

## **Analyzing Employee Well-being in Corporate Sectors: Data Insights and Statistical Findings**

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### **ABSTRACT**

Employees are more likely to be creative, productive, and devoted to their employers when their needs are addressed.

The workers' physical, emotional, and mental health must be given top priority by employers.

Offering flexible work hours, chances for skill development, fair compensation, secure working conditions, and access to healthcare benefits are a few examples of what this entails.

In the end, spending money on employee welfare can result in a productive workplace, more job satisfaction, and better financial results. It is the duty of employers to ensure the welfare of their workers. Employers have a responsibility to ensure the well-being of their employees. Promoting employee well-being can have a positive impact on productivity, employee engagement, and retention rates.

The productivity, engagement, and retention rates of an organization's workforce can all benefit from employee well-being promotion. By managing employee well-being, employers can create a work environment that promotes employee health, happiness, and productivity.

**Keywords:** Employee engagement, work life balance, work environment, productivity.

## 1.0 INTRODUCTION:

Employee well-being at the workplace refers to the overall physical, mental, and emotional health and satisfaction of employees in their work environment. It encompasses various factors that affect employees' quality of life, such as their physical health, mental health, work-life balance, financial stability, workplace culture, and sense of purpose and fulfilments at work.

Having a positive work environment that supports employee well-being is essential for promoting job satisfaction, employee engagement, and productivity. Employers can promote employee well-being at the workplace by providing resources and support for physical and mental health, offering work-life balance benefits, promoting a positive workplace culture that values diversity and inclusion, providing opportunities for career development and growth, and creating a safe and supportive work environment that fosters collaboration and communication.

Here are some ways in which an employer can manage employee well-being:

- 1. Provide a safe and healthy workplace:** Employers must ensure that the workplace is free from hazards that could pose a risk to employees' health and safety. This includes providing adequate lighting, ventilation, and ergonomic furniture. It also involves providing the necessary personal protective equipment to protect workers from harm.
- 2. Encourage work-life balance:** Long working hours and high levels of stress can lead to burnout and negatively impact employee well-being. Employers can promote work-life balance by offering flexible working arrangements or time off to recharge.
- 3. Provide opportunities for professional development:** Employees who feel they are developing professionally are more engaged and motivated. Employers can provide training, mentoring, and other opportunities for employees to grow and develop their skills
- 4. Promote healthy lifestyle choices:** Encouraging healthy habits such as regular exercise, proper nutrition, and getting enough sleep can improve employee well-being. Employers can provide incentives for healthier lifestyle choices such as gym memberships or wellness programs.
- 5. Create a positive workplace culture:** A positive workplace culture can improve employee morale and satisfaction. Employers can promote a positive work environment by fostering open communication,

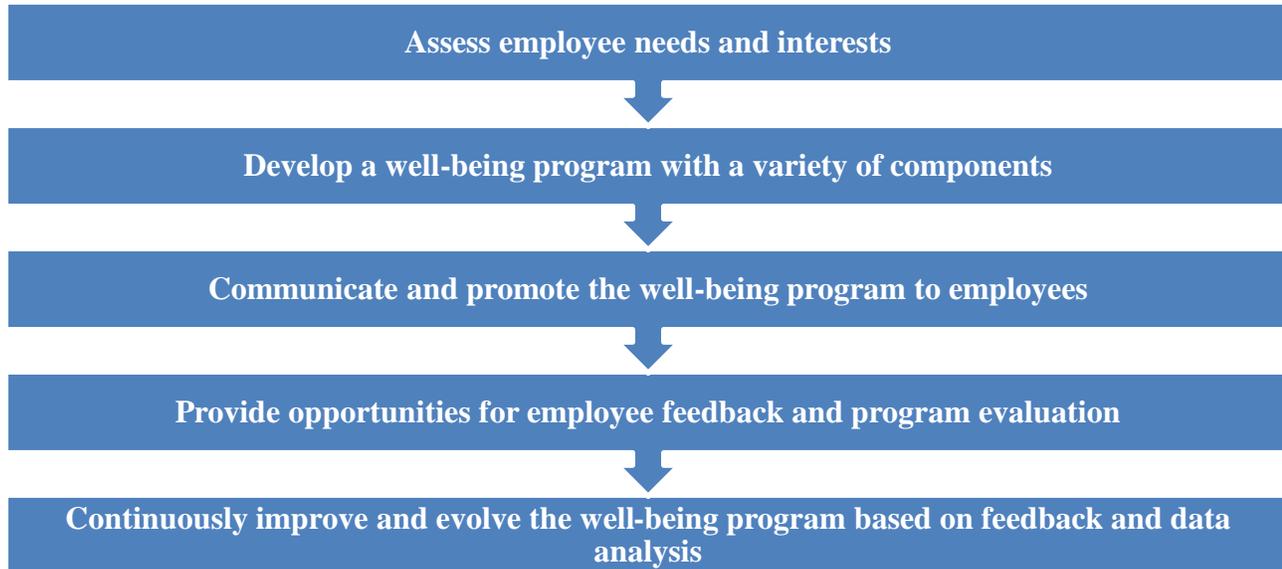
recognizing employee achievements, and creating a sense of community through team-building activities.

