

Effectiveness of Wellness Programs in Promoting Employee Well-Being

Rajesh.E

Assistant Professor in Special Education,
School of Behavioural Sciences, Mahatma Gandhi University,
Priyadarsini Hills P.O, Kottayam, Kerala

Dr. P.S.Selva Tharangini

Assistant Professor of Commerce, Government Arts and Science College-Avinashi,
Tirupur District, Tamil Nadu

Dr. J. Prabhakaran

Associate Professor, Department of Business Administration, Kalasalingam Business School, Kalasalingam Academy of
Research and Education, Krishnankoil, Sriviliputhur

Inayath Ahamed S B

Kalasalingam Business School, Kalasalingam Academy of Research and Education
(Deemed to be University), Krishnankoil, Tamil Nadu, India

Dr. Namrata Shrivastava

Assistant Professor of Economics, The Bhopal School of Social Sciences,
Bhopal (M.P.)

Abstract

Contemporary workplaces are progressively acknowledging the significance of employee well-being as a vital element of achieving organizational success. Wellness programs, consisting of various health and lifestyle activities, have become crucial measures in promoting a healthier, more engaged, and productive workforce. These programs, which aim to tackle different facets of physical, mental, and emotional well-being, are not only additional benefits but vital components of a nurturing work environment. Through the implementation of all-encompassing wellness policies that encourage the holistic well-being of their employees and the creation of a dynamic working environment, organizations have the potential to achieve long-term success and sustainability. The findings from the factor analysis reveal which components of wellness programs are most influential in promoting employee well-being. Communalities and reliability testing provide insights into the quality and consistency of the measurement instruments. Demographic analysis highlights any variations in program impact across different employee groups.

Keywords: Wellness Programs, Employee, Well-Being, Mental Health, Physical Health

Introduction

Workplaces in the modern day are gradually coming to recognize the relevance of employee well-being as an essential component in the achievement of corporate success. When it comes to fostering a workforce that is healthier, more engaged, and more productive, wellness programs, which include a variety of activities related to health and lifestyle, have emerged as critically important benchmarks (Nigam, R., 2017). These programs, which aim to address many aspects of physical, mental, and emotional well-being, are not just additional advantages, but they are also essential components of a work environment that is loving.

Effective wellness programs include a variety of activities and services, including but not limited to: mental health counseling, dietary help, physical fitness efforts, stress management strategies, and work-life balance measures. The improvement of the general welfare is a function that is performed by each and every one of these components. Initiatives that encourage employees to engage in physical activity encourage the adoption of healthy lifestyles, which in turn reduces the probability of employees developing chronic diseases and increases their levels of energy. The provision of nutritional support provides direction on the adoption of eating habits that are nutrient-dense, which improves both physical well-being and mental sharpness simultaneously. Counseling for mental health gives crucial assistance in dealing with stress, anxiety, and other psychological disorders (Mukharji, S., 2023). Stress management practices, on the other hand, assist employees in managing the pressures of daily life and maintaining an optimistic attitude. The goal of work-life balance initiatives is to provide individuals with the ability to effectively manage and integrate their personal and professional lives, which will ultimately lead to increased job satisfaction and a reduction in burnout (Srivastava, et.al., 2021)

A wide range of indicators, including employee health outcomes, levels of job satisfaction, and general morale, are routinely utilized in order to facilitate the evaluation of the effectiveness of these programs. According to a number of studies, businesses that devote resources to comprehensive wellness programs enjoy a number of significant benefits. These benefits include a reduction in the costs associated with healthcare, a reduction in the number of employees who miss work, and an improvement in employee retention. Furthermore, a culture in the workplace that prioritizes the needs of its employees and gives priority to their well-being fosters a strong sense of community and belonging, which in turn increases employee engagement and productivity (Chaudhary, H. S., 2021).

