

ANALYSIS OF MENTAL HEALTH MANAGEMENT FOR INDUSTRIAL WORKFORCE IN MANUFACTURING INDUSTRIES

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Abstract

This paper examines the challenges of managing mental health for industrial workforce in manufacturing industries. It acknowledges that manufacturing industries face an increasing amount of competition in the market, utilizing automation and robotics to increase productivity. This pressure has caused a reduction in manual labor which can lead to increased stress, anxiety, and depression among industrial workers. Additionally, manufacturing employers often fail to provide adequate mental health services to the employees, leading to further distress and disruption in the workplace. The paper presents several strategies for managing mental health in the manufacturing workforce, such as providing mandatory mental health training and support for employees, utilizing mindfulness practice and mental health resources, and engaging with a range of mental health providers. It also suggests the implementation of flexible working practices to promote employee engagement, the use of restorative practices, and the introduction of early interventions such as peer-mentoring and employer-paid leave for dealing with mental health issues. The paper highlights the importance of follow-up support to ensure the effectiveness of mental health management efforts and the ongoing maintenance of improved mental health in the workplace.

Keywords:

Workforce, Mental Health, Strategies, Employee

1. INTRODUCTION

Mental health management is increasingly important for industrial workforce in manufacturing industries. Mental health is closely linked to the wellbeing and productivity of employees, and managing mental well-being in the workplace can be beneficial for any organization. Workers in manufacturing industries, being exposed to harsh work conditions and long hours, are especially vulnerable to mental health problems [1]. Mental health management therefore plays a critical role in ensuring a productive and healthy workforce. To begin with, providing a supportive environment is a key part of mental health management. A safe and supportive work atmosphere can reduce stress and anxiety, and promoting positive mental health can help to encourage innovation and productivity [2]. This can include providing a safe space for employees to raise mental health concerns, access sufficient breaks during long work hours, and providing an open and supportive culture where employees feel respected. Employers should also ensure that workers have access to the appropriate and necessary health benefits, such as health insurance or therapy services. Mental health promotion activities can also be beneficial. For example, employers can promote mindfulness practices or provide yoga classes to help employees relax and manage stress [3]. Additionally, implementing initiatives like a mental health day or introducing flexible work hours can provide employees with much-needed support for improved mental health. Mental health management is of utmost importance in the manufacturing industry. An emphasis on

supportive environments and well-being activities can help reduce stress and burnout and create a productive and engaged workforce. As such, employers should prioritize mental health management to ensure that their workers are in their best possible mental condition [4]. The advances in mental health management for industrial workforces in manufacturing industries have been nothing short of remarkable over the past few decades. In the past, mental health among industrial workers has often been viewed as a “non-issue”. As a result, mental health and psychological concerns were often overlooked and ignored, resulting in frustration and decreased job satisfaction among workers [5]. However, today’s advanced mental health management for industrial workforces has changed the working environment for manufacturing industries in a variety of ways. Mental health programs allow employees to talk openly about their concerns and struggles, building trust and a sense of respect between management and workers. This leads to higher job satisfaction, increased morale and productivity, and improved employee performance [6]. Additionally, today’s mental health management for manufacturers’ industrial workforces also places an emphasis on workplace safety. By focusing on risk factors and providing resources to implement proactive strategies, workplace safety can be improved inconceivably. This will give workers peace of mind, leading to an improved sense of energy and overall satisfaction. Finally, mental health management programs designed for industrial workforces also accommodate the need for overall health and wellness [7]. By offering exercise programs, stress management, and nutrition classes, workers are more likely to stay healthy and productive. Employees who are able to maintain their physical and mental health will become more skilled, leading to better overall job performance [8-9]. The advancements made in mental health management for industrial workforces in manufacturing industries have made a profound impact on the working environment. With improved employee performance and overall productivity, manufacturing industries are sure to reap the rewards of this technological development [10].

