

Analyzing the Impact of Employee Well Being Programs on Productivity

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ABSTRACT

The Numerous studies and analyses have demonstrated that employee well-being programs greatly boost an organization's growth and productivity. This research is to conduct to determine the effectiveness among the staff well being programs that should significantly impact the performance among the staff or not. The wellness programs and initiatives helps the employees to maintain their health at very good and they experience joy when taking part in the company's employee well-being initiatives. This research study's primary goal is to ascertain how employee well-being initiatives affect an organization's overall performance. The significance of successfully implementing the organization's employee well-being programs is well demonstrated by this research study. The organization has to invest the employee wellness initiatives to keep their employees more hygiene and make happiness that significantly increase the productivity levels in the organization.

Keywords: Workforce Health, Employee Health Promotion Program, Productivity.

INTRODUCTION

“In today's corporate climate, businesses are witnessing a crucial and expanding relationship between overall success and employee satisfaction”. The employee wellness programs improves the positive work culture enhance the employee work satisfaction within the company has increased dramatically as a result.. The impact of employee well being initiatives is growing as employees struggle with the demands of today's complex workplace. The most common employee well being programs should be followed in every organizations are physical health improvement programs, mental health program, “work life balance program”, skill development and training program. The wellness programs are made a significant impact on return on investment and also increase the profitability of the organization. Understanding the potentially enormous impact that wellness and health initiatives may have is essential to this paradigm shift the production of workers. This is mainly due to the immediate impact on employee' engagement, working satisfaction and productivity. If the employees feel happy and get satisfied in their job which improves the performance of the employees' in the organization and also leads to increases the productivity of the organization. The employee well being programs increase the employee retention rate which leads to overall success of the organization. The employee well-being programs motivate the employee to engage in the work to achieve the goals and objectives of the organizations. Programs for health and wellness address many different subjects, including how to

manage stress, get mental health help, and follow food and exercise guidelines. These programs address current health concerns, they actively encourage employees to strive for a sense of total wellness..

OBJECTIVES OF THE STUDY

- To study impact of physical health improvement program to improve the quality of employees' life in the organization.
- Analyze how worker productivity is affected by mental health support programs.
- Raising the degree of work-life integration perception among employees will improve their job satisfaction.
- To look in to how the skill training and development programs improves the knowledge, worker ability, individual and team performance to maximize the productivity

REVIEW OF LITERATURE

Ward et al (2019) Researchers examine the information in this article to determine whether raising employee satisfaction increases productivity, which increases revenue for businesses. Research has demonstrated showing there is a substantial negative association with staff turnover and a large positive correlation with customer loyalty, employee engagement, and performance. More output is correlated with happier employees at the organizational level.

Altomonte et al (2020) Several studies have demonstrated the financial benefits of workplace wellness programs in relation to health care costs and productivity losses. Some academics contend, however, ought to consider non-financial aspects like the well being and atmosphere of their place of employment. These findings could serve as gauges for employee morale, workplace safety, and wellness.

Avgoustaki and Frankort (2019) The relationship between work done over time and work strength for both types of outcomes indicates the relationship between well-being and career-related work effort. Additionally due to job exertion, they increase the agency available for negotiating the trade-off between well-being and career-related outcomes.

Zhuang & Gadiraju (2019) As per the theory' of contented employees and efficient establishments, individuals and teams with higher well-being tend to perform better at work. They specifically look at how some actions, like being creative or helpful, both inside and outside of the workplace, affect a person's sense of well-being. Research on an individual's well-being that focuses on job satisfaction finds both cross-sectional and longitudinal relationships between performance and well-being. The mood in the office affects productivity, as the researchers find when taking the whole into account.

Gray et al (2019) The study examines the mental health of young employees in IT firms in the private sector. Both the company and the employee stand to gain from bettering the mental health of its workforce. Psychological well-being is a crucial aspect of overall well-being for young employees, as it is linked to improved happiness, emotional fulfillment, and physical health.