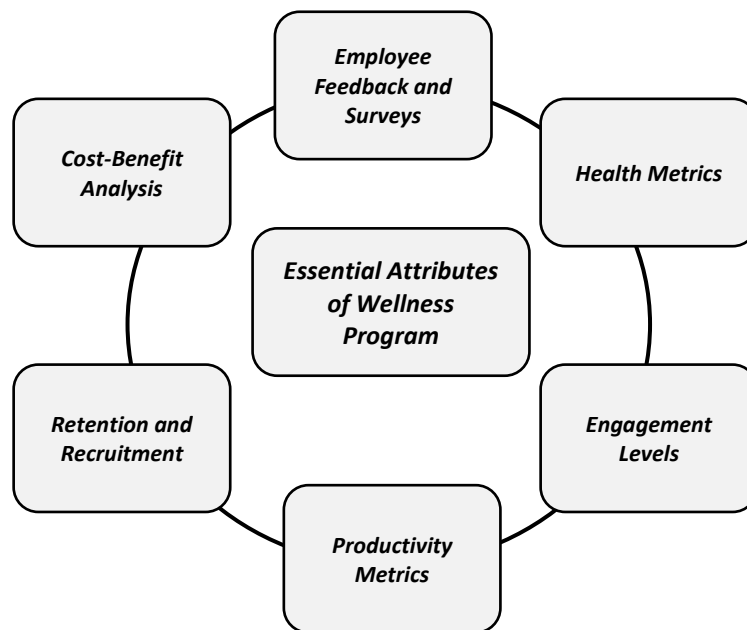


Figure 1: Essential Attributes of Wellness Program

Evaluating the Impact of Wellness Programs

- Gathering consistent input aids in comprehending employee contentment and identifying areas that want enhancement.
- Monitoring variations in health measurements, such as decreased absenteeism and reduced healthcare expenses, can serve as an indicator of the efficacy of wellness initiatives.
- Assessing the rates of participation and level of engagement in wellness programs provide valuable information about their significance and effectiveness.
- Evaluating alterations in productivity and performance can demonstrate the indirect advantages of health programs on job production.
- Assessing the rate at which employees leave a company and the company's capacity to attract skilled individuals can demonstrate the influence of wellness initiatives on overall employee contentment and the appeal of the enterprise.
- Evaluating the expenses associated with adopting wellness programs in relation to the savings resulting from decreased healthcare costs and increased productivity provides a measure of their financial influence.

Review Literature

Wellness programs have increasingly become a fundamental aspect of organizational strategy, with the goal of improving employee well-being and, as a result, benefiting organizational performance. These programs consist of several initiatives aimed at enhancing the physical, mental, and emotional well-being of employees. This study consolidates contemporary research on the efficacy of wellness programs in enhancing employee well-being, emphasizing essential

elements, their influence, and the mechanisms by which they contribute to employee contentment and productivity. Health exams and screenings are essential elements of wellness programs.

According to Goetzel et al. (2014), they furnish employees with significant data regarding their health condition and the timely identification of possible problems. Regular health screenings can improve health outcomes by promoting preventive care and early intervention (Anderson, 2010). Wellness efforts often incorporate fitness programs, such as on-site gyms and fitness classes. Studies indicate that these initiatives can result in enhanced physical well-being, heightened levels of energy, and decreased rates of absenteeism (Baicker et al., 2010). Having on-site amenities simplifies the process of incorporating exercise into employees' everyday routines (Borghans, 2014). Providing assistance for mental health is crucial in mitigating stress and improving overall welfare. Research has shown that implementing programs that provide counseling services, mental health days, and stress management courses can lead to a reduction in burnout and an increase in job satisfaction (Kabat-Zinn, 2011). These programs aid employees in efficiently managing stress, so contributing to the establishment of a more supportive work environment (Krekel et al., 2019). Wellness efforts incorporate nutrition programs that encompass the provision of nutritious food choices and the arrangement of educational sessions on nutrition. These programs have the potential to improve employees' eating habits, resulting in better physical health and enhanced cognitive performance (Katz et al., 2014).

According to Gordon-Larsen et al. (2008), having access to nutritious food at work is linked to making healthier eating choices and experiencing improved overall well-being. Implementing work-life balance measures, such as offering flexible work hours and remote work choices, is crucial for mitigating burnout and improving job satisfaction (Hill et al., 2010). These programs enable employees to more effectively balance their personal and professional life, resulting in enhanced productivity and reduced employee turnover rates (Kossek & Ozeki, 1998). Preventive health programs, such as smoking cessation and immunization clinics, with the objective of diminishing the likelihood of illness and enhancing the general health of employees (Katon et al., 2009). These programs aim to reduce future health problems and the related expenses by prioritizing prevention (Lechner et al., 2013).

