed individuals.
- 4) 66.3% of respondents strongly believe in the company's prioritization of employee mental health, reflecting a high level of confidence in the organization's commitment to this aspect of employee well-being.
- 5) 86.3% of respondents perceive clear procedures for mental health accommodations requests at Haldiram, indicating confidence in well-defined processes that contribute to a supportive work environment for mental health concerns.
- 6) 86.3% of respondents perceive specific measures at Haldiram to address work-related stress on mental health, indicating belief in the company's initiatives or policies aimed at mitigating its negative effects on employees' well-being.
- 7) 81.3% of respondents perceive Haldiram's promotion of a positive work culture for mental health primarily through recognition programs, indicating belief in the significant contribution of acknowledgment and appreciation to fostering mental well-being.
- 8) 83.8% of respondents perceive Haldiram's encouragement of a healthy work-life balance primarily through flexible working hours, highlighting the value placed on schedule flexibility in reducing stress and promoting mental well-being.
- 9) 83.8% of respondents perceive that Haldiram makes special arrangements for employees with mental health issues, indicating a belief in the company's proactive support, fostering inclusivity and a supportive work environment.
- 10) 85% of respondents perceive that Haldiram combats stigma about mental health primarily through training, indicating a belief in the importance of educating staff to promote understanding and empathy, crucial in combating workplace stigma.

❖ **Suggestions:**

- **Increase Awareness:** Implement regular awareness campaigns and training sessions to educate employees about mental health issues, available resources, and destigmatize seeking help.
- **Improve Communication:** Enhance communication channels to ensure all employees are informed about mental health policies, support services, and how to access them.
- **Expand Supportive Measures:** Consider expanding the range of supportive measures available, such as counseling services, mental health workshops, or employee assistance programs.
- **Flexible Work Arrangements:** Offer more flexible work arrangements beyond flexible hours, such as remote work options, to accommodate diverse needs and promote work-life balance.
- **Strengthen Workload Management:** Provide training for managers to effectively manage workloads and prevent burnout among employees, ensuring clear workload expectations and fair distribution of tasks.
- **Foster a Supportive Culture:** Encourage open discussions about mental health in the workplace, promote peer support networks, and recognize and reward efforts to support mental well-being.
- **Employee Feedback Mechanisms:** Establish mechanisms for employees to provide feedback on mental health initiatives, ensuring continuous improvement and responsiveness to evolving needs.
- **Mental Health First Aid Training:** Offer mental health first aid training to employees to equip them with the skills to identify, support, and refer colleagues who may be experiencing mental health challenges.
- **Address Stigma:** Develop targeted campaigns and initiatives to address stigma surrounding mental health, fostering a culture of acceptance, understanding, and support.
- **Evaluate and Monitor:** Regularly assess the effectiveness of mental health policies and initiatives through employee surveys, focus groups, or other feedback mechanisms, and adjust strategies accordingly to ensure ongoing improvement and alignment with employee needs.

**CHAPTER VII**  
**CONCLUSION**

## **CONCLUSION:**

In the critical study examining the policies and strategies adopted by Haldiram Company for the mental health of its employees, a robust framework emerges that underscores the organization's dedication to fostering a supportive workplace culture. The research indicates a noteworthy level of awareness and acknowledgment among employees regarding mental health policies, underscoring the importance attributed to this aspect within the company. Haldiram's proactive stance is evident through the implementation of supportive measures such as clearly defined procedures for requesting accommodations and targeted interventions aimed at alleviating work-related stress. Furthermore, the company's initiatives to promote work-life balance, exemplified by flexible working hours, and its proactive efforts to combat stigma through training programs and awareness campaigns reflect a holistic approach to employee well-being.

However, the study also identifies areas for enhancement, particularly in communication and awareness-raising regarding available mental health resources. While Haldiram's efforts are commendable, there remains a need for more comprehensive dissemination of information to ensure all employees are aware of the support mechanisms available to them. By addressing these areas and continuously refining its approach, Haldiram has the opportunity to further strengthen its commitment to employee mental health, fostering an environment where individuals feel valued, supported, and empowered to prioritize their well-being.

After the analysis of the following data, it can be concluded that Null Hypothesis (H<sub>0</sub>) i.e. There is no impact of mental health program offered by Haldiram on employee's job satisfaction is rejected and Hence, Alternative Hypothesis (H<sub>1</sub>) i.e. There is impact of mental health program offered by Haldiram on employee's job satisfaction. is accepted in this research.

**CHAPTER VIII**  
**REFERENCES**

## **REFERENCES:**

### **BOOKS:**

1. "Mental Health and Wellbeing in the Workplace" by Gill Hasson and Donna Butler.
2. "Mental Health and Work: An Indian Perspective" edited by Alok Sarin and Sanjeev Jain.
3. "Mental Health at Work: India Country Profile" by the International Labour Organization (ILO).

### **Website:**

- <https://www.haldirams.com/>
- <https://haldiram.com/>
- <https://www.shrm.org.in/>
- <https://www.mhfi.org/>

## **Annexure**

## Annexure

### Questionnaire

1] Name: - \_\_\_\_\_

- 2) **In which age group do you belong?**
  - a) 18-25
  - b) 26-35
  - c) 36-45
  - d) 46 and above
  
- 3) **How aware are you of mental health policies at Haldiram?**
  - a) Very Aware
  - b) Somewhat Aware
  - c) Not Aware
  
- 4) **How would you rate the importance of mental health in the workplace?**
  - d) Very Important
  - e) Moderately Important
  - f) Not Important
  
- 5) **Do you believe that the company values and prioritizes employee mental health?**
  - g) Strongly Agree
  - h) Agree
  - i) Disagree
  - j) Strongly Disagree
  
- 6) **Are there clear procedures for employees to request mental health accommodations at Haldiram?**
  - a. Yes
  - b. No
  - c. Not sure
  
- 7) **Are there specific measures in place to address the impact of work-related stress on mental health at Haldiram?**
  - a. Yes
  - b. No
  - c. Not sure



**8) How does Haldiram promote a positive and supportive work culture regarding mentalhealth?**

- a. Recognition programs
- b. Inclusive communication
- c. Team-building activities

**9) How does Haldiram encourage a healthy work-life balance to support mental well-being?**

- a) Flexible working hours
- b) Remote work options
- c) Clear workload expectations

**10) Does Haldiram make special arrangements for employees with mental health issues?**

- a) Yes
- b) Some
- c) No

**11) How does Haldiram fight against stigma about mental health?**

- a) Training
- b) Campaign
- c) Open task