



A Study on The Impact of Health and Wellness Programme on The Employee's Productivity

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ABSTRACT

This study examines the impact of health and wellness programs on employee productivity. Through comprehensive research and analysis, it is evident that initiatives promoting employee well-being significantly contribute to enhanced workplace performance. The correlation extends beyond physical health to encompass mental well-being, job satisfaction, and overall engagement. The study highlights the substantial benefits of investing in health and wellness, emphasizing its role in fostering a motivated and resilient workforce. Findings indicate that organizations prioritizing holistic well-being initiatives cultivate a positive work environment, ultimately leading to increased productivity. This study emphasizes the strategic importance of considering employees' well-being as a fundamental component of organizational success, encouraging businesses to adopt comprehensive health and wellness programs to optimize workforce productivity and overall workplace dynamics.

Keywords: Health and Wellness Programme, Employee welfare, Productivity, Holistic Wellbeing

Introduction

Living a healthy lifestyle is the state of wellbeing. Wellness seeks to improve well-being; health refers to mental, bodily, and social well-being. Experts believe that the most important factors for leading a healthy lifestyle are exercise, a balanced diet, rest, and sleep. This is sometimes referred to as the "four pillars" of health. Maintaining a healthy balance between mental health and physical exercise is essential for maintaining physical strength.

In today's contemporary corporate landscape, companies are seeing consistently higher indispensable connection between worker satisfaction and overall performance. The emphasis on health and wellness initiatives has grown as workers grapple with the challenges of today's complicated work environments. An essential aspect of this paradigm shift is understanding the significant influence that wellness and health programmes may have on workers' output. Companies are realising the need of cultivating a culture of well-being in addition to the conventional focus on absenteeism and healthcare expenses. This is because it directly affects employee engagement, job satisfaction, and productivity.

Programmes for health and wellness cover a wide range of activities, from stress management and mental health assistance to diet and exercise counselling. These programmes aim to actively foster a comprehensive feeling of well-being among employees in addition to addressing current health concerns. As technology has advanced and work dynamics have changed, the global workforce has undergone changes. As a result, putting employee health first has become increasingly important for progressive and forward-thinking organizational policies.

Significance of Mental Wellbeing for the Employee Productivity

There has been a paradigm change in the modern workplace about the importance of employee productivity and mental wellness. Employers are beginning to recognise that a worker's mental health is not only essential to their general well-being but also directly affects how well they perform at work. Emotional, psychological, and social dimensions of mental health are included, and the importance of mental health in the workplace goes well beyond worker satisfaction. Workers who are in good physical and mental health are more likely to bring their best selves to work, which leads to enhanced attention, creativity, and resilience in the face of difficulties. As a result, putting in place health and wellness initiatives has become strategically crucial for businesses hoping to draw in top talent and develop a staff that flourishes in a long-term, supportive environment.

Organizational Wellness Programme

Organisational wellness programmes have had a dramatic journey over the years, reflecting a growing understanding of the holistic nature of employee well-being. At first, the main focus of these programmes was physical health; inactive lifestyles were addressed by providing incentives for fitness and screenings. But a turning point was reached when businesses saw how closely mental and physical health are related, which led to the growth of wellness

programmes to include stress management classes, mindfulness training, and employee support services. This change demonstrated that employee well-being is more than simply physical health. Wellness programmes later developed into all-encompassing well-being efforts that included social, financial, and communal well-being in addition to physical and mental health.

Organisations have embraced technology by using wearables and mobile applications to improve participation and offer tailored advice on well-being. The emphasis has also turned to preventative treatment, with programmes like wellness coaching and health risk assessments designed to detect and manage health issues early on. Since financial stress has a negative influence on general well-being, financial wellness has emerged as a key component of these programmes. Additionally, there has been a focus on inclusion and diversity, with wellness initiatives designed to meet the particular requirements of a varied workforce in terms of well-being.

In the most recent iteration, companies are using analytics to evaluate the efficacy of their programmes and customise efforts to the unique requirements of their workforce, placing a strong emphasis on data-driven decision-making. Wellness programmes are always evolving as businesses adjust to shifting work environments and employee expectations. They are adopting new technology and trends to support workers' overall health.

Wellness Programmes in Indian Context

In the Indian context, wellness programmes use a comprehensive approach that acknowledges the variety of demands related to employees' well-being. Cultural awareness is crucial, and programmes that include Indian-inspired exercises like yoga and meditation reflect this. Personalization and customization are essential for enabling staff members to customise their journeys towards well-being. Programmes offering webinars on mental health, virtual exercise courses, and tools for preserving work-life balance have become more prevalent as remote work has grown in popularity. Lowering healthcare expenses is a result of putting a focus on preventative treatment through health screenings.

