



"A STUDY ON EMPLOYEE WELL-BEING STRATEGIES ADOPTED BY COMPANIES POSTPANDEMIC"

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ABSTRACT

Most companies had adopted work from home option due to the pandemic situation. Post Pandemic employee well-being is the most persistent topic for all employees & employers. Employee well-being is a combination of work-life balance & employee engagement. Employee well-being is a critical component of a Healthy working environment and organization. Well-being is referred to as mental and physical health, as well as more complex things such as satisfaction & engagement level. Employers must provide workers with the necessary support and care for their physical & mental health. Due to the pandemic situation most of the employees had an option to work from home. But post-pandemic most companies are forcing employees to go to the office and work. Here is where employee well-being plays a vital role as the employees are finding it hard to get back to that office culture post-pandemic. So the employees feel that their work-life balance is disturbed and employees are trying to find new techniques of employee engagement.

Hence this research paper focuses on "A Study on Employee Well-Being Strategies Adopted by Companies Post Pandemic" The main objective of this research paper is to 1) To understand the importance of well-being. 2) To know employee well-being strategies adopted by companies during post-pandemic 3) To understand the importance of employee engagement & work-life balance

Keywords: work-life balance, employee engagement, strategies, employee wellbeing.

I Introduction

Post-pandemic many employees want to work from home at least three days a week. More than 25% of the employees want to switch to those companies that are offering work-from-home options. The mental health of employees is becoming their Top priority now. The world is facing a double disruption scenario post-COVID-19 according to the world. Work-life balance, flexibility & mental health are front -of mind for employees as they look to their employers for certainty about the future. Employee well-being is a combination of work-life balance & employee engagement. Employee well-being is a critical component of a Healthy working environment and organization. Well-being is referred to as mental and physical health, as well as more complex things such as satisfaction & engagement level.

Employee well-being = Work life balance + Employee engagement

According to Clark (2000), "The concept of Work-life balance has always been a focus on those interested in the quality of working life & its relation to the wider quality of life"

According to Wellins&concelmen (2005)“A mixture of commitment, loyalty productivity & ownership”

II Objective

The main objective of this research paper is to

- 1) To understand the importance of well-being.**
- 2) To know employee well-being strategies adopted by companies post-pandemic**
- 3) To understand the importance of employee engagement & work-life balance**

III Research methodology

Earlier studies have been cited and referred to draw out the employee well-being strategies adopted by companies post-pandemic

IV Importance of work-life balance

Having a healthy work-life balance means that employees will be happier when they come to work.

That, in turn, helps reduce stress and the chances of burnout will reduce. The common health issues in the workplace are:

- 1. Chronic stress: This occurs when employees are continuously stressed. Which in turn will lead to mental health issues such as depression, anxiety as well as physical health issues**
- 2. Burnout: This happens when an employee suffers too much stress over a long period. It can lead to employees seeking health care taking sick leave, which in turn can become costly for a company.**

Here are some of the reasons why work-life balance is important:

- a) Fewer health problems: When employees are stressed & overworked they run the risk of jeopardizing more than their social lives. A poor work-life balance can lead to serious health issues which can bring an employee's health to an end. So, having a good work-life balance can reduce health issues.**

- b) **More engagements:** By helping employees find the perfect balance between work & home their engagement levels can increase. Having an engaged workforce will lead they will go the extra mile for the company & showcase loyalty.
- c) **Fewer burnouts:** Having a balance between work & life employees will be having less burnout & they will work peacefully.
- d) **More mindfulness:** When an employee finds & sustains a healthy work-life balance, they develop control over their focus & ability to concentrate on the task at hand. This is known as mindfulness

V Importance of employee engagement:

- a) **Lower Turnover:** Employees who are not engaged tend to switch to another job. And the cost of replacing a new employee will become a burden for the company. So, a company must focus on employee engagement to save such costs for the company.
- b) **Increased productivity:** It is no surprise that an employee who is engaged with his work puts in more effort and his company can reap the rewards. An engaged workforce is 17% more productive & has major implications on the profitability & longevity of the organization.
- c) **Safer workplace:** since the employees are more engaged there will be a reduction in workplace accidents as employees pay close attention to their work and feel more empowered to speak up about their concerns and they are less likely to take risks that can lead to injury.
- d) **Increased sales & Higher revenue:** engaged employees are more productive & more likely to build strong customer relationships. Increased sales & productivity when paired with reduced expenses naturally lead to a revenue increase.

VI Importance of employee well-being post covid & employee well-being strategies to be adopted by companies post

The pandemic heralded radical shifts in the way employee work & live. So many employers noticed the impact employee well-being has on their performance & consequently on the business. Employees were worried and distressed and now the employers need to find many ways to accommodate the rising need for empathy towards their employees. So Employee well-being has become very important especially post-Covid as employees are returning to their workplace after a very long time.

Many psychologists have warned that quarantine can spark an increase in diseases like depression or even Post-traumatic stress disorder.

So employers should adopt the following strategies:

1. **Ensure that employees feel safer than before:** Many employees are apprehensive about the risks involved with leaving the house & being around large groups of people post-pandemic. It is very important not only to reassure the employees getting back to work

but to ensure the right protocols are in place so that they feel safe when working & visiting the workplace.

For example, a desk booking system, providing sanitizer & masks, cleaning the workplace, etc.

2. **Make mental health a priority:** Now a day's mental health and well-being are talked about more openly in the workplace. Many employers have got to know the importance of this and have made this topic a priority. So they have included this in their work policies. Promoting well-being & raising awareness at the workplace can prevent mental illness, making both happier & safer.
3. **Embrace the changes caused by the pandemic:** Pandemic has changed many things especially when regarding work. This has resulted in a lot of uncertainty among employees but has also created a lot of opportunities for businesses to develop. Refocusing, restructuring & rebuilding can be exciting & lead to more opportunities for the employees. By embracing these kinds of changes & adapting them employees feel motivated instead of worried & they will start looking forward. Employers can also provide hybrid working policies.
4. **Listen to the employees:** The easiest way to find out how someone is feeling can be by talking to the employee directly. The employer should organize regular catch-up meetings, virtual or in person, which really can have a big impact on the employees. Friendly conversations with employees can solve any problems that have aroused in an organization.
5. **Create and promote ways for employees to seek advice:** when an employee is facing an issue at work or home, they may be benefitted from having someone to talk to. So the employers must put together a well-being team of volunteers that employees can reach out to for confidential conversations & guidance. The employees may feel comfortable talking to someone in their team so make sure to involve people from various departments.

VI Conclusion:

Employee well-being is a combination of employee engagement & employee work-life balance. The employer should adopt various strategies to engage employees and work-life balance of employees especially post covid. The employees are returning to work after a very long time gap. They should be made comfortable in the workplace. The employees also need to have a prepared mindset that things will not be the same post covid as it was during covid. They need to be mentally prepared to work in their regular workplace how they were working before covid. So both employer & employee must go hand in hand to get adjusted to their regular workplace.

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