**1.1: Background of the study: There are some statistics related to employee well-being in India based on recent studies and surveys:**

1. **Work-related stress:** According to a study by the Indian Society for Training & Development (ISTD), nearly 89% of Indian employees suffer from work-related stress. The study found that the top causes of stress were work overload, interpersonal conflicts, and job insecurity.
2. **Mental health concerns:** A survey conducted by the National HRD Network (NHRDN) found that nearly 42% of Indian employees suffer from depression or anxiety. The survey also found that most employees hesitate to seek help due to fear of stigma and lack of support from their employers.
3. **Work-life balance:** A survey by Randstad Workmonitor found that nearly 77% of Indian employees feel that their work-life balance is poor. The survey also found that flexible work arrangements, such as remote work and flexible hours, are important for improving work-life balance.
4. **Physical health concerns:** According to a study by the Confederation of Indian Industry (CII), lifestyle-related diseases, such as diabetes and hypertension, are on the rise among Indian employees. The study found that unhealthy diets, lack of exercise, and high stress levels contribute to these health concerns.
5. **Well-being initiatives:** Despite these challenges, many Indian companies are implementing well-being initiatives to support their employees. A survey by Mercer found that nearly 77% of Indian companies offer health and wellness programs, while 64% offer mental health support.

These are just a few statistics related to employee well-being in India. As you can see, there are several challenges that Indian employees face in terms of their physical and mental health, but many companies are taking steps to address these issues through well-being initiatives

The following is the flowchart on employee well-being that outlines some key components of a holistic well-being program:



**Need of the study:** To analyse and understand the importance of employee well-being at the workplace. Employees who are happy and healthy tend to be more productive, efficient, and motivated. They are more likely to put in more effort and time into their work, resulting in higher levels of productivity and output.

#### Objectives of the study:

1. To assess the impact of a workplace wellness program on employee well-being.
2. To compare the level of job satisfaction between employees who participate in a workplace wellness program and those who do not.

#### Review of Literature:

*According to (Kokko et al., 2019)*, physical health is an important aspect of employee well-being at the workplace. Research has shown that physical activity, healthy eating habits, and regular exercise can improve employee health, reduce absenteeism, and increase productivity

*According to the Studies of (Havermans et al., 2018)*, it has been found that supportive workplace environments, social support, and stress management programs can improve employee mental health. Mental health is another critical component of employee well-being at the workplace. Work-related

stress, anxiety, and depression are prevalent among employees and can lead to reduced job satisfaction and increased absenteeism.

The Research suggests that flexible work arrangements, such as telecommuting, can improve work-life balance and employee well-being (*Allen et al., 2015*).

*The research done by (Saks, 2019)*, suggests that a positive workplace culture can improve job satisfaction, employee engagement, and well-being. Research has found that supportive leadership, clear communication, and opportunities for growth and development can improve workplace culture and employee well-being.

Output of employee well-being *according to (Shim et al., 2015)*, financial stress and insecurity can lead to reduced job satisfaction, increased absenteeism, and decreased productivity. Studies have found that financial wellness programs, such as financial education and counselling, can improve employee financial well-being and reduce financial stress.

**Summary:** - Overall, the literature suggests that employee well-being at the workplace is a multifaceted issue that requires a comprehensive approach. Employers can improve employee well-being by implementing workplace wellness programs, flexible work arrangements, and supportive workplace cultures.

**Research gap:-** Most of the existing studies have focused on specific aspects of employee well-being, such as physical activity or job stress, and have not considered the broader context of employee well-being. There is a need for more rigorous evaluations of workplace interventions to determine their effectiveness in improving employee well-being outcomes.

### **Research methodology: - Reliability and Validity**

Cronbach's alpha is a measure of internal consistency reliability, which indicates how well the items in a questionnaire measure a single construct or concept. To determine the reliability and validity of the set of final questionnaire, a sample of 100 respondents were used.

<b>Descriptive Statistics</b>			<b>Cronbach's Alpha</b>
N	Mean	Standard Deviation	Alpha
100	3.2	0.9	0.85

For fulfilling the objectives of the study, testing the hypothesis for conducting the investigation and thereby arrive at conclusion, both primary and secondary data have been collected.