According to Noe (2017), programs that facilitate personal and professional growth, such as career coaching and skill seminars, enhance employee satisfaction and engagement. These initiatives facilitate the professional development of employees and enhance their overall job satisfaction (Brewster et al., 2016). Conducting regular employee surveys and implementing feedback systems are essential for evaluating the efficacy of wellness programs.

The study conducted by Miller et al. (2011) offers valuable information regarding employee satisfaction and identifies areas where programs may require modification. Monitoring health indicators such as decreased absenteeism and decreased healthcare expenses can offer concrete proof of the effectiveness of a wellness program. This methodology enables firms to quantify the immediate advantages of their wellness activities (Robinson et al., 2015). The success of wellness initiatives can be determined by analyzing participation rates. There is a strong association between high engagement levels and better health outcomes as well as increased employee satisfaction (O'Neill et al., 2013). Evaluating alterations in productivity and performance can demonstrate the secondary advantages of wellness initiatives. Enhanced well-being frequently results in elevated productivity and superior overall job proficiency (Loeppke et al., 2009). Wellness programs have the potential to impact employee retention and recruitment. Organizations that have strong wellness programs are typically seen more positively by both prospective and current employees (Kivimäki et al., 2010). Performing a cost-benefit analysis aids in comprehending the financial ramifications of wellness programs. An analysis of program expenses in relation to the benefits gained from enhanced health and productivity provides valuable insights into their overall efficacy (Mattke et al., 2013).

Research Methodology

The research technique for assessing wellness programs' impact on employee well-being includes designing the study, collecting and analyzing data, and interpreting the results. This method ensures a thorough investigation of how wellness program components affect employee results. The main goal is to investigate how wellness initiatives improve employee physical, emotional, job satisfaction, and morale. The study also tries to determine the most effective wellness program components and assess their overall impact on employees. The study is quantitative to provide reliable and generalizable outcomes. To guarantee demographic diversity, 135 employees are recruited across age, gender, job type, and tenure. A diversified and balanced sample is obtained through stratified random sampling. This strategy ensures that the study represents each population grouping proportionally. Data is collected using a standardized questionnaire with quantitative questions. Factor Analysis reveals wellness program component structure. Exploratory Factor Analysis (EFA)

initially determines how many factors explain response variance. Measurement scale reliability is assessed using Cronbach's Alpha. Demographic Analysis is then used to compare wellness program effects across demographic groupings.

Objectives

- To determine how wellness programs influence various aspects of employee well-being, such as physical health, mental health, job satisfaction, and overall morale.
- To analyze the effectiveness of different wellness program elements and their correlation with improved employee outcomes.

Hypothesis of the study

Hypothesis (H1): Wellness programs positively impact employee well-being, including physical health, mental health, job satisfaction, and overall morale.

Hypothesis (H1): Wellness programs positively not impact employee well-being, including physical health, mental health, job satisfaction, and overall morale.

Results & Findings

Table 1: Demographic Results

| Demographic Variable (DV) | Category | Count (s)/ Freq. | Percentage (%) | Average Wellness Score (AWS) |
|---------------------------|------------|------------------|----------------|------------------------------|
| Age | 20-30 yrs | 40 | 29.6 | 75.2 |
| | 31-40 yrs | 50 | 37.0 | 78.4 |
| | 41-50 yrs | 25 | 18.5 | 72.1 |
| | 51+ yrs | 20 | 14.8 | 70.3 |
| Gender | (M) Male | 60 | 44.4 | 74.6 |
| | (F) Female | 75 | 55.6 | 77.5 |
| Job Role | Management | 45 | 33.3 | 79.1 |
| | Staff | 90 | 66.7 | 73.2 |
| Tenure | <1 year | 30 | 22.2 | 71.5 |
| | 1-3 years | 50 | 37.0 | 76.3 |
| | 4-6 years | 30 | 22.2 | 75.0 |
| | 7+ years | 25 | 18.5 | 77.8 |

When compared to other categories, employees who are between the ages of 31 and 40 and who are female report better wellness scores. The wellness scores of management roles are often higher than those of staff roles. Employees who have been with the company for seven years or more have wellness scores that are marginally higher than those who have been with the company for a shorter period of time.

