

Examining the Impact of Occupational Health and Employee Well-Being on Sustainable Organisational Growth: An Empirical Study of the Tiruppur Textile Industry

Bharathi kannamma V¹, Durgamani M.K², Swaminathan R³, Madhangi R⁴

^{1,2,3,4}Srinivasa Ramanujan Centre, SASTRA Deemed University

Abstract:

The current study found a relationship between occupational health in India and the long-term development prospects of textile facilities in Tiruppur. The goal of the study is to provide an understanding on how occupational health and safety laws affect workers' well-being and promote the continued existence of organizations. The present investigation found a relationship between occupational health in India and the long-term development prospects of textile facilities in Tiruppur. The goal of the study is to provide understanding on how occupational health and safety laws affect workers' well-being and promote the continued existence of organizations. A standardised questionnaire filled out by 550 employees served as the main basis for the descriptive and analytical investigation. To identify the relationships among key variables, the analysis uses statistical methods. These findings highlight the significant impact occupational health has on employees' long-term development and well-being. The importance of employees' well-being improves the effects of occupational health on sustainability objectives. The study found that, organisations that maintain the greatest emphasis on healthy workplaces, employee well-being, and supportive environments are better positioned to attain sustained success. By offering specific information from the textile industry and practical suggestions for enhancing workplace procedures and ensuring long-term organisational performance, this strengthens the repository of contemporary studies.

Keywords: Occupational health, Employee well-being, Sustainable Growth, Textile industry, Tiruppur

1. Introduction

The “Knitwear capital of India” is Tiruppur, which is essential to the country’s textile industry. This textile industry generates numerous employment opportunities and produces over 90% of the nation’s textile exports. The textile industry has evolved from a traditional, labour-intensive sector to one that is defined by revolutionary, modern technology and is an outstanding achievement. In its initial stages, production was based primarily on handlooms and tiny cottage housing units, where output was limited to artisanal skills. Machines replaced manual operations as a result of industrialisation, which increased factories and made mass production possible. The development of textile hubs like Tiruppur was made possible by Post-independence improvements and economic liberalisation in India, which increased the industry’s competitiveness internationally. Today’s textile business is connected with automation, worldwide supply networks, and environmental practices, in contrast to earlier times. But during every stage of development, the important role of employees remains unchanged. Employees are essential to perform operations, maintain quality standards, and deliver on-time production. They are now employed in semi-skilled and tech-related jobs instead of manual labour. Additionally, employees encourage initiatives for sustainable development, innovation, and workplace safety. As a result, the productivity, well-being, and engagement of its workers continue to be crucial to the textile industry’s profitability and long-term survival. Driven by favourable economic conditions, technological advancements, and global demand, the sector has evolved from small enterprises into an enormous industrial hub. Considering the industry’s contribution to the economy, it experiences significant obstacles. These consist of adverse workplace conditions, disagreements about wages, and environmental issues. The method of processing textiles requires a lot of water and contaminates

the environment. For the Tiruppur textile sector to diversify progressively and maintain its competitive edge in the worldwide market, it is crucial to use current innovations, sustainable procedures, and fair labour practices [1]. In the Tiruppur textile industry, Occupational health is more essential for safeguarding employees from hazards and ensuring their well-being, productivity, and sustainable industrial growth. Employees in the textile sector are often exposed to various kinds of hazards while at work, including toxic substances, dust, vibrations, and prolonged days of work. These elements might have an undesirable effect on their mental and physical well-being, which could end up in decreased productivity and greater absenteeism. Therefore, implementing suitable health and safety norms at work is necessary for both organisational efficiency and employee well-being [2]. The basis of employee well-being is occupational health because a secure workplace, together with effective health services, significantly improves employees' mental and physical well-being, and this in turn promotes their overall quality of life. Employee well-being is a crucial factor that influences organisational performance, and subsequently encompasses work-life balance, job satisfaction, mental health, and good health. Productivity and organisational development are boosted by a cheerful, driven, and healthier staff. On the contrary, sadness, poor morale, and elevated employee turnover may result from unattractive working conditions and excessive stress levels [3]. In the textile sector, where businesses are required to maintain social responsibility and adopt environmentally friendly methods in addition to achieving economic success, sustainable growth has become increasingly important in recent years. Sustainable growth places a strong emphasis on ethical business practices, good waste management, energy conservation, and resource efficiency. Businesses can improve their long-term performance and increase their chances of long-term success while retaining a competitive edge in the global market by incorporating these ideas [4]. The overall achievement of textile businesses is dependent on the interdependence of sustainable growth, employee well-being, and occupational health. Employee satisfaction increases in an environment that is secure and healthy at work, which promotes productivity and encourages sustainable business operations [5]. Although its importance, this connection has not attracted much comprehensive research, especially regarding Tiruppur's textile units. To provide insights for improving workplace environments and ensuring long-term organisational success, this study will explore the effects of occupational health and employee well-being on sustainable growth in textile units.

