



# Workplace Well-being Programs: Evaluating their Effectiveness and Impact on Employee Satisfaction

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## ABSTRACT:

This research reviews the evidence for workplace health and wellness interventions and their impact on employees and employers. This evaluation provides recommendations for supporting and enhancing employee health and well-being, as well as identifying gaps in knowledge and recommending more research. Leadership training has shown significant effects on weariness, self-reported illness absence, work-related sickness absence, and job satisfaction in trials comparing health-oriented training programmes to no intervention. Studies comparing health-focused leadership. Comparing work related training to other training did not provide significant results. Research on the effectiveness of health-oriented leadership interventions on employee stress, absenteeism, and well-being is limited, highlighting the need for further and higher-quality studies. Employees typically work 9 hours per day and 48 hours per week. Work has a substantial impact on well-being and life satisfaction, given the amount of time workers spend at work. Employees who are not in good physical or mental health cannot perform to their full ability. An employee's capacity to address challenges creatively is influenced by their overall wellbeing. It impacts employees' work attitudes, relationships with coworkers, and overall wellness. Many organisations have integrated workplace wellness practices into their HR objectives. Employee productivity mediated the modest influence of employee wellbeing on organisational productivity. The conditional indirect effect of employee wellbeing on the organisation. Employee productivity increased significantly for low, medium, and high moderator levels.

## KEY WORDS:

workplace wellbeing, employee satisfaction, mental health, employee engagement.

## INTRODUCTION:

The World Health Organisation (WHO) defines health as "a state of complete physical, mental and social well-being and not merely the absence of disease or weakness". A healthy workplace promotes its employees' physical, mental, and social well-being. Creating a healthy workplace may benefit employee happiness, productivity, expenses, business image, and risk, in addition to its own goals. Sustainable values can positively impact health and well-being. Day and Nielsen define mentally healthy workplaces as those that prioritise

individual, group, leader, and organisational (IGLO) resources to support employee well-being and performance. This concept encompasses both skill-specific training and professional development courses to improve work-related talents. The training approach extends beyond addressing low well-being to improve professional skills, leadership, and organisational capabilities. Although government support for healthy workplaces benefits workers, participation in employer-sponsored health and wellness programmes has generally been low. Wellness programmes are typically seen as a luxury rather than a need. Newer evidence suggests a different story. With tax, with federal health care legislation providing incentives and subsidies, U.S. firms may adopt wellness programmes to reduce growing healthcare expenses. The review relied on a wide range of sources and synthesised evidence from diverse industries. Organisations are increasingly prioritising workplace welfare and health. This interest stems from company conventions of duty towards their personnel, as well as the favourable correlation between employee health and wellbeing. This introduction discusses the significance and purpose of establishing such programmes inside organisations, emphasising the potential advantages for both personnel and overall organisational performance. In today's fast-paced world, individuals must strive for personal achievement, professional development, and long-term employability. Modern organisations and nations aim for survival, economic prosperity, and competitive advantage. Given all this Despite attempts for socio-economic and personal growth, life has become increasingly mechanistic.

## **REVIEW OF LITERATURE:**

The management of people in this literature on HRM and performance focuses on training and development, presenting which one of the main elements of an organizational people plan or a company human capital investment is (Huselid, 1994). New research by van der Heijden et al. (2016) reveals the extent to which job-relatedness is the foundation that serves the purpose of working people's improving welfare and career advancement. Being employed is not obviously associated with the financial conditions and stress levels only but it is as well a factor in confidentiality, personal welfare and psychological superiority besides improved physical health (Paul & Moser, 2009). It may be a fact when you learn something, those eventually will not fade away or even better, you can create jobs that are not on the job you are currently on. A tight spot when the main goal is only on whether the economy gain's or not the well-being, is the focus and the sense to give priority to the economy instead of the language of learning and wellbeing can be considered as harmful. Therefore they are likely mistakes (Addelson, 2000). The Likert scale which commonly utilized since it is good a for measuring numerous items. Whereas the former utilize a qualitative method of approach the majority, the other few make use of the quantitative method of approach. Employee surveys on well-being comprise generally 40-50 total questions, which can change (Shuck & Reio, 2014 and Parker). Hence, there are certain models as that of Iverson (1998), Olekaln and Erwin (1998) who look at only three dimensions including emotional exhaustion, alleged job depersonalization and work accomplishment by using few questions and have been extensively examined (Hyett, 2011). Because the technology's space is growing quickly today one can find more and more tools that may be used to measure mental health and productivity and there is no consensus on which measurement tool can be credited. Focusing on the mutual gains principle and its employee-support program such as training, motivating and providing growth opportunities, HR will be used to put these targets into action. Besides, the dominion of considerations on actions is gone to be beyond

the organizational and the level of the individual; because, the purpose of the study is to accommodate the areas even of the groups and the leaders which is at a higher level of comparison.

