



A STUDY ON EFFECTIVENESS OF WORKPLACE SAFETY AND WELLNESS PROGRAMME ON EMPLOYEE PRODUCTIVITY

P. NIRANJANA

PANIMALAR ENGINEERING COLLEGE

(AN AUTONOMOUS INSTITUTIONS)

JAISAKTHI EDUCATIONAL TRUST

BANGALORE TRUNK ROAD, VARADHARAJAPURAM, POONAMALLE, CHENNAI

ABSTRACT

The purpose of this study is to evaluate the effectiveness of workplace safety and wellness programs on employee productivity within corporate settings, with an emphasis on Employee engagement, Employee participation, Job satisfaction, Improvement. Data were gathered from a sample of 196 respondents using a non-probability sampling technique as part of a descriptive study design. The study used statistical tools such Kruskal-Wallis Test, Mann-Whitney U Test, and Correlation Analysis to evaluate the reliability of measuring constructs and investigate

correlations among important Employee productivity. The results show that Employee engagement and Job satisfaction are significantly correlated, and that workplace safety and wellness programs varies depending on the organizational setting. This research contributes to the growing body of literature on occupational health and organizational performance by offering evidence-based insights and practical recommendations for HR managers aiming to enhance employee productivity through comprehensive safety and wellness strategies.

Keywords: workplace safety, wellness programmes, employee productivity, occupational health, organizational performance, mixed-methods research.

INTRODUCTION

A company initiative designed to improve employee health and well-being, encompassing physical, mental, and emotional aspects, aiming to boost productivity and reduce healthcare costs. Workplace wellness programs are employer-provided efforts to enhance employee health and well-being, encompassing a range of activities and policies aimed at supporting healthy behaviour's and improving health outcomes. These programs aim to create a supportive environment that encourages employees to adopt healthy habits, reduce health risks, and improve overall well-being, which can lead to benefits such as increased productivity, reduced healthcare costs, and improved employee morale. Employee wellness programs are incentive-driven initiatives introduced by employers to foster the overall well-being of employees.

NEED OF THE STUDY

- 1.To analyse a create safe working environment, promote employee well-being, and ultimately improve the overall performance of the organization.
- 2.To identify Safety programs are needed to minimize workplace injuries and accidents

3.To impact organizational effectiveness improves through optimized workflows and proactive problem solving.

OBJECTIVES OF THE STUDY

Primary Objective:

To study on effectiveness of workplace wellness programme on employee productivity.

Secondary Objectives:

1. To identify factor influencing employee engagement in wellness programs.
2. To suggest awareness level of employee participation in wellness programs.
3. To analyse the relationship between workplace wellness initiatives and employee job satisfaction
4. To find out the improvement way of workplace wellness program on employee productivity

SCOPE OF THE STUDY

The scope can be comprehensive, addressing physical, mental, and social aspects of health and safety within an organization. Workplace wellness programs aim to improve the overall health, well-being, and quality of life for employees. Providing wearable fitness trackers that monitor physical activity, sleep, or stress levels to encourage healthier lifestyles.

LIMITATIONS OF THE STUDY

- 1.The study may be conducted over a specific timeframe, which may not capture long-term effects of the workplace safety and wellness program.
- 2.The study may use specific measurement tools or surveys, which may have limitations in terms of validity and reliability
- 3.The study may be limited to a specific sample size, which may not be representative of the entire organization

REVIEW OF LITERATURE

Timothy Gubler (2015) This paper investigates the impact of a corporate wellness program on worker Productivity using a panel of objective health and productivity data from 111 workers in five laundry plants. Although almost 90% of companies use wellness programs, existing research Has focused on cost savings from insurance and absenteeism. Key factor: Worker Productivity, Health, Wellness Program, Presenteeism, Corporate Social Responsibility.

Mohamed Haffar (2015) This study examined the impact of workplace environment on employee task performance under the mediating role of employee commitment and achievement-striving ability. The results indicated that a positive work environment had the power to improve employee performance. Key factor:

Employee well-being, Performance, Job satisfaction

RESEARCH

According to Clifford Woody research comprises defining and redefining problems, formulating hypothesis or suggested solutions, collecting, organizing and evaluating data making deductions and reaching conclusions and at last carefully testing the conclusions to determine whether they fit the formulating hypothesis.

SAMPLING TECHNIQUE

The sampling technique used in this study is non probability sampling.

SAMPLE SIZE: 196

NON-PROBABILITY SAMPLING

Non probability sampling refers to the selection of a sample from a population, when this selection is based on the principle of randomization, that is, random selection or chance.

