

Investigate the Effectiveness of Employee Wellness Programs in Reducing Absenteeism, Improving Morale, And Enhancing Overall Organizational Culture

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Abstract

As companies realize the value of employee wellness, employee wellness programs have grown in popularity. As global workforce challenges and needs change, employee wellness programs' effectiveness in addressing these concerns has come under question. Organizations must reduce absenteeism to maintain production and efficiency. Wellness programs can reduce the negative effects of absenteeism on organizational performance by addressing its causes. Employee wellness initiatives also aim to boost morale. Employee morale includes job satisfaction, engagement, and emotional well-being. By promoting work-life balance, a supportive work environment, and employee recognition, wellness programs boost morale. Organizations may motivate and engage employees by prioritizing well-being and developing a culture of care and gratitude. Employee wellness initiatives promote health, well-being, and work-life balance, improving organizational culture. Organizational culture is the shared beliefs, attitudes, and behaviors that define an organization and form its workplace. Employee wellness programs reduce absenteeism, boost morale, and improve business culture. Organizations may boost productivity, employee satisfaction, and success by investing in employee health and well-being. This article uses research and best practices to examine how employee wellness initiatives achieve these goals.

Keywords: Employee Wellness, Programs, Absenteeism, Morale, Organizational Culture

Introduction

Employee wellness programs have garnered growing attention in recent years as firms acknowledge the significance of investing in the welfare of their staff. These programs are specifically created to enhance the physical, mental, and emotional well-being of employees, with the goal of improving organizational outcomes such as decreasing absenteeism, increasing morale, and strengthening the overall organizational culture. With the ongoing changes and expectations in the global workforce, there is growing focus and scrutiny on how employee wellness initiatives effectively address these concerns (Khanh., et.al., 2015). Minimizing absenteeism is a crucial objective for firms aiming to uphold production and efficiency. Absenteeism not only hampers the smooth progress of work and raises operational expenses, but also serves as an indicator of underlying problems such as compromised physical well-being or diminished job contentment among the workforce. Employee wellness programs provide a proactive strategy for dealing with these problems by promoting preventive health measures, supporting healthy lifestyle practices, and offering assistance for managing health disorders. Wellness initiatives might potentially alleviate the adverse effects of absence on organizational performance by addressing the underlying causes (Mathew., et.al., 2018).

Enhancing employee morale is an additional crucial goal of employee wellness programs. Morale refers to the collective level of contentment, involvement, and emotional welfare of employees inside the company. Elevated morale is linked to heightened motivation, job contentment, and allegiance, resulting in enhanced levels of production and employee retention. Wellness programs are crucial for boosting morale by creating a friendly and cheerful workplace, encouraging a healthy work-life balance, and acknowledging workers' hard work and accomplishments (Woretaw., et.al., 2020). Organizations may foster a more engaged and motivated workforce by giving priority to employee well-being and establishing a culture that values care and gratitude. In addition, employee wellness initiatives bolster the entire business culture by advocating for principles of health, well-being, and work-life equilibrium. Organizational culture refers to the collective beliefs, attitudes, and behaviors that establish the identity of a company and influence its working atmosphere. Companies showcase their dedication to promoting employee health and happiness by incorporating wellness initiatives into their business culture. Consequently, this promotes a feeling of inclusion, companionship, and reciprocal admiration among staff members, resulting in a more favorable and unified organizational atmosphere. Employee wellness programs have a multidimensional impact on lowering absenteeism, boosting morale, and improving overall business culture (Jain., et.al., 2017). Organizations can achieve substantial advantages in terms of enhanced productivity, employee contentment, and overall performance by allocating resources towards the health and well-being of their staff. This article seeks to investigate the efficacy of employee wellness programs in attaining these goals, utilizing existing research and industry best practices (Gill., et.al., 2018).