There are several Employee Assistance Programmes (EAPs) that address both personal and professional difficulties and provide counselling and mental health help. Active engagement is encouraged by rewards, acknowledgment, and the promotion of conventional wellness practises. A sense of camaraderie is fostered by social and community engagement activities such as virtual team-building and group fitness challenges. Consistent channels of communication, such newsletters and workshops, inform staff members about the value of well-being and raise knowledge of relevant programmes. All things considered, these tactics are in line with cultural norms and support an environment at work that is welcoming and values the overall well-being of Indian workers.

Several Indian corporations have instituted various wellness initiatives aimed at enhancing the physical and mental welfare of their workforce. Here are a few instances of health programmes from well-known Indian businesses:

Infosys: My Wellness Programme: The well-known IT services provider Infosys has introduced "My Wellness," a holistic initiative that emphasises mental, emotional, and physical health. It consists of health examinations, mindfulness exercises, webinars on mental health, and physical challenges. The programme uses customised wellness programmes to incentivize staff members to put their health first.

Wipro: Be Well: The "Be Well" project from Wipro is a comprehensive wellness programme that includes dietary guidance, emotional and physical health care, and physical activity. It offers webinars on mental health, online fitness programmes, and workshops on nutrition. With tools for both professional and personal well-being, Wipro promotes a positive work-life balance.

Aditya Birla Group: ABG Wellness: The Aditya Birla Group promotes wellness through its "ABG Wellness" program. It integrates fitness challenges, health check-ups, and mental health awareness sessions. The program is designed to create a culture of well-being across the diverse businesses within the group.

Enhancing the health and well-being of personnel in Public Sector Units (PSUs) in India requires the implementation of comprehensive wellness programmes. These initiatives have to be carefully planned to take into account the special difficulties and demands faced by the public sector in India. The organizations in this sector have also played their part in working for the wellbeing of their employees. However, compared to the Private sectors the initiatives are not that extensive.

For instance, Indian Oil Corporation Limited (IOCL) regularly hosts health check-up camps for its staff members at each of its sites. These camps encourage early identification and preventative care by screening for common health conditions. The Employee Assistance Programme (EAP) of the State Bank of India (SBI) provides private counselling services to its staff members. This programme focuses on stress reduction and mental health care. Work-life balance is prioritised by National Thermal Power Corporation (NTPC), which provides flexible work schedules for specific positions. Recognising the demanding nature of the energy business, this programme seeks to assist staff members in striking a balance. Regular webinars on health and well-being themes are held by ONGC, the Oil and Natural Gas Corporation. These webinars give employees important health-related knowledge by covering topics like stress management, mental health awareness, and nutrition. Steel Authority of India Limited (SAIL) uses its 'Wellness Champion' programme to honour staff members who take part in wellness initiatives. Through this programme, those who actively participate in improving health and well-being are recognised and given awards.

Literature Review

Numerous scholarly publications and research studies provide insightful information about the factors influencing happiness at work and the Happiness Level Index. Kemakorn Chaiprasit and Orapin Santidhirakul (2011) found that relationships, work-life quality, and leadership were significant determinants in employees' pleasure at work. The study focused on workers in small and medium-sized businesses in Thailand. According to their findings, there are notable variations in job satisfaction depending on income and employment position. In their 2018 study, Thiruvankadam Thiagarajan and Sudarsan Jayasingh explored the factors that affect employee happiness in an IT company. They found that work-life balance, physical and mental health, and the manager-employee relationship had a significant impact on overall happiness. In their 2017 study on employee satisfaction in the Indian manufacturing sector, Namita and Dr. Narendra Singh found that relationships, work-life balance, and leadership were crucial components. Last but not least, a 2014 study by Hamidreza Barzegar Moghadam, Zahra Vazifeh, and Hamid Okati on the faculty at Zabol University of Medical Sciences revealed that a number of variables had a substantial impact on employee well-being, highlighting the multifaceted nature of happiness at work in a variety of settings. Together, these results add to a thorough knowledge of the variables influencing work-life balance, leadership dynamics, and relational elements of workplace satisfaction.

Research Methodology

Research methodology offers comprehensive details on the techniques and instruments utilised throughout the entirety of this investigation. The objective of this research is to study the impact Organizational Wellness Programmes on the Productivity of the employees of the organization. The following are a few technical facets of this study:

Research Design: Throughout the research study, a descriptive research design was used.