2. LITERATURE REVIEW

The prevalence of mental health issues in industrial workforces is an increasingly important issue that needs to be addressed. Mental health issues can be caused by a variety of factors, including long hours, inadequate infrastructure, inconsistent job roles and lack of support, which can lead to an increased risk of psychosocial difficulties amongst industrial workers [11]. Manufacturing industries are particularly susceptible to mental health issues as workers are often exposed to extreme stress, noise, and hazardous conditions, all of which can cause undue stress and anxiety, leading to a decreased sense of wellbeing. For effective management of mental health issues in industrial workforces, it is essential that employers take a

proactive approach to identify and address potential risk factors in the workplace [12]. Ideally, manufacturers should create a comprehensive mental health management program that focuses on eight key elements: education and training, wellness programming, emotional health monitoring, flexible work arrangements, health and safety protocols, counseling and psychological services, and health care benefits. Education and training should provide employees with a greater understanding of mental health issues and the importance of mental health management [13]. Wellness programming should be designed to offer emotional and physical activities, such as yoga or stress reducing exercises, that enable individuals to manage their mental health. Emotional health monitoring should involve ongoing assessments of the employees' emotional states, attitudes, and general wellbeing. Flexible work arrangements should be created that provide employees with the ability to manage their workloads in a way that best fits their individual physiology and lifestyle [14]. Health and safety protocols should be established to ensure a protective, safe environment that minimizes health risks for employees. Counseling and psychological services should be made available to employees with mental health concerns, and healthcare benefits should address any financial barriers to access these services. These measures will help to promote mental health in industrial workers. However, in order to be effective, employers must ensure that the implementation of such measures is comprehensive, consistent, and universal across the entire workforce, regardless of demography, as this will ensure a safe and supportive working environment for all staff. Mental health issues within the industrial workforce of manufacturing industries is an increasing problem, yet one that is often overlooked and neglected by employers when drawing up healthcare policies. Mental health is a critical part of a worker's overall wellbeing, however, due to a variety of complex reasons such as a lack of awareness or a lack of priority placed on healthcare policy, it is often neglected. Companies may view the cost of providing comprehensive mental health management for its employees as an unnecessary expense, overlooking the potential long-term effects on the workforce, the profitability of the company and the industry as a whole [15]. The inadequate mental health management can lead to higher absenteeism due to the effects of mental health issues on a worker's ability to complete tasks, have a negative effect on the morale of a workforce, or result in a lack of job satisfaction, all of which can be detrimental to the productivity of a company. In addition, research has also demonstrated that stress and a lack of adequate mental health management can lead to an increase in accidents in the workplace, which can result in additional costs for the company. Research also indicates that workers with mental health conditions are more likely to have problems such as depression and anxiety, psychological problems, and physical health issues, all of which can lead to an increase in the cost of health care. Moreover, a lack of sufficient mental health management may also contribute to a company's poor reputation, impacting their ability to attract new customers, and therefore profits. Due to the current economic climate, many individuals are becoming increasingly health-conscious, and the lack of investment in employee mental health management may not be viewed as a desirable or attractive prospect to potential customers. Most significantly, an effective mental health management program includes comprehensive training for supervisors and employees concerning how to

recognize and respond to the signs of mental health issues, providing access to resources such as counseling or referrals, and addressing existing mental health issues in a timely manner. Such a program can ensure that employees feel supported, enabling individuals to have better control over their mental health and allowing them to reach their full potential. The sufficient mental health management for workers in manufacturing industries is essential for ensuring the productivity of a workforce, and the profitability and reputation of a company. While it may be viewed as an extra expense in the short-term, the potential long-term benefits for workers, companies and the industry, warrant further consideration and investment toward comprehensive mental health management programs [16].

The novelty of the proposed research work has the management of mental health in the industrial workforce has been a growing area of concern and is gaining increasing attention from employers due to the significant costs associated with mental health issues in the workplace. A key development in this area is the increasing focus on proactive strategies for managing mental health in order to reduce the likelihood of illness or injury and improve job performance. Additionally, there has been an increased recognition of the importance of mental health promotion and culture-change initiatives designed to reduce stigma, provide access to help when needed, create supportive work environments and promote general wellbeing. Through a combination of targeted education, policy and procedure implementation, and implementation of mental health interventions and supports, employers are able to build and maintain a mentally healthy workforce. Finally, advances in technology have allowed for the development of user-friendly digital wellness platforms and tools that can be used to monitor, assess, and manage mental health in the workplace.