1.1 Research Methodology

This research investigation employs a descriptive and analytical research design to examine the connection that exists between employee well-being, occupational health, and sustainable growth in Tiruppur's textile industry. The descriptive design can assist in understanding the present situation regarding Tiruppur's textile sector. The interconnections between the research's key variables are determined utilising the analytical design because the investigation is based on numerical data collected by means of predetermined measurements, and that is quantitative in nature. Primary as well as secondary data are employed in the study. A structured questionnaire with a five-point Likert scale is carried out to gather primary data from employees in Tiruppur's textile businesses. The data collected is based on the responses presented by the employees, ranging from strongly disagree to strongly agree with the statement about the study's parameters. Sustainable Growth, Employee well-being, Occupational health, and Demographic profiles of the employees are included in the questionnaire. Employees in Tiruppur's textile industries represent the study's population. The convenience sampling is applied to choose a sample of 550 participants. Because the researcher can contact respondents who are ready to share their opinions. Employees from various domains, such as spinning, dyeing, and clothing, serve as the research sample. Only those who have more than six months of work experience are considered for the study, since these employees are expected to possess adequate working expertise.

1.2 Statement of the Problem

Tiruppur's textile industry is essential to its economic development, employment creation, and successful exports. Nevertheless, workers in textile units frequently face challenging work environments, which can

negatively impact occupational health and overall employee well-being. At the same time, as the global emphasis on sustainability grows, textile units must adopt environmentally responsible practices while maintaining productivity and profitability to stay competitive. Despite the important role of these factors, no comprehensive investigation has been conducted on how employee well-being and occupational health affect sustainable growth in the Tiruppur textile industries. To ensure a healthier workforce and long-term organisational performance, this study examines the relationship between these characteristics and suggests opportunities for improvement.

1.3 Objectives of the Study

1. To study the level of Occupational health and safety practices in textile units.
2. To infer the impact of Occupational health on employee well-being
3. To examine employee well-being in terms of physical, mental, and social aspects.
4. To evaluate the Sustainable practices adopted by textile units.
5. To explore the relationship between occupational health, employee well-being, and sustainable growth in Tiruppur textile units.
6. To make recommendations on ways to enhance sustainability, employee welfare, and workplace wellness.

2. Background and Legal Framework

2.1 Review of literature

2.1.1 Occupational Health

Occupational Health and Safety is essential for improving sustainable organisational outcomes. It exhibits occupational health and safety's major function of enhancing organisational procedures and increasing sustainability. Further, it indicates efficient safety and health procedures, together with efforts to improve employee well-being, lead to better long-term performance. To attain sustainable growth, firms need to integrate management and occupational health [6]. Occupational health and safety includes both physical health and the concept of "health harm of work," which explains how workplace problems can adversely affect an employee's health. The indirect approach that work expansion might negatively impact employee well-being through rising health risks and long-term illness. These negative health consequences are significant indicators of unfavourable work environments and may also be related to sustainability objectives. Effective occupational health standards are therefore crucial to protecting employees' health and fostering long-term business growth [7].