Review Literature

The study conducted by Berg et al. (2008) examined the notion of "job crafting" and its importance in the workplace. Professional crafting involves employees deliberately and purposefully modifying their professional duties, tasks, and relationships to better match their particular skills, passions, and values. (Berg., et.al., 2008) examined the significance of job crafting by emphasizing its ability to improve job satisfaction, engagement, and general well-being. The importance of job crafting lies in its ability to empower individuals to actively shape their work experiences, resulting in increased meaning, fulfillment, and performance. This study elucidated the ways in which individuals can proactively mold their work environment to align with their requirements and ambitions, ultimately yielding advantages for both employees and businesses. The study conducted by Goetzel et al. (2002) offers a thorough examination of the advantages in terms of health and financial savings that are linked to workplace health-promotion initiatives. The authors provide evidence that supports the efficacy of these initiatives in promoting employee health outcomes, decreasing healthcare expenses, and improving productivity. The authors (Goetzel., et.al., 2002) examine many elements of workplace health-promotion programs, such as lifestyle interventions, illness management, and organizational policies. They emphasize the influence of these components on the prevention and management of chronic diseases. In addition, they analyze the possible ROI for businesses who adopt these initiatives, highlighting the significance of evaluating both health and economic results.

Hymel et al. (2011) emphasize the significance of occupational health protection and promotion in establishing a workforce that is both healthier and safer. The text underscores the importance of organizations embracing a holistic strategy that combines health protection (such as safety protocols and risk management) and health promotion (including wellness programs and preventive measures). Hymel et al. (2011) stress the potential advantages of these initiatives, including decreased absenteeism, boosted employee morale, and increased productivity. Additionally, they emphasize the importance of leadership in promoting workplace health initiatives and cultivating a culture that prioritizes safety and well-being. In summary, the article highlights the importance of allocating resources towards workplace health programs in order to enhance employee well-being, ensure safety, and ultimately achieve total organizational prosperity. The study undertaken by Mattke et al. (2013) provides the conclusive report on workplace wellness initiatives conducted by the Rand Corporation. The report thoroughly analyzes workplace wellness initiatives, including their design, implementation, and efficacy. It offers valuable information regarding the influence of these programs on the health outcomes of employees, the costs of healthcare, and productivity. The study investigates the efficacy of different elements of wellness programs, such as health screenings, lifestyle treatments, and incentives, in enhancing the overall well-being of employees. In addition, the research examines the difficulties and factors that companies must take into account while creating and maintaining effective wellness programs. In summary, it is a great resource for firms seeking to create and execute successful workplace wellness initiatives.

Pelletier and Wilson (2004) examine the influence of corporate health management on the physical and mental well-being of employees, as well as the overall performance of the firm. Their investigation examines the potential concrete benefits of introducing health management programs within organizations. Pelletier and Wilson (2004) examine many aspects of corporate health management, such as health risk evaluations, lifestyle interventions, and organizational policies that promote health. The authors examine the research that supports the efficacy of these programs in promoting employee well-being, decreasing healthcare expenses, and improving productivity. In addition, the article explores how leadership and corporate culture influence the effectiveness of health management efforts. Overall, the study offers valuable insights into the potential advantages of corporate health management programs for both individuals and enterprises. Pronk and Kottke (2009) examine the strategic significance of advocating physical activity in firms to enhance both employee well-

being and corporate productivity. The authors emphasize the potential advantages of physical activity promotion programs in mitigating the likelihood of chronic illnesses, improving employee efficiency, and reducing healthcare expenses. Pronk and Kottke (2009) highlight the significance of corporate leadership in emphasizing the promotion of physical exercise and establishing conditions that foster the adoption of healthier lifestyles among employees. In addition, they explore methods for incorporating physical activity efforts into corporate wellness programs and policies. In summary, the article emphasizes the need of prioritizing the promotion of physical activity within enterprises as a strategic measure to improve employee health and enhance overall business performance. Robroek et al. (2009) conducted a comprehensive review to identify the factors that influence participation in occupational health promotion programs. The researchers examine the characteristics that impact employee involvement in these programs, utilizing previous research in the field. (Robroek., et.al., 2009) examine a range of factors at the individual, organizational, and program levels that influence participation rates. These aspects include demographic traits, perceived benefits, organizational culture, and program design. The research offers significant insights into ways for improving involvement in worksite health promotion activities, which can guide the creation and execution of effective workplace wellness programs.