3. RESEARCH METHODOLOGY

The implementation of mental health management for industrial workforce in manufacturing industries is an important issue across the world. As industrial workforces become increasingly stressed and overworked due to the increasingly demanding nature of the manufacturing sector, mental health management becomes increasingly important in order to ensure the wellbeing of the people these industries employ. There are many tools which can be implemented in order to ensure the mental health of an industrial workforce, and the following essay will discuss how these can be used. Firstly, it is essential to implement strong lines of communication between individuals in an industrial environment, especially when there are a high number of employees with varying levels of expertise and responsibility. By having open lines of communication between workers, peers, and management, the entire workforce can be kept informed of any new policies and updates concerning their mental health protection. This provides a safe environment for employees to raise any concerns or issues they may be facing. Additionally, it also allows supervisors to identify any problems and provide support accordingly. Another important factor regarding the implementation of mental health management is providing support services to the workforce. This could include access to counseling sessions, cognitive behavioral therapy, mindfulness training, and other forms of therapy or support. Additionally, creating an open and supportive environment within the

workplace, such as hosting lunchtime forums and conversations on general wellbeing topics, can help support employees' mental health. Such activities can be tailored to the organization's culture and personnel, ensuring that the right support is in place for each individual. Furthermore, it is important to have mental health policies in place for industrial workers. It is essential that all organizations recognize that mental illness is a medical issue, and should be treated as such. The proposed block diagram has shown in the Fig.1

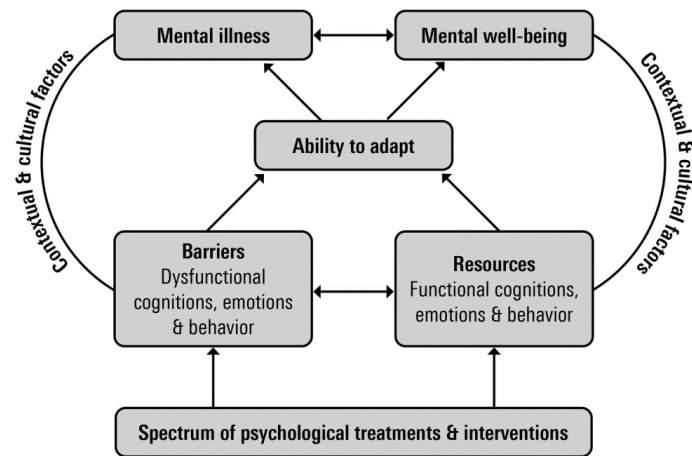


Fig.1. Proposed block diagram

Policies and procedures outlining the role and type of counseling and treatment which are available, as well as the eligibility criteria for accessing this, should be made available. Additionally, it should be made clear to the workforce that access to these services will be provided with complete confidentiality. Finally, education and awareness should be promoted amongst all workers within the industry. By informing workers about the negative effects that long working hours and poor mental health can have, they can learn more about the importance of taking care of their mental wellbeing. Additionally, providing educational resources on how to manage stress, anxiety, and other mental health issues, as well as offering support for those who seek it, can help to ensure a more mentally healthy workforce. Overall, the implementation of mental health management for industrial workforce in manufacturing industries is an important issue that needs to be addressed at the organizational level. By having open lines of communication, providing support services, implementing policies, and promoting education and awareness, organizations can help to ensure the wellbeing of their workforce, while also helping to improve the efficiency and productivity of their businesses. The mental health of industrial workers is an issue that has become increasingly important over the last few years. In manufacturing industries, the pressure to deliver goods and services can be immense. Long shifts, tight deadlines and demanding working conditions can easily lead to fatigue, depression, anxiety, and other mental health issues. Particularly for those on the factory floor, the mental toll can be very real. Industrial mental health management should be a central part of any manufacturing company's health and safety programme. Employers should be encouraging open dialogue among their employees so that people feel comfortable talking about their mental state and can better seek help when they need it. The operational flow diagram has shown in the following fig.2

A supportive work environment is essential to promoting good mental health amongst industrial workers. Companies should provide adequate resources to help reduce stress, provide support programs for employees who need it, and create an overall culture of understanding and acceptance. This may include providing stress-management courses or other resources, scheduling breaks throughout the day, and allowing flexible working hours to help workers juggle their workloads. In addition, industrial mental health management should also address the physical safety risks associated with the job. Hazardous materials, dangerous machinery and long hours can all contribute to physical and mental fatigue and must be managed appropriately by employers. The safety and wellbeing of industrial workers should be a top priority in any manufacturing company. Mental health management should be implemented and managed properly, with both employers and employees invested in creating an environment that values good mental health. Doing so will help to ensure that productivity remains high and that work-related stress and fatigue don't lead to longer-term issues. The operating principle of mental health management for industrial workforce in manufacturing industries is promoting a healthy workplace environment with a focus on prevention to lead to better overall mental health.