2.1.2 Employee Well-Being

Employee well-being is regarded as an essential component of enhancing employee productivity and corporate achievement. Human Resource practices play an essential role in the multidimensional dimension of well-being and highlight how crucial employee well-being is as a mediator between organisational success and HRM strategies [8]. As per the study, employee well-being in textile units includes social, emotional, physical, and financial well-being. Additionally, it shows how incentives like bonuses, provident funds, health insurance, and easily accessible grievance mechanisms all significantly strengthen employees' feelings of security and satisfaction. Optimal workplace resources such as fitness clubs, cost-effective food, and daycare centres also improve employees' physical and mental health. Although employees were largely fulfilled with their jobs, challenges with regular transportation, high temperatures, and unemployment still exist. The findings revealed that employee well-being is not only a fundamental responsibility but also has a major impact on organisational sustainability and productivity [9]. Green HRM strategies that promote long-term organisational resilience and environmental responsibility enhance sustainable growth. It emphasises that supporting work environments and recruiting eco-friendly personnel may increase

sustainability and employee retention. Such methods support ethical, social, and environmentally good organisational development [10].

2.1.3 Sustainable Growth

Corporate sustainability performance emphasises how necessary it is to implement strategic Human Resource Management strategies for sustainable growth. Economic sustainability is the most important aspect of sustainability, which includes social, environmental, and economic components. The result supports the assumption that integrating sustainability into employee engagement, talent management, and performance evaluation can result in organisational policies by developing a comprehensive strategy that links HRM strategies with sustainability outcomes. Companies need to consider this viewpoint carefully if they intend to ensure balanced development through sustainable employment practices [11]. The investigation shows that integrating financial, environmental, governance, and employee-related sustainability strategies leads to sustainable growth. It explains how sustainable HRM methods improve long-term performance and assure balanced development in the textile industry, confirming that they have a major positive impact on organisational sustainability [12].

2.2 Conceptual Framework

Figure 1



The relationship between Occupational Health, Employee Well-Being, and Sustainable Growth is demonstrated by the conceptual framework, which suggests that Occupational Health acts as the fundamental variable influencing Employee Well-Being, which in turn contributes to accomplishing Sustainable Growth. Occupational Health includes fundamental elements like Safety measures, Hygiene, Training, and a healthy work environment, each of which ensures that employees feel comfortable both physically and mentally at work. When businesses successfully execute such procedures, they generate a supportive work environment that enhances the employees' overall health. The framework takes into consideration a work-life balance, motivation, stress levels, and job satisfaction as drivers for employee well-being. Improving occupational health conditions can benefit employees' well-being by reducing tension, stimulating motivation, and increasing satisfaction levels. Better employee engagement and experience are the results. The framework's ultimate objective is sustainable growth, which involves social responsibility, economic stability, and environmental principles. Employee well-being increases the ability to support company objectives, which promotes long-term sustainability.

3. Analysis and Interpretation

Table 3.1: Demographic details

Demographic Variable	Category	Frequency	Percentage %
Age Group	20-25	112	20.3
	26-30	80	14.55
	31-35	78	14.18

	36-40	80	14.55
	41-45	94	17.09
	46-50	106	19.27
Gender	Male	285	51.82
	Female	265	48.18
Experience	1-5 years	151	27.45
	6-10 years	135	24.55
	11-15 years	137	24.91
	16-20 years	127	23.09
Job role	Workers	260	47.27
	Supervisors	120	21.82
	Technicians	90	16.36
	Managers	80	14.55
Department	Garment	180	32.73
	Spinning	140	25.45
	Dyeing	120	21.82
	Finishing	110	20.00

Inference

Table 3.1 represents a broad demographic profile of the respondents, which includes age, gender, experience, job role, and department. The result shows that the largest proportion of respondents falls under the age group of 20-25 (20.3%), followed by 46-50 years (19.27%) and 41-45 years (17.09%), representing a balanced age distribution. Gender parity is proven by the relatively greater percentage of male respondents (51.82%) as compared to female respondents (48.1%). A significant number of respondents (27.45%) have 1-5 years of experience, then by 11-15 years (24.91%) and 6-10 years (24.55%), revealing a range of job experience. With respect to job roles, workers occupy the most substantial group (47.27%), followed by managers (14.55%), technicians (16.36%), and supervisors (21.82%). The garment segment is the most prominent department (32.73%), next to spinning (25.45%), dyeing (21.82%), and finishing (20.00%). Overall, the data demonstrates a sample that is distributed equally across different demographic categories, thereby ensuring the research's accuracy.