Sample Technique: For the purposes of this research investigation, a suitable sample procedure was used and for this study the researchers have used Convenient Sampling technique. With the use of a standardized questionnaire, primary data was gathered. The sample size of the study is 50.

Data Types: This research study made use of both primary and secondary data.

Methods of Data Collection: Survey method was used to gather primary data with the use of a well-written and organized questionnaire through google form. On the other hand, online journals different articles were used to gather secondary data.

Data Analysis: The data gathered was segregated refined and classified for analysis. The response to the questionnaire which is a structured close ended questionnaire underwent a descriptive statistic.

Study limitations: The study's findings are limited to PAN India; they could differ in other nations with economies that are more robust than our own. The sample size is another drawback.

Data Analysis & Interpretation

Both the quantitative data from secondary sources and all of the questionnaire's questions were subjected to descriptive statistics or percentage analysis in order to conduct the analysis of both types of data. This method allowed for the calculation of the percentage of respondents that fell into each question category.

Demographic Profiling

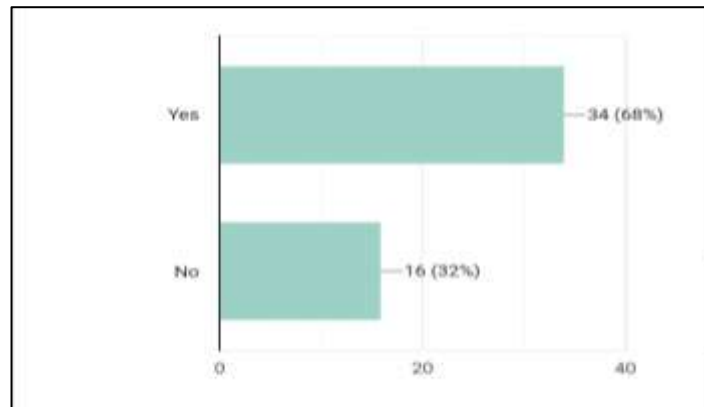
There has been an equal amount of percentage of respondents among the gender. Out of 50 responses we found that 47.9% of people have 0-5 years experiences, 29.2% of people have 6-10 years experiences, 14.6% of people have 11-20 years experiences and 8.3% of people have above 20 years experiences. Out of 50 responses 26.5% of people salary is 10000-25000, 2% of people salary is 25000-30000, 2% of people salary is 31000-40000 and 71.4% of people salary is above 40000.

Descriptive Analysis

Majority of the respondents considered that Employee Wellness is a significant factor in any organizations. Among the sample size most of the respondents are conscious about their health. Even 94% of the respondents agreed that they are suffering with stress that is affecting their personal life and 98 percentage among them agreed that they are interested in attending a wellness program and it would be more appealing if it is conducted in the office hours.

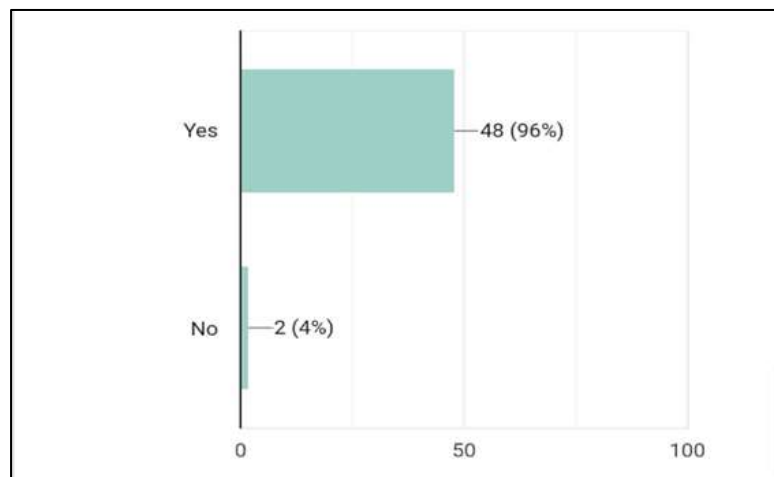
Snack break during your work hours

Frequent snack breaks, such as those offered by Employee Well-being Programmes (EWPs), can be a productive working practice. These breaks provide workers a chance to refresh, refuel, and promote a good work atmosphere. Including nutritious food during these intervals improves productivity and cognitive performance in addition to fostering physical well-being. As per the study 68% employee agreed that they would like to prefer snack breaks and agreed that it triggers their productivity.



