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ijmrset@gmail.com



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A Study on the Impact of Workplace Wellness Programs and their Effectiveness

Dr. V. Manimegalai, S. Leebika

Professor & Head, Department of MBA, Nandha Engineering College (Autonomous), Erode, Tamil Nadu, India

MBA Student, Department of MBA Nandha Engineering College (Autonomous), Erode, Tamil Nadu, India

ABSTRACT: This review paper examines how workplace culture impacts employee mental health and well-being. It will explore the existing research on the topic, providing a comprehensive understanding of the factors contributing to healthy and unhealthy workplace cultures. When employees' needs are met, they are more likely to be creative, productive, and loyal to their employers. Employers must prioritize the physical, emotional, and mental health of their workers. This includes offering flexible work hours, opportunities for skill development, fair compensation, safe working conditions, and access to healthcare benefits. Investing in employee welfare ultimately leads to a more productive workplace, increased job satisfaction, and improved financial outcomes.

I.INTRODUCTION

Workplace wellness programs are initiatives implemented by employers to promote the health and well-being of their employees. These programs can include various activities such as health screenings, fitness classes, stress management workshops, smoking cessation programs, and incentives for healthy behaviors. The primary goals of these programs are to improve employee health, reduce healthcare costs, increase productivity, and enhance overall job satisfaction. These programs can lead to significant improvements in employee health behaviors, reductions in healthcare costs, and increased productivity. For instance, employees who participate in wellness programs are often found to have lower absenteeism rates and higher job satisfaction.

STATEMENT OF THE PROBLEM

1. Workplace wellness programs have been widely implemented across various industries as a strategy to improve employee health, enhance productivity, and reduce healthcare costs. However, despite their popularity and the significant investment in these programs, their effectiveness remains a subject of debate.
2. The core problem lies in the inconsistent and often inconclusive evidence regarding the impact of workplace wellness programs on employee health outcomes, productivity, and overall organizational benefits.
3. This study aims to critically assess the effectiveness of workplace wellness programs, identifying key factors that contribute to their success or failure, and providing evidence-based recommendations for designing and implementing more effective wellness initiatives in the workplace.

OBJECTIVE OF THE STUDY

1. To Measure the Improvement of employee health and well-being.
2. To Examine overall work performance and productivity.
3. To Analyze the healthcare premiums and out-of-pocket expenses for both employees and employers
4. To Measure Employee Retention and Recruitment.
5. To ensure compliance with health and safety regulations

RESEARCH METHODOLOGY

Research methodology is a systematic way to solve a problem. It is a science of studying where research is to be carried out. Essentially, the procedures by which researchers go about their work of describing, explaining, and predicting phenomena are called research methodology. It is also defined as the study of methods by which knowledge is gained. Its aim is to give the work plan of research.

METHODOLOGY OF THE STUDY

The study aims to identify the workplace wellness program of the employees. The study is conducted to the Satisfaction level of the employees towards workplace wellness. The study will help to find what improvements should be taken to satisfy the employees. The research methodology is needed to frame the research process and the design and tools that are used for the project purpose. This type of research deals with the responses from the respondents,



attitudes, interests, beliefs, and values The procedure by which research the work of describing, explaining, and predicting a phenomenon is called methodology.

RESEARCH DESIGN

The descriptive research design was adopted due to the nature of the study. To study the workplace wellness program a questionnaire was formed to know their opinion The personal data of the respondents and their working conditions related to knowing the position to take measure the improving of their performance,

DESCRIPTIVE RESEARCH DESIGN

Descriptive research also known as statistical research describes data and characteristics of the population or phenomenon being studied. The research is completely based on the description of the factors that workplace wellness programs. It helps in presenting data in a meaningful way.

SAMPLING TECHNIQUE

Simple random sampling is used for analysis of the responses collected from a mixed group of employees from different working positions, Random sampling is the part of the sampling technique in which the nach sample has an equal of the chosen. A sample chosen randomly is meant to be an unbiased representation of the total population.