Table 3.2: Factor loadings, construct reliability, and convergent validity

Constructs	Items	Outer Loadings	Cronbach's alpha	Composite reliability	Average variance extracted (AVE)
Occupational Health	OH1	0.78	0.89	0.92	0.59
	OH2	0.81			

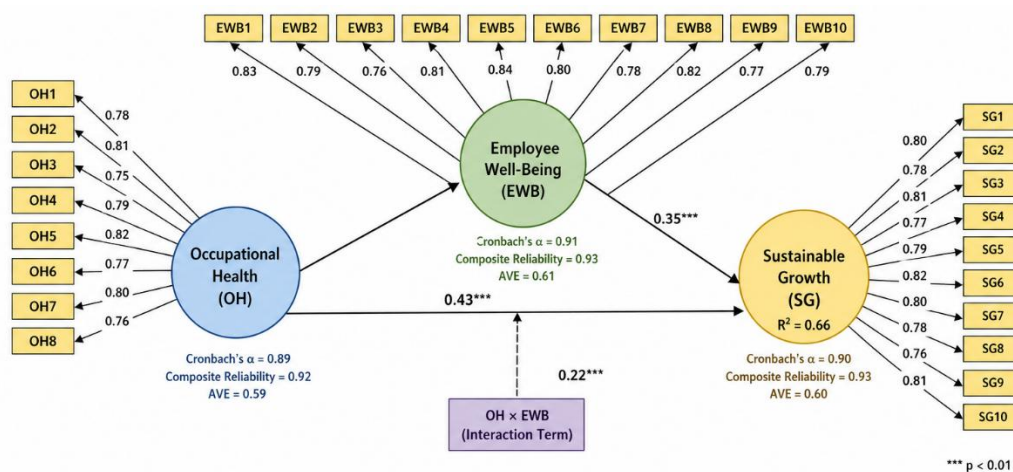
	OH3	0.75			
	OH4	0.79			
	OH5	0.82			
	OH6	0.77			
	OH7	0.80			
	OH8	0.76			
Employee Well-being	EWB1	0.83	0.91	0.93	0.61
	EWB2	0.79			
	EWB3	0.76			
	EWB4	0.81			
	EWB5	0.84			
	EWB6	0.80			
	EWB7	0.78			
	EWB8	0.82			
	EWB9	0.77			
	EWB10	0.79			
Sustainable Growth	SG1	0.80	0.90	0.93	0.60
	SG2	0.78			
	SG3	0.81			
	SG4	0.77			
	SG5	0.79			
	SG6	0.82			
	SG7	0.80			
	SG8	0.78			
	SG9	0..76			
	SG10	0.81			

Inference

The results of factor loadings, construct reliability, and convergent validity for the constructs Sustainable growth, Employee well-being, and Occupational health are demonstrated in Table 3.2. The results showed that all item outer loadings are greater than the recommended threshold of 0.70, confirming an acceptable metric reliability for each construct. Specifically, the loadings for Occupational Health, Employee Well-Being, and Sustainable Growth fall within reasonable ranges, showing that the items precisely reflect the relevant constructs. All constructs have Cronbach's alpha values of more than 0.70 for internal coherence,

indicating high reliability. Strong internal coherence between the measured items is additionally verified by the composite reliability values, which are similarly greater than the specified threshold. Every constructs have Average Variance Extracted (AVE) values more than 0.50, demonstrating permitted convergent validity. The results obtained indicate that each idea represents an important portion of the observed variance in its indicators. Overall, the measurement model shows sufficient validity and reliability, emphasising that it is suited for further standard structural research.

Figure 2



Inference

In Figure 2, with Cronbach's alpha values of 0.89 for occupational health, 0.91 for Employee well-being, and 0.90 for sustainable growth, PLS-SEM analysis demonstrates the model's strong internal consistency and dependability. This demonstrates the strength of the model. The strong measurement dependability is displayed by the high composite reliability ratings of 0.92, 0.93, and 0.94 respectively. Their convergent validity is indicated by their AVE values of 0.59 (OH), 0.61 (EWB), and 0.60 (SG). Since every indicator loading is higher than 0.75, make sure that the measurement items' constructions have a strong correlation with one another. The well-being of employees is significantly influenced by Occupational health. According to a path coefficient of 0.43, occupational health directly contributes to sustainable growth. Employee well-being and sustainable growth are closely related, as shown by 0.35. These results imply an employee health and well-being are the main drivers of sustainable growth. The interaction term (OH + EWB) has a significant moderating influence, as indicated by the value of 0.22. The relationship between Occupational health and sustainable development is expected to be reinforced by employee well-being. Higher levels of Employee well-being, therefore have a positive impact on growth outcomes. Since R^2 is 0.66 for Sustainable growth, it is highly significant. 66% of the difference in sustainable growth can be explained by the model. Both direct impact and interaction effects between the constructs are supported by these findings. Essentially, the model shows that both employee welfare and occupational health are necessary for long-term organisational growth.