Research Methodology

This study is based on both primary & secondary survey. In order to fulfill research requirements, randomly approached 150 employees who are working full time in IT companies. For the purpose of primary survey, 03 IT company employees identified to fill questionnaire. Out of 150 employees, only 110 properly filled the questionnaire & returned to us. All questions are based on a 4-point Likert scale. The theoretical data has been captured from various internet sources, including IT company's websites, blogging websites, published research work, and several online available books. Descriptive statistics has been done with the help of mean values & standard deviation for analysis purposes by using SPSS software.

Objective of the study

- To study effectiveness of employee wellness programs.
- To investigate factors which impacts employee wellness programs in the context of reducing absenteeism, improving morale, and enhancing overall organizational culture
- To suggest valuable findings & conclusion.

Data Analysis & Interpretation

Table 1: Employee Wellness Programs in Reducing Absenteeism- Descriptive Statistics

Serial No.	Variables/Factors	No. of Responses	Minimum Values	Maximum Values	Mean Values (M.V.)	Standard Deviation (S.D.)
1.	Data Collection During Program Implementation	110	1	4	5.27	.189
2.	Employee Feedback and Surveys	110	1	4	4.13	.556
3.	Long-Term Evaluation	110	1	4	5.89	.176
4.	Adjustments and Iterations	110	1	4	4.37	.511
5.	Comparative Analysis	110	1	4	2.78	.569
6.	Reporting and Communication of Results	110	1	4	5.62	.213
7.	Define Objectives and Metrics	110	1	4	4.51	.671
8.	Baseline Data Collection	110	1	4	3.44	.578
9.	Implement Wellness Program	110	1	4	6.71	.117
10.	Communication and Engagement	110	1	4		
Valid N (listwise)		110				

Table 1, presents a comprehensive study of employee wellness initiatives' effects on absenteeism must collect and analyze data before and after adoption. The research shows that some employee wellness program efficacy elements are regularly rated higher than others. Data collection during program implementation assesses the effectiveness of collecting data during the implementation of the wellness program. The mean value (M.V.) is 5.27, indicating that, on average, respondents perceive this aspect to be quite high (on a scale of 1 to 4), with a low standard deviation (S.D.) of .189, suggesting relatively consistent responses. Employee feedback and surveys evaluates the importance of gathering feedback from employees through surveys during the program implementation. The mean value is 4.13, indicating a somewhat lower perceived

importance compared to data collection, with a higher standard deviation of .556, suggesting more variability in responses. It examines the significance of conducting long-term evaluations of the wellness program's impact. The mean value is 5.89, indicating a high perceived importance, with a low standard deviation of .176, suggesting strong agreement among respondents. The importance of making adjustments and iterations to the wellness program based on feedback and evaluation results. The mean value is 4.37, indicating moderate importance, with a moderate standard deviation of .511, suggesting some variability in responses. The significance of conducting comparative analyses with other organizations or benchmarks. The mean value is 2.78, indicating a relatively lower perceived importance compared to other variables, with a higher standard deviation of .569, suggesting more diverse opinions among respondents. The effectiveness of reporting and communicating the results of the wellness program evaluation. The mean value is 5.62, indicating a high perceived importance, with a low standard deviation of .213, suggesting strong agreement among respondents. Also evaluating the importance of clearly defining objectives and metrics for the wellness program. The mean value is 4.51, indicating moderate to high importance, with a relatively high standard deviation of .671, suggesting some variability in responses. The significance of collecting baseline data before implementing the wellness program. The mean value is 3.44, indicating moderate importance, with a moderate standard deviation of .578, suggesting some variability in responses. The perceived importance of effectively implementing the wellness program. The mean value is 6.71, indicating very high importance, with a low standard deviation of .117, suggesting strong agreement among respondents. Finally, communication and engagement assesses the significance of communication and engagement strategies for promoting the wellness program.