Workgroups become indispensable for these companies because they are key elements of their organization, inventive, and driven. Moreover, as part of the social connection, the ties have positive implications for health. While now there are the sharp deficiency of low-cost user-friendly tools for process managers and facilitators to evaluate the effectiveness of both participants and broader organisations. Studies on self-efficacy also demonstrate that the more employees as well as people at large come to know believe in their ability to complete tasks, the higher the level of employee engagement is and the degree of mental well-being. There are some impacts on employees due to the following reasons: Being in uncomfortable indoor temperatures, banging the noise, and the distractions will affect the health and psychological state of the employees poorly. In contrast, allowing opportunities for interaction, being concentrated and the natural way to communicate meant a healthy workplace was formed. In the poll of 2,000 office workers, they all selected natural light, nearby outdoor space, space that induces contemplation, support from other workers, and both individual and shared working space. The thing that makes it so aggravating is the lack of clear boundaries between open plan areas, it being dark, there is no artwork, no access to fresh air, the unpleasant smell coming from clutter, nope, not having the control to adjust the temperature, no private space and no greenery. Which explains the fact the academics have never focused upon the employee involvement rates at the WorkWell programmes, resulting in perspective misrepresentation and the experience of the employees tell being ignored. Research context that involves employee-centered bias usually come up with changes in the physiological or psychological criteria presented such as defining the nature of participants (Joslin, et al., 2006), exploring the benefit of participation among physical, cognitive, social, and psychological dimensions (Nohammer, Stummer, & Schusterschitz, 2011), and discovering the way participants perceive workplace In the research, we found that each of the organizations has an expert who is responsible for designing and overseeing a full wellness programme, educate and promote it throughout the organisation, and assess it for its importance. For the highest level of wellness managers, interaction with their industry knowledge is one of great details to the culture and strategy of the organization.

However, there is a tendency for this type of professionals to be characterized as logical, dependable and highly social because of their both academic learning and experience. This job type is difficult to control by usual managerial methods. The employees who did not involve in the programs can probably be easily spotted Reasons why somebody might not be going to the gym are that he/she may not have time or might not believe that it is something that he/she needs to do. Another reason might also be a dislike for the activity itself. Some are not aware that such services exist in their workplace or are not willing to take risk and trouble their managers by taking stands. You have successfully disabled the adblocker. Such a kind of staff believes their health is not vital to the company, and therefore criticism against the management becomes the result. In 2015, the United Nations renewed its sustainable development goals by putting forward the growing acceptance that current consumption patterns lack a sustainable perspective for the future. On the other hand, this has a great impact on the role of state as key facilitator at the levels of international and national politics. Lifting good health and well-being to SDG3 (Good Health and Well-being) , SDG 8( Decent Work and Economic Growth)

and SDG 12 (Responsible Consumption and Production) would yield benefits on employee satisfaction and sustainable consumption pattern. Some forces, which includes genetics, gender, age, income, education, cultural diversity, physical environment, corporate society, and social network support, impact our health. It has been realized that these behavioural risk factors of inactivity, smoking, overuse of alcohol and obesity lead to noncommunicable chronic diseases like hypertension, diabetes, obesity, respiratory diseases, stroke, and cancer. Impermanent state is a condition in which progress is possible so that a goal can be accomplished. Such simple solutions could help people get well quicker. Adjustments to new environment are for the benefit of most people but very demanding. Investment in the employees' wellbeing may be a win-win situation that will both employers and the society benefit from. The ones, who organise the wellness programmes that use the best practices and build the culture around them, performance of quality and the financial results are expected to be much better than others.

Worksite wellness measures are based on organisational strategy, policies, processes, leadership, culture, education, support and programmes. These measures promote wellness activities, integrate wellness in interventions analysis and may entail monetary rewards for employees who demonstrate good health standards. "Mental health is a predicate for an individual to achieve their maximum potential at work or at the creative level, getting along with others in harmony, and rendering service to their community." This is reinforced when they are able to satisfy the personal and societal needs of an individual and they are given an opportunity of having a sense of real reason in the society. This personal health practices and resources's consideration to empower individual choice and the bring about a healthy lifestyle can be achieved through multiple human ways.

Organisation or work Health of workers Productivity is a concepts that are applied wellbeing concept in business areas, that includes link between mental and physical-wellbeing. The wellness industry relies on the wellbeing paradigm that is about both mental and physical health. The term "well-being" now comprises illnesses and seasons dissertation example free resume template body, mind, soul, and social support. There are three types of well-being: emotional, social as well as mental. Emotional wellbeing is associated with (a healthy) life and feelings like happiness and contentment.