POPULATION AND SAMPLE

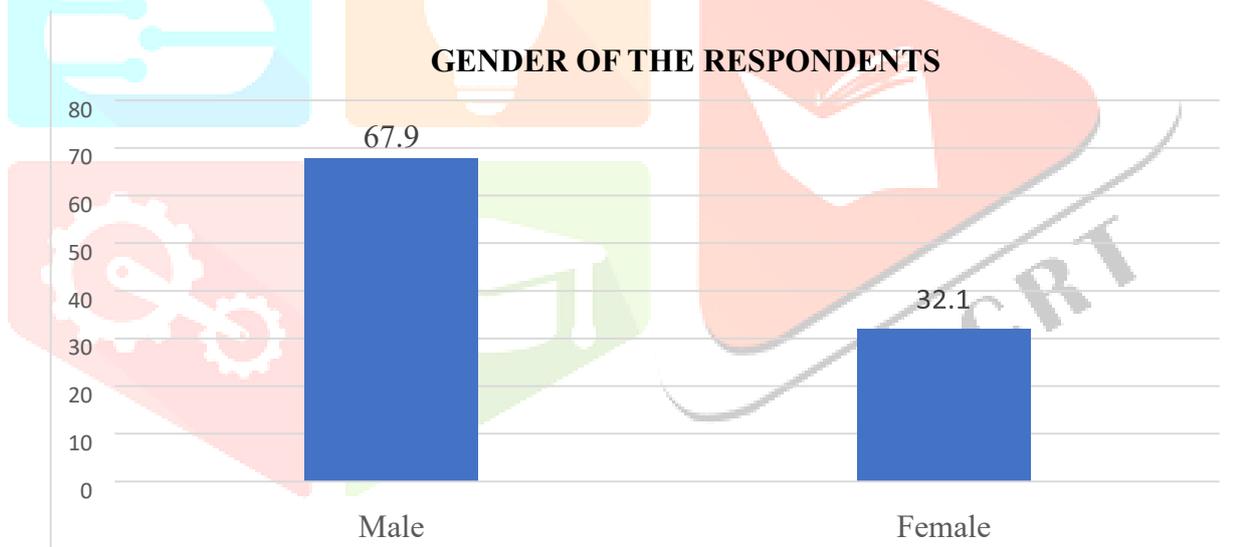
The sample size for this Study is based on Morgon's sampling table which specifies the sample size is 196 when the population is 300. So, the optimal Sample Size is 196 employees at various levels. The number of samples taken for the study is 196.

TABLE SHOWING THE GENDER OF THE RESPONDENTS

GENDER	NO OF RESPONDENTS	PERCENTAGE
Male	133	67.9
Female	63	32.1
TOTAL	196	100

FINDINGS

From the above table it is found that 67.9% of the respondents belong to the gender of male and 32.1% of the respondents belong to the gender of female.

3.2.2 CHART SHOWING THE GENDER OF THE RESPONDENTS**INFERENCE**

It is inferred that 67.9% of the respondents belong to the gender of male.

H-TEST

Null Hypothesis(H0): There is no significance difference between

mean ranks of Gender (measured by Employee engagement, Employee participation, Job satisfaction, Improvement.).

Alternative Hypothesis(H1): There is a significant difference between mean ranks of Gender (measured by Employee engagement, Employee participation, Job satisfaction, Improvement.).

Ranks

	GENDER	N	Mean Rank
EMPLOYEE ENGAGEMENT	1	134	68.53
	2	62	163.27
	Total	196	
EMPLOYEE PARTICIPATION	1	134	68.65
	2	62	163.02
	Total	196	
JOB SATISFACTION	1	134	68.01
	2	62	164.39
	Total	196	
IMPROVEMENT	1	134	68.60
	2	62	163.13
	Total	196	

Test Statistics^{b,c}

	EMPLOYEE ENGAGEMENT	EMPLOYEE PARTICIPATION	JOB SATISFACTION	IMPROVEMENT
Chi-Square	132.116	128.346	135.739	129.736
Df	1	1	1	1
Asymp. Sig.	.861	.765	.927	.697

a. Based on 196 sampled tables with starting seed 79654295.

b. Kruskal Wallis Test

c. Grouping Variable: GENDER

INFERENCE

- The p value $0.861 > 0.05$, null hypothesis is accepted, there is no significance difference between mean ranks of gender with respect of Employee engagement.
- The p value $0.765 > 0.05$, null hypothesis is accepted, there is no significance difference between mean ranks of gender with respect of Employee participation.
- The p value $0.927 > 0.05$, null hypothesis is accepted, there is no significance difference between mean ranks of gender with respect of Job satisfaction.
- The p value $0.697 > 0.05$, null hypothesis is accepted, there is no significance difference between mean ranks of gender with respect Improvement

SUGGESTIONS

1. Continuously assess the effectiveness of wellness programmes using key performance indicators like productivity metrics, absenteeism rates, and employee satisfaction scores.

2. Introduce flexible working hours, remote work options, and time-off policies to reduce burnout and improve focus and energy at work.

3. Offer rewards, recognition, or small incentives for employees who actively participate in wellness programmes to boost engagement

CONCLUSION

This study concludes that workplace wellness programmes play a vital role in enhancing employee productivity. The implementation of health focused initiatives ranging from physical fitness activities to mental health support contributes to reduced stress, lower absenteeism, and improved focus among employees. Evidence from the study indicates that organizations that prioritize employee well-being through structured wellness programmes benefit from increased efficiency, motivation, and job satisfaction. Therefore, integrating

comprehensive wellness strategies within the workplace is not only beneficial for employees' health but also serves as a catalyst for organizational growth and performance. The findings of this study suggest that workplace wellness programmes can have a significant positive impact on employee productivity. Moreover, these programmes contribute to enhanced job satisfaction and morale, which further supports a more engaged and productive workforce

BIBLIOGRAPHY

1. R Rezai, N SantaBarbara, E Almirol, K Shedd, E Terry, M Park, WS Comulada Occupational Medicine 70 (9), 649-655, 2020
2. Ray M Merrill, Steven G Aldana, Judy Garrett, Chip Ross Journal of occupational and environmental medicine 53 (7), 782-787, 2011
3. Julian Reif, David Chan, Damon Jones, Laura Payne, David Molitor JAMA internal medicine 180 (7), 952-960, 2020

WEBSITES REFERRED

<https://www.researchgate.net/>

<https://scholar.google.com/>

<https://archive.org/details/texts>