SAMPLING METHOD

The samples were collected from the Employees working in Bharani Minerals. It was also collected through the various departments by having formal and informal communication and also by filling out the questionnaire. A sample size refers to the number of samples to be selected from the population. The total population of the sample size is 105.

SAMPLE SIZE

A sample of 105 employees is chosen for this study

SOURCE OF DATA COLLECTION

- Primary data
- Secondary data

STATISTICAL TOOL USED

Use Simple Percentage Analysis, Factor Analysis, and Ranking Methods.

II.REVIEW OF LITERATURE

D. Mural, S. Aytac, and J. Bondy. Workplace Wellbeing Among Justice Department Staff." The Australasian Journal. of Psikologi Organisasi. Australian Academic Press.com.au. Volume 4. April 2011, Hal. 20-25.2011.

Herwanto, and F.T. Umami, "Pengaruh Workplace Well-Being Terhadap Kinerja Guru SD. Jurnal Penelitian dan Pengukuran Psikologi. Vol. 6, No. 1, Hal 55- 60.2017.

W. L. Anwarsyah, and A. Salendu, Hubungan antara Job Demands dengan Workplace Well-Being pada Pekerja Shift." Jurnal Psikologi Pitutur. Vol. 1, No. 1, Hal. 32-44. 2012

III.ANALYSIS AND INTERPRETATION

SIMPLE PERCENTAGE ANALYSIS

Table no: 1 Profile of the demographic

Details of the respondents		No.of.the respondents	Percentage
Gender	Male	48	48
	Female	57	57
	Total	105	105
Age	20- 30 years	81	81
	30-40 years	18	18
	40-50 years	5	5



	50 years and above	0	0
	Total	105	105
Educational Qualification	10 th	1	1
	12 th	2	2
	Diploma	11	11
	UG	78	78
	PG	12	12
	Total	105	105

Experience	Fresher	31	31
	2-5 years	61	61
	6-10 years	11	11
	11 to 14 years	0	0
	15 and above	0	0
	Total	105	105
Income per month	Below 10000	17	17
	10000 to 20000	65	65
	20000 to 30000	17	17
	30000 and above	4	4
	Total	105	105

INTERPRETATION

From the above profile of the respondents, the majority (57 percent) of the respondents are female category. It is followed by the age group of a majority of 20 to 30 years(81 percent) and a minority of 40 to 50 years (5 percent).In educational qualification, UG is compared to other categories (78 percent) respondents with minimum qualification 10th (1 percentage). In experience majority of the respondents are (61 percent) 2 to 5 years experienced and a minority of (11 respondents)are 6 to 11 years. A majority of the respondents (65 percent) are higher than compared to other categories and a minority of the respondents (4 percent) are above Rs.30000

HENRY GARRETT RANKING METHOD

TABLE FOR RANKING:

S.NO	FACTORS	MEAN SCORE	TOTAL SCORE	RANK
1.	Increased healthcare cost	79	790	4
2.	Reduced employee productivity	105	945	1
3.	Higher absenteeism rates	112	896	2
4.	Decreased employee morale and engagement	117	819	3
5.	Increased turnover rate	124	620	6



6.	Legal and regulatory risks	122	732	5
7.	Decreased attractiveness to potential employees	139	139	10
8.	Negative workplace culture	138	276	9
9.	Reputation damage	132	396	8
10.	Decreased innovation and creativity	128	512	7

INTERPRETATION:

From this study, it is found from the table that

- 1) Reduced employee productivity is ranked as no.1
- 2) Higher absenteeism rates are ranked as no.2
- 3) Decreased employee morale and engagement is ranked as no.3
- 4) Increased healthcare cost is ranked as no.4
- 5) Legal and regulatory risks are ranked as no.5
- 6) Increased turnover rate is ranked as no.6
- 7) Decreased innovation and creativity is ranked as no.7
- 8) Reputation damage is ranked as no.8
- 9) Negative workplace culture is ranked as no.9
- 10) Decreased attractiveness to potential employees is ranked as no.10

FACTOR ANALYSIS

Notes		
Output Created		19-JUN-2024 14:53:40
Comments		
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	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
Missing Value Handling	Definition of Missing	MISSING=EXCLUDE: User-defined missing values are treated as missing.
	Cases Used	LISTWISE: Statistics are based on cases with no missing values for any variable used.