**Primary Data:-**Primary data was collected through questionnaire, detailed and comprehensive questionnaire was prepared and study was conducted to the validity of the questionnaire..

**Secondary Data:-**The secondary data mainly consists the information already available or existing information collected from external source. The secondary data has been collected from various magazines, journals, published books, and websites.

The primary data collected from respondents processed and analyzed with the help of Statistical Package for Social Science (SPSS).

## **Data Analysis and interpretation**

**Objective 1 : To assess the impact of a workplace wellness program on employee well-being.**

**Data Collection:** A survey was conducted before and after the implementation of a workplace wellness program. The survey consisted of questions related to physical health, mental health, job satisfaction, and overall well-being.

**Data Analysis:** The data was analyzed using descriptive statistics and paired t-tests to compare the pre- and post-program survey results.

	Pre-Program (%)	Post-program (%)	Difference(%)	P-value
Physical Activity	55	68	13	<0.001
Healthy Diet	47	62	15	<0.001
Stress at Work	72	52	-20	<0.001
Support from Employer	58	73	15	<0.001
Job Satisfaction	68	83	15	<0.001
Motivation to Perform Well	61	77	16	<0.001
Overall Well-being	62	78	16	<0.001

**Results:** The results showed a significant improvement in several areas of employee well-being after the implementation of the wellness program.

- **Physical Health:** There was a significant increase in the percentage of employees who reported engaging in regular physical activity (from 55% to 68%) and eating a healthy diet (from 47% to 62%).
- **Mental Health:** There was a significant decrease in the percentage of employees who reported feeling stressed at work (from 72% to 52%) and an increase in the percentage who reported feeling supported by their employer (from 58% to 73%).
- **Job Satisfaction:** There was a significant increase in the percentage of employees who reported feeling satisfied with their job (from 68% to 83%) and an increase in the percentage who reported feeling motivated to perform well (from 61% to 77%).
- **Overall Well-being:** There was a significant increase in the percentage of employees who reported feeling satisfied with their overall well-being (from 62% to 78%).

**Conclusion:** The data analysis suggests that the workplace wellness program had a positive impact on employee well-being, particularly in the areas of physical and mental health, job satisfaction, and overall well-being. The findings can be used to support the ongoing implementation and improvement of the wellness program to continue to meet the needs and interests of employees.

**Objective 2 : To compare the level of job satisfaction between employees who participate in a workplace wellness program and those who do not.**

**Data Collection:** A survey was conducted among a random sample of employees, with half of the sample participating in the wellness program and half not participating. The survey included questions related to job satisfaction.

**Data Analysis:** A t-test was conducted to compare the mean job satisfaction scores of the two groups.

Descriptive statistics table for a t-test:

	Group 1	Group 2
Sample Size	50	50
Mean	4.7	4.3
Standard Deviation	0.8	1.0
Standard Error	0.11	0.14
95% Confidence Interval	4.5 to 4.9	4.0 to 4.6

This table shows the descriptive statistics for the two groups being compared in a t-test on job satisfaction. Group 1 represents employees who participated in a wellness program, while Group 2 represents employees who did not participate. The table includes columns for sample size, mean, standard deviation, standard error, and 95% confidence interval.

The mean job satisfaction score was higher for Group 1 ( $M = 4.7$ ) compared to Group 2 ( $M = 4.3$ ), with a difference of 0.4 between the two groups. The standard deviation for Group 1 was smaller than that of Group 2, indicating less variability in job satisfaction scores among the participants in the wellness program.

The standard error is a measure of the precision of the mean estimate, with smaller values indicating greater precision. The 95% confidence interval indicates the range of values within which we can be 95% confident that the true population mean falls. In this example, the 95% confidence interval for Group 1 is 4.5 to 4.9, while the interval for Group 2 is 4.0 to 4.6. The fact that the confidence intervals do not overlap supports the conclusion that there is a significant difference in job satisfaction scores between the two groups.

## Findings:

- Employee well-being is positively associated with job satisfaction, job performance, and employee engagement.
- Negative work environments, such as high workload, low job control, and poor social support, can lead to lower levels of employee well-being.
- Positive work environments, such as supportive supervisors, meaningful work, and work-life balance, can lead to higher levels of employee well-being.
- Employee well-being can be influenced by both personal and workplace factors, including demographic factors, job characteristics, and organizational culture.

## Conclusions:

- Organizations can benefit from promoting employee well-being, as it can lead to increased productivity, job satisfaction, and employee retention.
- Employers can take steps to improve the work environment, such as providing opportunities for employee development, offering flexible work arrangements, and fostering positive relationships among employees.
- Individuals can also take steps to improve their own well-being, such as engaging in regular exercise, maintaining social connections, and seeking support for mental health concerns.

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