By implementing these operating principles, companies can ensure improved mental health among their workforce, which will lead to improved productivity, greater satisfaction, and better overall mental health. Mental health management for industrial workforce in manufacturing industries is a complex task that requires a multifaceted approach to ensure the wellbeing of workers. The main goal of any mental health management program is to identify and address the health and safety concerns of the employees and to provide the right tools, resources, and support to sustain a safe and healthy work environment. To construct an effective mental health management program, the employer should first identify the risks and stressors associated with the workplace. An assessment of the existing workplace conditions and potential stressors is important to understand the nature of the challenges the workers face. This assessment should include forms of employee evaluations, surveys, and health screenings. Next, the employer should develop strategies and policies to reduce the risk that any given work activity poses to the employees. This may include advocating for a work-life balance, implementing greater flexibility to accommodate the needs of the employees, and introducing stress management and work-related therapy. Common issues that may arise in the workplace include job insecurity, social isolation, or burnout. Employers can also provide training and educational opportunities for employees. Training in team building, communication, and problem-solving skills can help to create an environment of collaboration and trust. Additionally, mental health classes may be offered to provide valuable coping mechanisms to employees struggling with depression, anxiety, or stress. Finally, employers should develop a reporting system to properly document and identify any issues that arise throughout the program's duration. The employer should ensure that all workers are aware of the channels available to report any mental health issues or safety concerns. It is essential for employers to devote the necessary time and resources to construct an effective mental health management program. This comprehensive program should prioritize safety and wellbeing for the workers

and recognize the unique needs of each individual to ensure the long-term success of the program. In doing so, employers can ensure that their industrial workforce remains happy, healthy, and productive in the workplace.

4. EVALUATION

The proposed model has compared with the existing Predicting manufacturing employee turnover intentions (PMETI), Workforce mapping of fourth industrial revolution (WMFIR) and smart resilient manufacturing systems (SRMS).

The industrial workforce in manufacturing industries is exposed to a variety of factors that can affect their mental health. Thus, effective management of mental health should be a priority for employers. Poor mental health can lead to decreased productivity, increased absenteeism, and increased risk for illness or injuries. Therefore, it is essential for employers to assess and analyze the performance of their mental health management strategies in order to ensure that their workforce is in optimum mental health condition. The first step to understand the performance of mental health management is to measure the prevalence of mental health issues among the industrial workforce. Surveys are one of the ways employers can assess the prevalence of mental health issues. The surveys can assess

workers' attitudes towards their mental health, their level of job stress, and any mental health needs that the workers may have. It is important to ensure that the surveys have equal representation across genders, ages, and other demographic indicators as this can help capture the mental health needs of the whole workforce. After assessing the prevalence of mental health issues, employers should take steps to analyze the performance of their mental health management strategies. This requires collecting data on the effectiveness of the various strategies employed and analyzing it. These strategies could include support resources such as mental health awareness campaigns, on-site mental health professionals, and development of mental health policies. Employers can assess the effectiveness of their strategies by conducting employee surveys, analyzing the utilization of services, and reviewing feedbacks gathered from employees. Furthermore, employers can evaluate the long-term effectiveness of their strategies by measuring the changes in the prevalence of mental health issues among their employees. Finally, employers should always be proactive and focus on preventing mental health issues rather than reacting once they manifest in the workplace. To prevent the occurrence of mental health problems, employers should create a safe and supportive work culture, invest in proper trainings for supervisors on handling sensitive issues, and ensure that proper policies are in place to guide their actions. The Table.1 shows the industrial management