Syntax		FACTOR /VARIABLES Overall Worklifebalance Career development Training and development Restroom facilities Workplace culture Technologyandresources Conflict resolution Leadershipstyle Mental health support /MISSING LISTWISE /ANALYSIS Overall Worklifebalance Career development Training and development Restroom facilities Workplace culture Technologyandresources Conflict resolution Leadershipstyle Mental health support /PRINT INITIAL KMO EXTRACTION ROTATION /FORMAT SORT BLANK(0.50) /CRITERIA MINEIGEN(1) ITERATE(25) /EXTRACTION PC /CRITERIA ITERATE(25) /ROTATION VARIMAX /METHOD=CORRELATION.
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	Elapsed Time	00:00:00.08
	Maximum Memory Required	13688 (13.367K) bytes

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.828
Bartlett's Test of Sphericity	Approx. Chi-Square	291.699
	df	45
	Sig.	.000

Communalities		
	Initial	Extraction
[Overall]	1.000	.755
[Work-life balance]	1.000	.699
[Career development]	1.000	.374
[Training and development]	1.000	.336
[Restroom facilities]	1.000	.435
[Workplace culture]	1.000	.555
[Technology and resources]	1.000	.726
[Conflict Resolution]	1.000	.521
[Leadership style]	1.000	.411
[Mental health support]	1.000	.471



Extraction Method: Principal Component Analysis.

Total Variance Explained					
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings	
	Total	% of Variance	Cumulative %	Total	% of Variance
1	3.833	38.331	38.331	3.833	38.331
2	1.450	14.496	52.827	1.450	14.496
3	.935	9.353	62.181		
4	.799	7.991	70.171		
5	.737	7.368	77.539		
6	.564	5.639	83.178		
7	.504	5.042	88.220		
8	.453	4.526	92.746		
9	.415	4.151	96.898		
10	.310	3.102	100.000		

Total Variance Explained				
Component	Extraction Sums of Squared Loadings	Rotation Sums of Squared Loadings		
	Cumulative %	Total	% of Variance	Cumulative %
1	38.331	3.727	37.265	37.265
2	52.827	1.556	15.562	52.827
3				
4				
5				
6				
7				
8				
9				
10				

Extraction Method: Principal Component Analysis.

Component Matrix		
	Component	
	1	2
[Technology and resources]	.839	
[Workplace culture]	.745	
[Conflict Resolution]	.720	
[Mental health support]	.673	
[Restroom facilities]	.641	
[Career development]	.600	
[Leadership style]	.591	
[Training and development]	.579	
[Overall]		.860
[Work-life balance]		.754

Extraction Method: Principal Component Analysis.^a
a. 2 components extracted.

Rotated Component Matrix		
	Component	
	1	2
[Technology and resources]	.852	



[Workplace culture]	.730	
[Conflict Resolution]	.694	
[Mental health support]	.686	
[Restroom facilities]	.659	
[Leadership style]	.630	
[Training and development]	.572	
[Career development]	.563	
[Overall]		.867
[Work-life balance]		.813

Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization. ^a a. Rotation converged in 3 iterations.
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Component Transformation Matrix		
Component	1	2
1	.977	.211
2	-.211	.977

IV. CONCLUSION

The study on the impact of workplace wellness programs reveals that such initiatives generally contribute to improved employee health, increased productivity, and reduced healthcare costs. Effective programs are comprehensive, incorporating physical, mental, and emotional wellness components, and are tailored to meet the specific needs of the workforce. Participation and engagement rates are higher when the programs are voluntary and incentivized.

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