Table 3.3: Discriminant validity (HTMT) ratio

Constructs	Value
OH → SG	0.68
EWB → SG	0.72
OH × EWB → SG	0.70

Inference

The structural interconnections between Sustainable Growth, Employee Well-Being, and Occupational Health are highlighted in Table 3.3. With a value of 0.68, the data illustrate that occupational health strongly influences organisational sustainability and has a significant beneficial effect on sustainable growth. Likewise, with a value of 0.72, Employee well-being shows a slightly greater positive influence on Sustainable growth, demonstrating its crucial role in fostering sustainable results. Additionally, an essential mixed impact on sustainable growth is demonstrated by the relationship between occupational health and employee well-being (0.70). This means that enhanced employee well-being and reliable occupational health practices collaborate to enhance sustainability performance. Ultimately, the results reveal that there are significant direct and indirect influences that support sustainable growth. The results obtained illustrate how necessary it is to integrate employee-centred programs to accomplish long-term organisational sustainability.

Table 3.4: Fornell-Larcker Criterion Table

Constructs	OH	EWB	SG
Occupational Health	0.768		
Employee Well-Being(EWB)	0.542	0.781	
Sustainable Growth	0.618	0.587	0.775

Inference

Using the Fornell-Larcker standard, Table 4 illustrates the constructs discriminant validity. The results reveal that every construct's square root of the Average Variance Extracted (AVE) is more significant compared with the related cross-construct relationships. Additionally, with respect to correlations with other variables, occupational health (0.678), Employee well-being (0.781), and Sustainable Growth (0.775) show higher correlations. Occupational Health and Employee Well-Being (0.542) and Sustainable Growth (0.618) are two constructs whose correlations are still below their corresponding AVE square roots. In the same manner, the inverse relationship (0.578) between sustainable growth and employee Well-Being is also below the threshold required. The results obtained validate the concept that each construct is different. Overall, the results demonstrate that the measurement model has acceptable discriminant validity.

Table 3.5: Hypotheses testing results

Path	Path Coefficient	Standard Error	T-Value	P-Value	Result
OH → EWB	0.508	0.056	9.071	0.000	Significant
OH → SG	0.582	0.041	14.195	0.000	Significant
EWB → SG	0.205	0.040	5.083	0.000	Significant
OH → EWB → SG	0.466	0.051	9.137	0.001	Significant

Inference

The results of the hypothesis testing for the relationship between sustainable growth, employee well-being and occupational health are summarised in Table 3.5. The results strengthen the hypothesised relationship by demonstrating that occupational health had a significant and beneficial effect on sustainable growth (Path Coefficient =0.582, $t = 14.195$, $P < 0.000$). Similarly, Sustainable growth has a significant impact on employee well-being (Path coefficient=0.205, $t = 5.083$, $p < 0.000$). Moreover, there is a moderating

influence, evidenced by the positive and considerable interactions between occupational health and employee well-being (Path Coefficient = 0.508, $t = 9.071$, $p = 0.000$). All hypotheses have been confirmed to be supported by considerable t -values and p -values under the minimum threshold.

Table 3.6: R Square and Q square result

Construct	R Square	Q Square
Sustainable Growth	0.66	0.42

Inference

The R-squared and Q-squared values for an internal construct of Sustainable Growth are displayed in Table 3.6. The findings demonstrate that R^2 is 0.66, indicating that a significant portion of the variability in sustainable growth may be explained by occupational health, employee well-being, and their relationship. This reveals that the model has an adequate level of explanation. Furthermore, the model's Q^2 value of 0.42 is greater than zero, demonstrating significant analytical significance. A model's excellent predictive performance is also evident from its relatively high Q^2 value. Everything taken into consideration, these findings validate that the model has considerable explanatory and predictive capacity for sustainable Growth.