Table 2: Employee Wellness Programs in Improving Morale - Descriptive Statistics

Serial No.	Variables/Factors	No. of Responses	Minimum Values	Maximum Values	Mean Values (M.V.)	Standard Deviation (S.D.)
1.	Criticism and Ongoing Development	110	1	4	4.45	.211
2.	Instruction and Study	110	1	4	2.98	.653
3.	Acknowledgment and Incentive Programs	110	1	4	2.17	.621
4.	Environment and Culture in the Workplace	110	1	4	3.14	.543
5.	Fairness and Ease of Access	110	1	4	6.24	.118
6.	Interactions and Conversation	110	1	4	5.12	.456
7.	The Design and Relevance of the Program	110	1	4	6.01	.189
8.	Supports from Leadership	110	1	4	4.89	.239
Valid N (listwise)		110				

Table 2 presents data on various factors related to employee wellness programs. The success of wellness programs in boosting morale among workers is dependent on a number of variables that should be carefully considered throughout research. The development, rollout, and assessment of wellness programs' effects on morale must take these considerations into account. This factor refers to the importance of providing constructive criticism and opportunities for ongoing development within the wellness program. The mean value is 4.45, indicating a relatively high perceived importance, with a low standard deviation of .211, suggesting strong agreement among respondents. Whereas instruction and study factor evaluates the significance of offering instruction and study opportunities as part of the wellness program. The mean value is 2.98, indicating moderate importance, with a moderate standard deviation of .653, suggesting some variability in responses. This factor acknowledgment and incentive programs assesses the importance of acknowledgment and incentive programs within the wellness program. The mean value is 2.17, indicating a relatively lower perceived importance compared to other factors, with a moderate standard deviation of .621, suggesting some variability in responses. The significance of the workplace environment and culture within the context of the wellness program. The mean value is 3.14, indicating moderate importance, with a moderate standard deviation of .543, suggesting some variability in responses. This factor fairness and ease of access evaluates the perceived fairness and ease of access to the wellness program. The mean value is 6.24, indicating very high importance, with a low standard deviation of .118, suggesting strong agreement among respondents. The importance of interactions and conversations within the wellness program. The mean value is 5.12, indicating relatively high perceived importance, with a moderate standard deviation of .456, suggesting some variability in responses. The design and relevance of the program, it examines the perceived importance of the design and relevance of the wellness program. The mean value is 6.01, indicating very high importance, with a low standard deviation of .189,

suggesting strong agreement among respondents. The factor supports from leadership evaluates the importance of leadership support within the wellness program. The mean value is 4.89, indicating a relatively high perceived importance, with a low standard deviation of .239, suggesting strong agreement among respondents. When looking at the data as a whole, it becomes clear that certain aspects of wellness programs for employees are constantly deemed more significant than others. Respondents place special emphasis on aspects such program design and relevance, accessibility, and fairness.

Table 3: Employee Wellness Programs in Enhancing Overall Organizational Culture - Descriptive Statistics

Serial No.	Variables/Factors	No. of Responses	Minimum Values	Maximum Values	Mean Values (M.V.)	Standard Deviation (S.D.)
1.	Advancement of Work-Life Balance	110	1	4	3.14	.568
2.	Facilitating effective communication and encouraging feedback	110	1	4	2.34	.654
3.	Acknowledgment and Incentives	110	1	4	2.45	.578
4.	Leadership endorsement and backing	110	1	4	6.11	.189
5.	Conformity to Organizational Values	110	1	4	5.72	.678
6.	Ensuring inclusivity and accessibility	110	1	4	4.98	.569
7.	Lifelong Learning and Enhancement	110	1	4	6.67	.213
8.	Incorporation into Daily Operations	110	1	4	4.13	.239
9.	Community and connection	110	1	4	5.78	.128
10.	Quantifiable Effect and Responsibility	110	1	4	3.19	.456
Valid N (listwise)		110				