Ali Wang & Johnson (2020) This study's goal is to establish the foundation for the recently put forth idea of employee well-being in the hospitality industry from the viewpoint of front-line employees. This essay makes the case that front-line employees who are expected to keep their emotional cool in front of guests are less likely to suffer from burnout by relating the concept of employee well-being to the hospitality industry. Such work is characterized as emotional labor.

RESEARCH METHODOLOGY

“Both Quantitative and qualitative research has been carried out in the study”. An online poll and Google form were used to gather responses from a range of sectors. Using SPSS statistics software, the descriptive statistics were used to comprehend the relationship between the variables.

RESEARCH DESIGN

A descriptive research design is used throughout the research study. In order to notice and characterize the relationship between the variables, determine how employee well being programs increase productivity, gather information about sample preferences for decision making.

NON PROBABILITY SAMPLING METHOD

The Convenient sampling technique was used in this study is to be used to conduct the research across various organizations.

SNOWBALL SAMPLING

We have taken this sampling method as it can be used in quantitative research and it is a respondent driven sampling. The sample participants and additional individuals who may be interested in taking part in the research form the basis of the study.

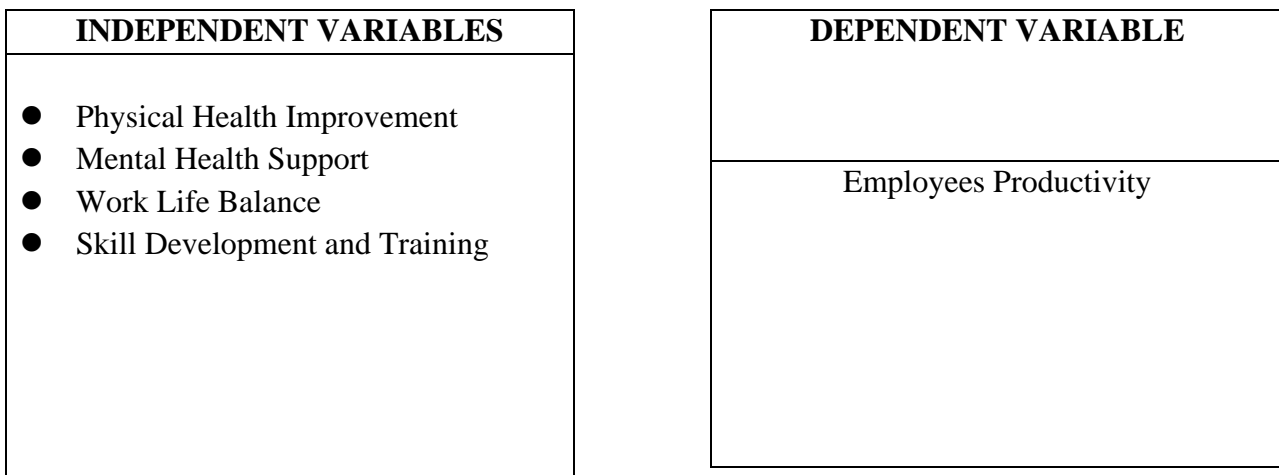
DATA TYPES

In this study, primary’ data and secondary’ data were also employed.

METHODS OF DATA COLLECTION

Using an online Google Form and a well-written questionnaire to gather primary data, the survey approach gathers secondary data’ from a range of articles that have been posted online in journals.

RESEARCH MODEL



DATA ANALYSIS AND INTERPRETATION

CORRELATION ANALYSIS

HYPOTHESIS

Null Hypothesis (H0): The variables of employee well-being programs and productivity are unrelated.

Alternative Hypothesis (H1): The variables of employee well-being programs and productivity are related.

Correlations					
		Physical Health	Mental Health	Work life Balance	Training Development
Physical Health	Pearson Correlation	1	.824**	.805**	.781**
	Sig. (2-tailed)			<.001	<.001
Mental Health	Pearson Correlation	.824**	1	.858**	.839**
	Sig. (2-tailed)	<.001		<.001	<.001
Work life Balance	Pearson Correlation	.805**	.858**	1	.885**
	Sig. (2-tailed)	<.001	<.001		<.001
N		250	250	250	250
Training Development	Pearson Correlation	.781**	.839**	.885**	1
	Sig. (2-tailed)	<.001	<.001	<.001	

INTERPRETATION

The significant value is less than 0.005 we accept alternative hypothesis and there is relationship between the factors of employees well being programs on productivity. There is positive correlation between the factors of employees well being programs on productivity.