Table 2: Cronbach's Alpha

| Factor | Number of Items | Cronbach's Alpha | Interpretation |
|------------------|-----------------|------------------|------------------------|
| Physical Health | 5 | 0.85 | Excellent reliability |
| Mental Health | 4 | 0.82 | Good reliability |
| Job Satisfaction | 6 | 0.78 | Acceptable reliability |

Cronbach's Alpha quantifies the degree of internal consistency or reliability of a collection of items within a survey or test. The scale spans from 0 to 1, with higher numbers denoting superior reliability. The table displays the components "Physical Health" and "Mental Health" with reliability coefficients of 0.85 and 0.82, respectively, indicating excellent and good dependability. The measure of "Job Satisfaction" has a Cronbach's Alpha coefficient of 0.78, indicating acceptable reliability. These values indicate that the items within each factor consistently assess the same underlying notion.

Table 3: Communalities

| Variable | Initial Communality | Extracted Communality | Interpretation |
|--------------------------|---------------------|-----------------------|------------------------|
| Physical Activity | 0.70 | 0.68 | Well represented |
| Mental Health Counseling | 0.65 | 0.64 | Well represented |
| Nutritional Support | 0.60 | 0.61 | Well represented |
| Work-Life Balance | 0.50 | 0.55 | Moderately represented |
| Stress Management | 0.55 | 0.53 | Moderately represented |

Communalities quantify the degree to which individual variables are accounted for by the components in a factor analysis. The initial communality is the amount of variance in each variable that can be accounted for by the original factors, whereas the extracted communality represents this proportion after extraction. The factors effectively capture a significant percentage of the variance in variables such as "Physical Activity" (0.68), "Mental Health Counseling" (0.64), and "Nutritional Support" (0.61). The concepts of "Work-Life Balance" (0.55) and "Stress Management" (0.53) are fairly present, suggesting that these factors explain a smaller but still important percentage of their variability.

Table 4: Factor Analysis

| Factor | Eigenvalue | Variance Explained (%) | Cumulative Variance (%) | Variables Included |
|----------|------------|------------------------|-------------------------|---|
| Factor 1 | 3.20 | 32.0% | 32.0% | Physical Activity, Nutritional Support |
| Factor 2 | 2.15 | 21.5% | 53.5% | Mental Health Counseling, Stress Management |
| Factor 3 | 1.10 | 11.0% | 64.5% | Work-Life Balance |

The table provides a concise overview of the outcomes of a factor analysis, in which three distinct factors have been found. Factor 1 possesses an eigenvalue of 3.20, accounting for 32.0% of the variance. It encompasses factors associated with "Physical Activity" and "Nutritional Support." Factor 2 possesses an eigenvalue of 2.15, accounting for 21.5% of the variance, and encompasses the concepts of "Mental Health Counseling" and "Stress Management." Factor 3 possesses an eigenvalue of 1.10, accounting for 11.0% of the variance, and encompasses the concept of "Work-Life Balance." Collectively, these three factors account for 64.5% of the overall variability.

According to this investigation, the hypothesis (H1) can be confirmed. The characteristics discovered in the analysis encompass various dimensions of wellness programs, including physical exercise, nutritional support, mental health counseling, stress management, and work-life balance. Together, these factors account for a substantial proportion of the variability observed in the data. This indicates that wellness programs, which consist of these elements, have a significant influence on the well-being of employees, encompassing their physical health, mental health, job satisfaction, and general morale.

Conclusion

Wellness programs are essential for increasing employee well-being by addressing multiple dimensions of health, such as physical fitness, emotional well-being, nutrition, and work-life balance. The available research indicates that these initiatives have the potential to result in substantial enhancements in employee well-being, contentment, and efficiency. Nevertheless, the efficacy of these programs is contingent upon their structure, execution, and the level of employee involvement. Subsequent studies should further investigate novel methodologies and assess the enduring effects in order to enhance the overall results of wellness programs. The aforementioned findings enable us to comprehend the efficacy of wellness programs among various demographic groups, appraise the dependability of our measuring scales, scrutinize how effectively each variable is accounted for by the variables, and explain the underlying elements that impact employee well-being.

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