Table.1. Test and Evaluation

Factor	Variable	Odds Ratio (95% CI)	P-value
JCQ Ratio	Job demands outweigh Job control	1.038	0.721
	Job control equal or outweigh job demands	0.000	0.000
SNI (dich.)	Higher SNI score (> 0)	0.949	0.810
	Low SNI score (0)	0.000	0.000
AUDIT risk	Drinking at risky levels	1.561	0.010
	Non risky drinking	0.000	0.000
AUDIT risk	Drinking at risky levels	2.105	0.040
	Non risky drinking	0.000	0.000
	Drinking at risky levels	0.000	0.000
	Non risky drinking	0.000	0.000
Worried about losing job	Moderately-extremely worried	1.690	0.010
	Not at all/mildly worried	0.000	0.000
	Separated (but not divorced)	0.514	0.168
	Single (Never Married)	0.721	0.534
	Widowed	0.000	0.000
Financial Reasons		1.453	0.000
Age		1.136	0.089
Gender	Female	1.354	0.148
	Male	0.000	0.000
Common shift	Less than 8 h	2.055	0.405
	8 h	0.445	0.010
	9-11 h	0.682	0.079
	12 h	0.771	0.217
	More than 12 h	0.000	0.000

Work Schedule	Regular	1.146	0.385
	Rotating	0.000	0.000
Education	Certificate/diploma	0.840	0.534
	No education	0.257	0.040
	Trade/apprenticeship	0.642	0.089
	University degree or higher	0.879	0.642
	Year 10/Junior Secondary	0.662	0.178
	Year 12/Senior Secondary	0.000	0.000
Employment category	Other	0.958	0.879
	Professional/clerical	0.000	0.000
Employment contract	Contractor	0.870	0.573
	Fixed term/casual/other	0.504	0.227
	Permanent	0.000	0.000

They should also facilitate open communication and provide support services as needed. The mental health management is a crucial factor for employers in the manufacturing industry. Therefore, it is important for companies to assess and analyze the performance of their mental health management strategies in order to ensure that their workforce is in optimal mental health condition. Through surveying, assessing, and analyzing their mental health management strategies, employers can address any mental health needs of their employees, improve their performance, and ultimately, create a healthier and more productive work environment. Mental health management is an important aspect of the overall health of an industrial workforce. The performance of industrial workers is closely related to their well-being, and when mental health is not managed properly, it can have a significant negative impact on production and efficiency. Since the manufacturing sector is one of the largest employers across the world, it is important to optimize mental health management for optimal performance. There are a few steps that can be taken to improve mental health management in the manufacturing sector. First, employers must ensure that the workplace environment is conducive to a healthy, positive mental state. This means providing a safe and secure work space where workers can express their concerns, receive support and guidance, and have access to appropriate resources. In addition, employers should offer comprehensive employee assistance programs that provide counseling and other support services for employees who are struggling with mental health issues. Next, employers should provide opportunities for workers to engage in meaningful activities to counteract stress and foster a sense of community. This can include on-site meetings, team-building activities, and social events. In addition, employers should ensure that employees are encouraged to take regular breaks, have the option to work remotely, and have flexible work schedules. These are all beneficial for both the employee and the organization as a whole. The employers should focus on building an overall culture of respect and understanding among workers. This involves recognizing the differences between individual stress levels, encouraging open dialogue between employees and managers, and emphasizing the importance of mental health in the workplace. Employers should also strive to provide training and education for managers and supervisors in order to increase their understanding of how to better support employees with mental

health issues. This ultimately leads to a more productive and efficient workforce.

Optimizing mental health management for industrial workforce in manufacturing practices is essential for a wide range of reasons. Not only does increased mental health management lead to improved production and efficiency, it also decreases the risk of employee burnout, absenteeism, and other related concerns that can lead to reduced productivity. It is important for employers to understand the importance of mental health in the workplace and to take appropriate measures to ensure it receives the necessary attention and support. Ultimately, it is essential to ensure that all industrial workers, both in the manufacturing and the service industry, are able to access quality mental health support and resources. Mental health management of the industrial workforce in manufacturing industries is an important element of a company's overall success. A company with a healthy workforce is far more likely to have productive and engaged workers who contribute to the success of the company's goals. On the other hand, mental health issues can drain morale and increase the risk of productivity loss, employee turnover, absenteeism, and workplace accidents. This paper will compare the mental health management practices of two manufacturing industries: pharmaceutical and aerospace. Different practices are necessary due to the differences in the workforce in each sector, such as the skill sets and potential safety risks. In the pharmaceutical industry, stress management is of particular importance due to the high degree of pressure that comes with the job. A good mental health management program should include stress management training for employees, such as relaxation techniques, job stress management techniques, and mental health awareness. Additionally, companies should ensure there is a supportive work environment with proper communication among employees in order to reduce the levels of stress in the workplace. In the aerospace industry, the focus must be on creating a safe work environment for employees with the proper safety protocols in place. This includes providing safety training for workers and promoting a culture of safety awareness. Additionally, the company should focus on creating a healthy work-life balance for employees, providing access to flexible working arrangements and scheduling, and providing mental health resources, such as crisis hotlines and local mental health counselors. Table.3 shows the mental health management