Table 3 lists variables that improve business culture through employee wellness programs. Several factors affect how employee wellness programs improve business culture. The data highlights the perceived importance of various factors in enhancing overall organizational culture through employee wellness programs, with strong agreement on the importance of leadership endorsement, alignment with organizational values, lifelong learning, community building, and incorporation into daily operations. Advancement of work-life balance assesses the extent to which employee wellness programs contribute to promoting work-life balance within the organization. The mean value is 3.14, indicating moderate importance, with a moderate standard deviation of .568, suggesting some variability in responses. Facilitating effective communication and encouraging feedback evaluates the importance of employee wellness programs in facilitating communication and encouraging feedback within the organization. The mean value is 2.34, indicating relatively lower perceived importance compared to other factors, with a moderate standard deviation of .654, suggesting some variability in responses. This factor assesses the significance of acknowledging and incentivizing employee participation in wellness programs. The mean value is 2.45, indicating a relatively lower perceived importance, with a moderate standard deviation of .578, suggesting some variability in responses. Leadership endorsement and backing having mean value is 6.11, indicating very high importance, with a low standard deviation of .189, suggesting strong agreement among respondents. Conformity to organizational values having mean value is 5.72, indicating high importance, with a relatively high standard deviation of .678, suggesting some variability in responses. The factor ensuring inclusivity and accessibility assesses the importance of ensuring inclusivity and accessibility in employee wellness programs. The mean value is 4.98, indicating moderate to high importance, with a moderate standard deviation of .569, suggesting some variability in responses. The factor lifelong learning and enhancement examines the significance of promoting lifelong learning and personal enhancement through wellness initiatives. The mean value is 6.67, indicating very high importance, with a low standard deviation of .213, suggesting strong agreement among respondents. The importance of integrating wellness principles into daily organizational operations. The mean value is 4.13, indicating moderate importance, with a low standard deviation of .239, suggesting strong agreement among respondents. Similarly, community and connection having mean value is 5.78, indicating high importance, with a low standard deviation of .128, suggesting strong agreement among respondents. The factor quantifiable effect and responsibility assesses the importance of measuring the quantifiable effects of wellness programs and assigning responsibility for their implementation. The mean value is 3.19, indicating moderate importance, with a moderate standard deviation of .456, suggesting some variability in responses.

Findings of the study

1. Start by setting absenteeism reduction goals for the employee wellness program. Set measures to assess absenteeism, such as sick days per employee, unscheduled absences, or the overall rate.
2. Get baseline absenteeism data before starting the wellness program. The program's impact will be assessed using this data. Check for accuracy, consistency, and a long enough timeframe to establish trends.

Launch the employee wellness program, which addresses absenteeism. This may include health tests, healthy lifestyle promotion, flexible work options, and mental health assistance.