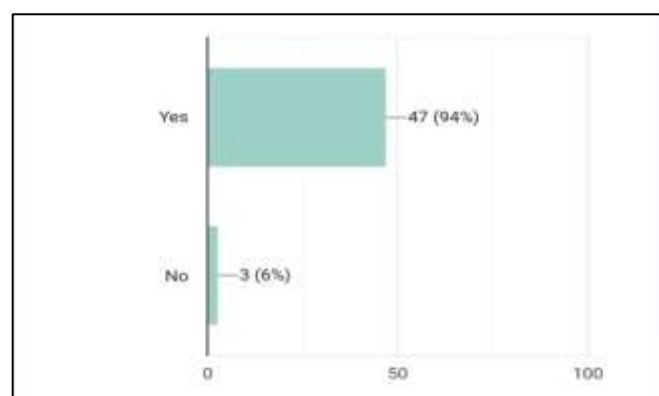
Institutional based Insurance Plan

The integration of an Institutional-based Insurance Plan into an Employee Well-being Programme (EWP) has the potential to greatly improve workers' job satisfaction and general well-being. This kind of insurance plan, which is supported by the organization, offers extensive coverage beyond what is usually offered by health insurance. It provides a strong safety net for workers and their families and may include life insurance, disability coverage, and other auxiliary benefits. The insurance plan's effective integration into the EWP depends on communication and education about its features and advantages. The analysis clearly shows that 96% of respondents agreed that to the presence of the Institutional-based Insurance Plan, which indicates that majority of the organizations have institutional based insurance plan.



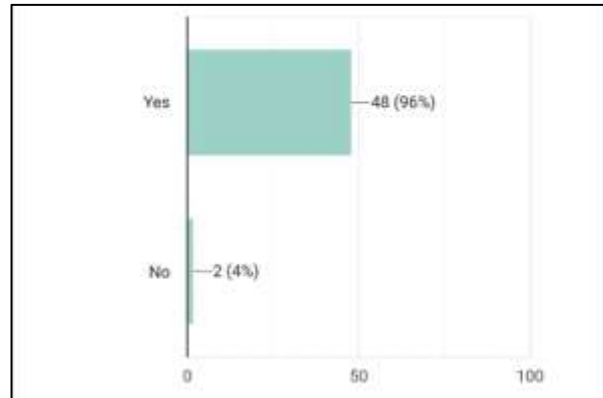
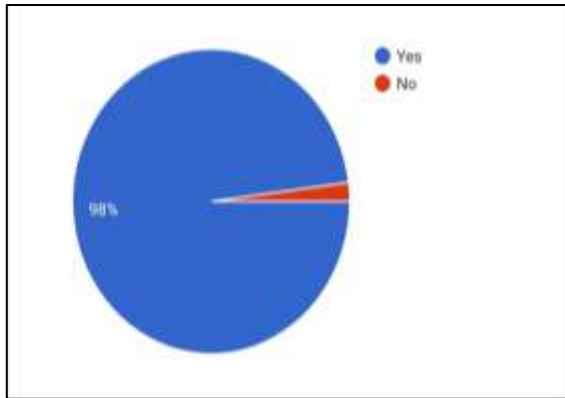
Workplace Stress

Employee productivity is severely hampered by workplace stress, which also increases absenteeism and impairs focus and decision-making. When job happiness drops, work quality suffers and overall productivity declines as a result. The study also highlights the growing stress (94% of the respondents) in different workplaces and there is a dire need for different sessions meant for reducing workplace stress. Organizations must place a high priority on stress management in order to develop a resilient workforce. This is done by creating a supportive work environment that promotes employee well-being and maintains peak performance.



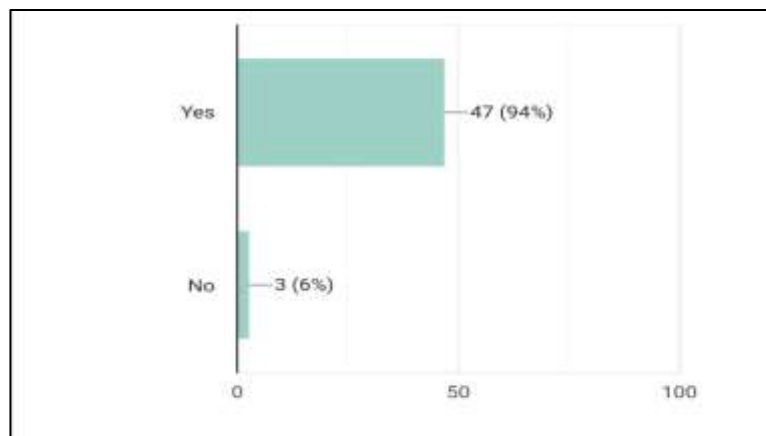
Interest towards Employee Welfare Programme

Employee welfare programs receive positive responses (98 percent). The respondents have agreed that such programmes help in enhancing job satisfaction and loyalty. These initiatives demonstrate the organization's commitment to employee well-being, fostering a positive work culture. Employees appreciate their support, contributing to a healthier and more engaged workforce. The respondents have also shown their interest in these programmes to be conducted during office hours.