Psychological wellness is something more than the absence of mental illness; it is also a way of developing your as an individual. Psychological welfare is what gives us the feeling value and the sense of belonging in society. Employees tend to have stressful lives as they need to combine work and personal obligations thereby, resulting in increased tensions at a work place. And because of that it will lead to a great demand for health related stress issue they are now encountering that contribute to the increase in health care costs.

## **METHODOLOGY:**

Developing a successful employee well-being programme requires a systematic approach to addressing the workforce's different requirements while staying consistent with organisational goals. First, completing a thorough needs assessment via surveys, interviews, or focus groups provides a clear realise of workers' well-being issues and desires. Setting precise goals and objectives ensures that the program's emphasis stays focused and effective. It is critical to create a complete programme that addresses all areas of well-being, including physical, mental, emotional, and social components. Wellness workshops, mental health services,

exercise programmes, and help with work-life balance are examples of such efforts. Implementation involves effective communication, resource allocation, and leadership participation in order to promote a positive organisational culture. Monitoring and evaluation, using metrics and feedback channels, provide continuous assessment of the program's success and effects on employee health, happiness, and organisational performance. Continuous development based on evaluation findings keeps the programme current and responsive to changing demands. Communication and engagement methods are critical for encouraging involvement and establishing a friendly environment in which employees feel at ease using resources. Finally, including the well-being programme into the organization's strategy and culture ensures its continued existence and positive influence on employee well-being and organisational performance. The program's ability to adapt to changing demands and situations is made possible by continuous trend monitoring and employee feedback-based modifications. Finally, a well-designed and properly implemented staff well-being programme benefits not just individual health and happiness, but also fosters a good organisational culture and improves overall performance.

### **FINDINGS:**

Since 2012, the Wellshift programme has been providing health and wellness classes to organisations. A framework for stress management in the workplace identifies basic, secondary, and tertiary treatments. Primary prevention focuses on eliminating possible stresses through employment redesign. Several major findings emerged during the evaluation of the staff well-being programme. First, there was a significant improvement in staff engagement and satisfaction, as shown by increased involvement in programme activities and positive feedback from surveys and focus groups. Employees reported a clear increase in a variety of well-being measures, including lower stress levels, better physical health outcomes, and greater work-life balance. The program's shape went beyond individual well-being to organisational performance, as absence rates and productivity improved over time. Furthermore, the programme promoted a more friendly and inclusive work atmosphere, as employees felt more at ease requesting assistance and accessing resources related to their well-being requirements. Finally, the program's durability was demonstrated by its incorporation into the organization's strategic planning and budget allocation, which ensured long-term support and investment in employee well-being programmes. Furthermore, the well-being programme helped staff form stronger relationships, building a feeling of belonging and teamwork throughout the organisation. This resulted in greater cooperation and communication across departments, eventually improving overall organisational cohesiveness. The program's emphasis on mental health care also led to fewer cases of burnout and more resilience among individuals dealing with difficult work conditions. Furthermore, the program's adaptable design enabled for customisation to match the workforce's unique demands, including varying schedules, preferences, and interests. Finally, leadership participation and visible support were critical in creating a culture of well-being, confirming the organization's dedication to prioritising employee health and happiness.



**CONCLUSION:**

Finally, implementing an employee well-being programme constitutes a considerable investment in the workforce's health and happiness, with long-term advantages for both people and the organisation as a whole. Organisations may successfully meet their workers' different well-being requirements while connecting with overall organisational goals by using a systematic strategy that includes needs assessment, programme design, implementation, monitoring, and continual improvement. The results of such programme evaluations typically show greater employee engagement, contentment, and productivity, as well as improvements in other well-being indicators such as stress levels and work-life balance. Furthermore, these programmes' durability is assured by their incorporation into strategic planning and budget allocation, demonstrating the organization's long-term commitment to employee well-being. These programmes help to establish a supportive atmosphere and encourage leadership engagement, resulting in a healthy organisational culture marked by cooperation, communication, and persistence. Finally, investing in employee well-being benefits not just individual health and happiness, but also improves organisational performance, competitiveness, and sustainability in today's changing business environment. Employee well-being programmes are successful when employees have a stronger sense of community and cooperation, which leads to increased collaboration and organisational cohesiveness. By emphasising mental health assistance and providing adaptable solutions customised to individual requirements, these programmes enable people to succeed in both their professional and personal life. The continuing modification of these efforts based on assessment findings guarantees that they remain relevant and successful in fulfilling changing well-being demands. Leadership engagement and visible support are still critical in maintaining a culture of well-being, emphasising the organization's commitment to its most important asset—its employees.

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