4. Results and Discussions

H1: The SEM analysis's results illustrate that occupational health significantly boosts employees' well-being (Path coefficient = 0.508, $t = 9.071$, $p < 0.000$). Improved health and safety at work policies will lead to enhanced levels of employee well-being, considering that the existence of an extremely large t -value shows that there is a significant statistical significance. The results imply that occupational health cannot be entirely accountable for employee well-being, despite the significance of the relationship. Other variables, like job stress, are unlikely to be included in consideration. As an outcome, the businesses should enhance the protection of the workplace setting, ensure adequate medical amenities, and create a favourable environment for employee welfare.

H2: A vital component when assessing sustainable growth is employee well-being. Employee well-being and sustainable growth are closely related (Path coefficient = 0.205, $t = 5.083$, probability statistically significant). Furthermore, it indicates that satisfied and psychologically competent employees make more significant contributions to the long-term sustainability of the business. Compared to other directions, this shows that the effect of employee well-being on sustainable growth is modest but not predominant (0.205). To accomplish sustainable growth, management needs to set a framework for standard wellness programs, such as stress reduction, work-life balance initiatives, and employee engagement.

H3: There is a high correlation between sustainable growth and occupational health (Path coefficient = 0.582, $t = 14.195$, and $p = 0.00$). The high t -value reveals a strong connection between a safe and healthy work environment and long-term business sustainability. Although the strong correlation, it indicates that firms are potentially too dependent on occupational health measurements while ignoring other important sustainability parameters, including technology, creativity, and environmental practices. To achieve better sustainable growth outcomes, organisations should focus on investing in occupational health policies and procedures, conducting periodical safety inspections, and carrying out precautionary measures.

H4: The connection between occupational health and sustainable growth is mediated by employee well-being. Though there's minimal proof of partial mediation effect, occupational health has a significant indirect impact on sustainable growth through employee well-being (Path coefficient = 0.466, $t = 9.137$, and $p = 0.01$). It is concluded that occupational health has an indirect impact for enhancing employee well-being and a direct impact on sustainable growth. Employee well-being is inadequate to completely clarify the association between occupational health and sustainable growth because of the partial mediation. To achieve sustainable growth, organisations must combine employee well-being initiatives with occupational health policies.

5. Suggestions

1. Setting priorities for Occupational Health practices requires a safe and clean working environment.
2. Offering safety training programs and regular health checkups is necessary for improving employee knowledge and minimising workplace risks.
3. Incorporating strategies such as stress mitigation, counselling, and work-life balance for employees is extremely important for management.
4. Employee Motivation and morale will boost when fair compensation, rewards, and welfare programs are offered.
5. Developing employee engagement and involvement within an organisation is largely dependent on engaging them in decision-making.
6. Policies about employee well-being and occupational health need to be implemented together for the best possible results.
7. The textile sector wants to adopt measures to reduce waste and energy usage.
8. The working environment and employee well-being activities are required to be frequently monitored and evaluated by the top management.
9. Over time, Productivity may be maintained by investing in employee training and development programs.
10. Organisations have to maintain a protective environment that encourages sustainability, health and safety.

6. Conclusion

The occurrence in the textile sector was influenced by employee well-being, and this study examined how occupational health affected sustainable growth factors. The findings of the research clearly showed that occupational health is crucial for promoting organisational sustainability and enhancing employee well-being. In addition to reducing work-related risks, maintaining a safe and healthy workplace environment boosts employee engagement, satisfaction, and productivity.

The findings further demonstrate that a key component in promoting sustainable growth is employee well-being. Employee engagement, motivation, and productive contributors to the company all grow with improved mental and physical health. This emphasises how significant employee-centred strategies are to achieving a successful organisational future.

The results additionally point out that the significance of employee well-being is in creating a link between sustainable growth and occupational health. By improving employee well-being, occupational health serves as an indirect way to promote sustainability. Instead of differentiating these elements, organisations should combine them into an integrated comprehensive strategy.

The study concludes that a balanced emphasis on employee well-being and occupational health is necessary for sustained growth. Long-term performance, retention, and sustainability are more likely to be achieved by businesses that place a high value on employee well-being and safe working conditions. The results offer crucial information for managers, researchers, and regulators in their efforts to create a more sustainable and healthful workplace.

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