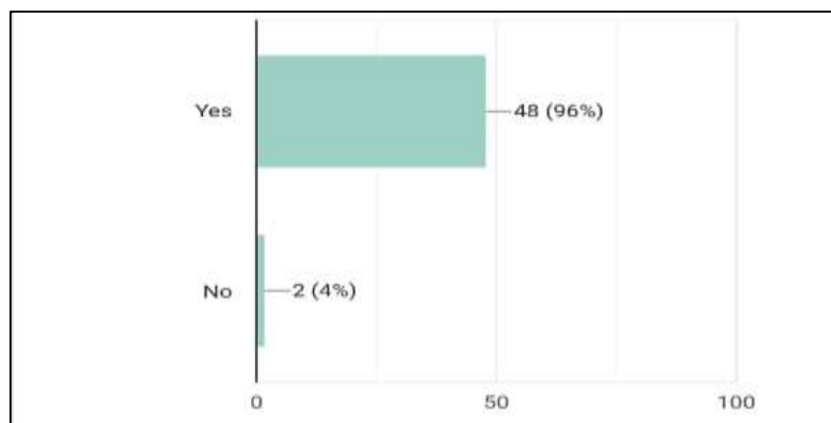
Maternity Leave provision

Maternity Leave as part of an Employee Well-being Program (EWP) is a crucial provision, supporting work-life balance and fostering employee welfare. 94% of the respondents agreed with the essentiality of this provision. It demonstrates a commitment to the health and family needs of employees, contributing to a positive workplace culture and enhancing overall job satisfaction.



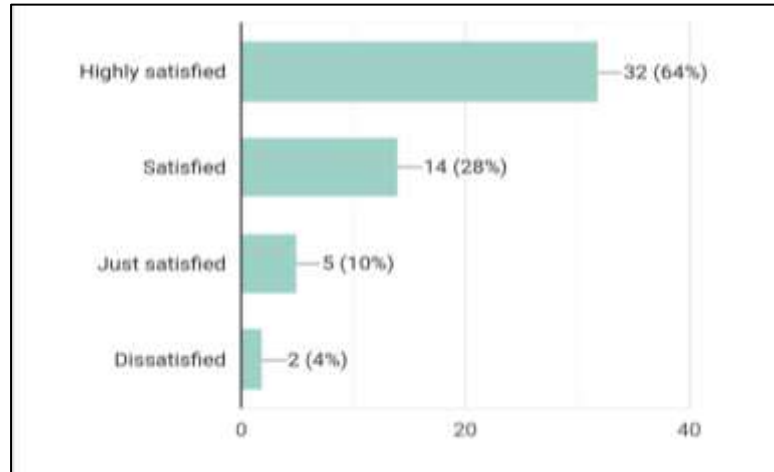
Health card Provision

Health card provisions within an Employee Welfare Program offer invaluable healthcare support, underscoring the organization's commitment to employee well-being. 96 percent of the respondents agreed that they have been provided with health cards. This tangible benefit not only enhances health accessibility but also contributes to a positive workplace environment, fostering a sense of care and support among employees.



Health and Wellness scheme

A Health and Wellness Scheme is a comprehensive program designed to promote the overall well-being of individuals. It typically includes initiatives focused on physical health, mental well-being, and lifestyle management. Such schemes often incorporate fitness programs, mental health support, preventive health measures, and educational resources. As per the respondents, 64% of employees are highly satisfied with this scheme, whereas 28% of employees are satisfied, 10% are just satisfied and rest of 4% of respondents are totally dissatisfied with this scheme.



Conclusion

The study's conclusion, which highlights the positive relationship between well-being efforts and improved workplace performance, focuses on the influence of health and wellness programmes on employee productivity. Numerous studies have shown that supporting workers' health has a favourable impact on job satisfaction, engagement, and overall productivity in addition to enhancing physical and mental wellness. Comprehensive health and wellness programmes are likely to foster a resilient and motivated staff inside organisations, which will eventually improve the vibrancy and productivity of the workplace. This survey reaffirms how important it is for companies to view employees' holistic well-being as a calculated strategic investment in long-term productivity and organisational success.

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