ANNOVA ANALYSIS

HYPOTHESIS

Null Hypothesis (H0): “There is no significant difference between the age and the significant value of the factors of employee well being on productivity”.

Alternative Hypothesis (H1): “There is no significant difference between the age and the significant value of the factors of employee well being on productivity”.

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Physical Health	Between Groups	11.917	4	2.979	.258	.904
	Within Groups	2824.627	245	11.529		
	Total	2836.544	249			
Mental Health	Between Groups	19.414	4	4.854	.419	.795
	Within Groups	2840.510	245	11.594		
	Total	2859.924	249			
Work life Balance	Between Groups	11.058	4	2.764	.218	.928
	Within Groups	3103.842	245	12.669		
	Total	3114.900	249			

Training Development	Between Groups	56.483	4	14.121	1.198	.312
	Within Groups	2888.961	245	11.792		
	Total	2945.444	249			

INTERPRETATION

There is no difference in the effects of employee well-being programs' components on productivity between age groups, as the significant value of these factors is more than 0.05.

SUMMARY OF FINDINGS

- The vast majority of employees’ in the automobile sector. They think that the company's initiative for employee well-being motivates them to work more productively.
- The majority of workers concur that Individuals that participate in wellness and health screening programs help the company maintain a steady level of productivity.
- The 40.4% of employees and 46.4% of employees strongly agree that “mental health support” service programs have a positive effect on employees' productivity.
- My research indicates that employees feel extremely motivated and happy when their firm provides regular counseling services for mental health issues and stress management programs.
- Employee satisfaction with their jobs is positively correlated with work-life balance, and this positively translates into increased productivity within the company.
- The employee well being program decrease the absenteeism level and improves the employee work happiness in the organization.
- The skill and training provided for the employees very useful for them to grasp the nature of work and execute their task inside the organization to the highest standard.
- Employees feel more happy and satisfied who are Participated in the organization's wellness initiatives.

DISCUSSION

This research study's main focus is on how employee well-being programs affect output. To increase the efficacy of productivity within the organization, the Employees Well-Being programs should be given top priority. The success of any business organization greatly varies on the contentment of its workforce. The research study unequivocally asserts that initiatives promoting employee well-being improve workplace dynamics and boost output. Gaining understanding of how employees profit from the Employees’ Well Being programs is made possible by this research. Employees that participate in wellness checks and health screenings have a better chance of maintaining consistent production levels inside the organization. This research study insights how the well-being programs significantly increase the way in which the workers performed and improves the productivity level in the company.

RECOMMENDATION

- To provide separate hours for the employees to get relax to alleviate tension and concentrate on their task, employees should find solace in their work.
- To prevent physical health issues and absenteeism among employees, the firm should offer flexible working hours.
- To analyze the skill gap among the staff and identify the low performing employees provide the ski-

Il training to the employees to improve their work performance and productivity.

- The organization has conduct fitness programs for the employees' in the organization at regular intervals.
- If the employees feel discomfort and have the personal issues in the company should identify the primary reason of the problem and provide free counselling for the employees' to get relief from the problems.
- Nutritious foods should be provided for the employees' to improve their health leads to increase in productivity.
- If the employees work in the night shift the organization should allocate sleeping hours of the employees' to avoid the health issues and get focus in their work.

CONCLUSION

The organization should invest in employee well being programs to create positive work environment, increase employees job satisfaction, employees retention, increase in productivity, Encourage staff members to perform better within the company. Insufficient ability to preserve a positive work-life balance leads to low output and discontent among employees. Employees may choose to eventually depart from the organization. The research study concludes that activities promoting employee well-being have a major impact on productivity growth inside a firm.

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