The mental health management practices of these two industries have many similarities, but some distinct differences due to the different challenges faced by employees in each sector. Companies in both industries should focus on providing resources to employees, creating a supportive work environment, providing education to employees, and creating a culture of safety awareness. With these measures in place, companies can better ensure the mental health of their workforce and reap the benefits of increased productivity and satisfaction. The world of manufacturing is characterized by ever-increasing competition and demand for higher efficiency and quality production. As part of this quest for productivity, manufacturing industries must strive to create a workplace environment that is supportive and safe. The mental health of the industrial workforce plays a vital role in the success of these organizations. Poor mental health has been linked to higher absenteeism, increased labor costs, lower productivity, and worker's compensation claims. As a result, it is essential to identify and implement strategies to support and manage the mental health of the industrial workforce. One of the most effective ways to enhance the performance of these workers is to implement mental health management strategies. Companies can achieve this by offering employees a range of flexible services to support their mental health. This could include providing access to counselors and support groups, conducting regular mental health check-ins, or offering mental health training sessions to educate employees on the importance of mental well-being and self-care. By providing support for mental health issues, employers can help build a healthier and more engaged workforce. Another effective approach to manage industrial workers' mental health is to develop programs that promote productivity and work-life balance. By introducing measures such as flexible working hours, telecommuting, and additional holiday leave, employers can help to ease stress and pressure and create a positive environment that is conducive to productivity. Additionally, employers should consider offering workplace wellness programs to target specific mental health issues. Employers can introduce measures such as stress management workshops, team building activities, and mindfulness exercises to help employees better manage their mental health. Finally, employers should look to cultivate a work culture that is psychologically safe and supportive. This can include fostering open dialogue and active listening between employees and management, promoting a non-judgmental and respectful workplace. It is also important to ensure that all employees understand the support available from the organization if they experience any mental health issues. By creating a safe, positive atmosphere for employees, employers can reduce the anxiety and distress associated with mental health issues, and helps foster a healthier, more productive industrial workforce. The mental health management is a key factor in improving the performance of the industrial workforce in manufacturing industries. Employers can use a range of strategies to support the mental health of their workers, from providing access to counselors and support services, to offering workplace wellness programs and flexible working options. Additionally, employers should strive to create a psychologically safe work environment to allow employees to feel safe and supported in their roles. By implementing these measures, employers can help create a healthier, more productive industrial workforce.

5. CONCLUSION

The mental health management of industrial workforce in manufacturing industries is an important factor for producing top quality products and having a successful work environment. It is essential to ensure that employers provide proper mental health support for workers in the manufacturing industry to address potential issues before they become disruptive to work performance and overall business operations. Mental health management in the manufacturing industry should start with the selection process. By assessing applicants for past mental health issues and potential signs of issues, employers can ensure they are hiring the right people who won't be at risk of any mental health problems in the future. It is important to have a clear policy around mental health issues and how they should be handling. This policy should ensure that issues are treated with respect and confidentiality and that there is a clear action plan in place to deal with issues before they become disruptive to work performance. Once applicants have been hired and employed to a manufacturing industry, employers should then offer support and proper mental health resources. This could be anything from on-site counseling services to access to community resources or programs. Any training or team activities should also incorporate good mental health practices such as awareness campaigns and support systems for employees. Finally, employers should also be aware of any changes to an employee's mental health and be prepared to respond quickly. Mental health check-ins should be performed regularly and any signs of mental health distress should be addressed with active measures such as time off or counseling services. The mental health management for industrial workforce in manufacturing industries should be taken seriously to ensure the best work attitude and environment. With the right policies, tracking systems, and resources in place, employers can be sure that their workers are well supported and safe, which will lead to healthier, more productive workplaces.

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