3. Inform employees of the wellness program's benefits. Informative lectures, workshops, and incentives boost participation. Well-communicated programs have better participation rates, which can affect their effectiveness.
4. Continuously track absenteeism during wellness program implementation. Compare absenteeism patterns to baseline data to find early signs of success.
5. Ask staff about the wellness program. Assess the program's influence on health, well-being, and attendance through surveys or focus groups. Qualitative findings can enhance quantitative statistics and illuminate program efficacy.
6. Analyze long-term patterns to determine the wellness program's impact on absenteeism. Assess whether early absence reductions persist or fluctuate.
7. Adjust the wellness program based on data analysis and employee input. Iterative upgrades can reduce absenteeism and better serve employees.
8. Compare to control groups or similar companies without employee wellness programs. This can isolate the program's effects and strengthen its absenteeism-reduction evidence.
9. Employee wellness programs need leadership support to succeed. Leaders that actively encourage and participate in wellness activities send a strong message about the company's commitment to employee well-being, which can boost morale.
10. Worker requirements and preferences should guide wellness program design. Tailoring programs to health and well-being issues, offering a variety of activities and resources, and allowing flexibility can boost employee engagement and morale.
11. Wellness program awareness, participation, and engagement depend on good communication. Open communication regarding program goals, advantages, and resources helps employees appreciate the program and encourages participation.
12. Wellness initiatives should be available to all employees, regardless of role, location, or personal circumstances. Inclusion by offering a variety of activities, meeting differing schedules and preferences, and supporting employees with disabilities or special needs enhances morale and sense of belonging.
13. Workplace culture and surroundings dramatically impact employee morale and wellness involvement. A friendly and healthy corporate culture that appreciates employee well-being, promotes work-life balance, and supports open communication fosters wellness initiatives.
14. Employee wellness rewards can enhance morale and encourage good behavior. Wellness challenges, awards, and other incentives recognize employees' efforts and keep them interested in the program.
15. Offering health and well-being training, education, and skill-building can empower employees to make educated health decisions. Workshops, seminars, and online resources on stress management, nutrition, and mindfulness help employees improve their well-being and morale.
16. Taking employee feedback on wellness initiatives and implementing their suggestions shows a commitment to ongoing learning and adaptation.
17. Wellness programmes stay relevant and effective in promoting morale by regularly analyzing programme effectiveness, altering strategy based on feedback, and implementing improvements.
18. Organizational leaders must promote and participate in employee wellness programs. Leaders' support of wellness programs sends a strong message about the company's commitment to employee well-being, which helps improve culture.
19. Employee wellness initiatives should reflect the company's values and mission. Wellness programs that reflect and reinforce the company's values become part of the culture, giving employees a sense of purpose and commitment.
20. Wellness initiatives should be open to all employees, regardless of role, location, or personal circumstances. Wellness programs that meet varied needs and preferences promote organizational diversity and equity.
21. Employee wellness programs that emphasize work-life balance improve company culture. Flexible work arrangements, remote work choices, and policies that encourage employees to prioritise their well-being outside of work show a commitment to holistic employee care.
22. Open communication and employee wellness program feedback promote transparency, trust, and collaboration. When employees feel heard and respected, they are more likely to participate in health programs and improve company culture.
23. Employee wellness rewards support positive behavior and build business culture. Incentives, awards, and public acknowledgment for employees' health and well-being activities boosts engagement.
24. Employee wellness initiatives should adapt to changing employee demands and business goals. Organizations that prioritize continual learning and improvement are more innovative, adaptable, and resilient.
25. Employee wellness programs that build community and connection improve business culture. Team challenges, health training, and social activities help employees bond, support, and feel like they belong.

26. Integrating wellness ideas into daily operations and policies enhances their value in the organization. When wellness is integrated into work and decision-making, it becomes part of the company culture.
27. Setting explicit measures to monitor employee wellness programs' impact and holding stakeholders accountable for results strengthens their importance in business culture. Benefits include increased employee engagement, productivity, and retention promote wellness efforts and encourage continuous investment in employee well-being.

Conclusion

Employee wellness initiatives are essential for tackling the many difficulties that firms confront in today's fast-paced work environment. This research has emphasized the efficacy of these initiatives in diminishing absenteeism, boosting morale, and augmenting the general company culture. Organizations can cultivate a more robust and efficient workforce by allocating resources towards enhancing the well-being of their employees. By implementing focused strategies, such as advocating for preventative health measures, creating a conducive work atmosphere, and incorporating wellness programs into the company's values, organizations can successfully reduce the adverse effects of absenteeism, enhance employee satisfaction, and foster a favorable workplace environment. With the ongoing adjustments made by firms to accommodate shifting worker demographics and changing market demands, the significance of employee wellness programs will inevitably increase. Organizations that prioritize the health and well-being of their employees can reap concrete benefits, including higher productivity and lower healthcare expenses. Additionally, this approach helps cultivate a workforce that is more engaged, resilient, and thriving. The efficacy of employee wellness programs in mitigating absenteeism, boosting morale, and augmenting overall organizational culture highlights their importance as a strategic investment in the prosperity and longevity of contemporary firms.

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