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A STUDY ON IMPACT OF EMPLOYEE WELLNESS ON WORK ENVIRONMENT IN THE IT SECTOR

(With special reference to Puducherry Region)

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ABSTRACT

This study examines the impact of employee wellness on the work environment in the IT sector, with special reference to the Puducherry region. The research aims to analyze key factors influencing employee wellness, including workload, work-life balance, organizational culture, and workplace relationships. A descriptive and analytical research design was adopted, and primary data was collected from 100 employees of selected IT companies using a structured questionnaire. Statistical tools such as regression analysis, ANOVA, and Chi-square tests were used for data analysis. The findings reveal that workplace quality, job design, and interpersonal relationships have a significant positive impact on employee wellness. The study also identifies significant differences among groups and a strong association between employee wellness and job satisfaction. It concludes that improving employee wellness is essential for enhancing productivity, satisfaction, and overall organizational performance in the IT sector.

Key Words: Employee Wellness, Work Environment, Work-Life Balance

JEL Code: M12, M54, I31

I. Introduction

In the modern digital era, workplace dynamics have become a crucial factor influencing the wellbeing of employees, particularly in the Information Technology (IT) sector. The industry is known for its rapid technological changes, high work pressure, and demanding environments, which create both opportunities and challenges for employees. Workplace dynamics include elements such as organizational culture, leadership approach, teamwork, communication, and workload management. These factors significantly affect employees' job satisfaction, stress levels, productivity, and overall mental health. A positive work environment promotes collaboration, open communication, and professional growth, thereby enhancing employee satisfaction and emotional wellbeing. On the other hand, negative workplace conditions such as excessive workload, poor leadership, and lack of recognition can result in stress, burnout, and reduced employee morale. Therefore, organizations must focus on improving workplace dynamics to ensure employee wellbeing, which in turn leads to higher productivity and organizational success.

II. Review of literature

Dr. Irshad Nazeer et al. (2025)¹, “Employee Well-Being Programs and Their Effect on Organizational Commitment: An Analytical Study with Special Reference to Private Bank Employees” The study aims to assess the role of employee well-being programs in improving organizational commitment and to examine the relationship between well-being initiatives and employee retention. It also evaluates the impact of work-life balance and financial and health-related programs on employee satisfaction. The findings indicate a strong positive relationship between well-being programs and organizational commitment, showing that employees receiving structured support exhibit higher job satisfaction and lower turnover intentions. Additionally, financial benefits and work-life balance initiatives significantly enhance employee loyalty. The conclusion states that investing in comprehensive well-being programs is essential for increasing employee commitment, reducing turnover, and improving overall organizational performance in the banking sector.

Sandhiya S., Tamil Maran S. & Dr. Kahkasha Safi (2025)², “A Study on the Relationship Between Employee Wellbeing and Organizational Performance” The study aims to examine the relationship between employee wellbeing and organizational performance and to identify key wellbeing factors such as job satisfaction, mental health, and work-life balance that influence productivity and retention. It also seeks to provide insights into how wellbeing initiatives impact organizational success. The findings indicate a strong positive correlation between employee wellbeing and performance, with higher wellbeing leading to increased productivity, better retention, and improved engagement. The study also finds that poor mental health leads to higher turnover intentions and reduced performance. The conclusion emphasizes that employee wellbeing is a critical factor for organizational success, and companies should prioritize wellbeing strategies to achieve sustainable growth and improved performance.

E. Balaji & Ashlin Nimo J. R (2024)³, “Analyzing the Impact of Employee Well Being Programs on Productivity” The objective of the study is to determine the effectiveness of employee well-being programs on productivity and to analyze how physical, mental health, and work-life balance initiatives influence employee performance. It also focuses on understanding how training and development programs improve employee efficiency. The findings reveal a significant positive relationship between well-being programs and employee productivity, with all factors such as mental health, physical health, and work-life balance showing strong correlations. The study also confirms that employees participating

in well-being programs experience higher job satisfaction and engagement. The conclusion highlights that organizations should invest in well-being initiatives to enhance employee productivity, satisfaction, and overall organizational growth.

Liu Rufeng, Zhang Nan & Zhu Jianqiang (2023)⁴, “Impact of Employee Well-Being on Organizational Performance in Workplace” The primary objective of this study is to evaluate how employee well-being influences organizational performance and to understand employees’ perceptions of workplace wellness initiatives. It also aims to identify the relationship between employee happiness, productivity, and workplace environment. The findings show that employee well-being has a direct and positive impact on productivity, job performance, and employee attitudes toward the workplace. The study establishes that satisfied and healthy employees contribute significantly to organizational success. The conclusion emphasizes that organizations should invest in employee well-being initiatives to enhance productivity, motivation, and long-term business performance.

Riya Sodha & Pooja Goswami (2023)⁵, “Understanding the Impact of Employee Well-Being on Employee Retention” The main objective of the study is to analyze the impact of employee well-being on employee retention and to determine whether employee well-being can act as an effective retention strategy in organizations. It also aims to understand employees’ likelihood of staying in an organization based on their well-being levels. The findings reveal a strong positive correlation between employee well-being and employee retention, indicating that employees who experience better physical and mental well-being are more likely to remain in the organization. The study also shows that well-being significantly influences employee satisfaction and reduces turnover intentions. The conclusion highlights that employee well-being plays a crucial role in enhancing retention and organizational stability, and organizations that prioritize well-being can achieve higher productivity and long-term success.

III. Statement of the Problem

In the rapidly growing IT sector, employees face high work pressure, long hours, and constant technological changes, which negatively affect their physical and mental well-being as well as job satisfaction. Despite this, many organizations prioritize productivity over employee wellness.

Lack of wellness initiatives leads to stress, burnout, and an unhealthy work environment, affecting overall performance. Therefore, this study examines the impact of employee wellness on the work environment and identifies key factors for a healthy workplace.

IV. Scope of the study

This study focuses on the impact of employee wellness on the work environment in the IT sector. It examines factors such as physical health, mental well-being, stress, and work-life balance. The study is limited to employees of Datamatics and Integra, with a sample size of 100 respondents. It aims to provide insights to improve employee wellness and workplace conditions.

V. Objective of the study

- To analyze the impact of employee wellness on the work environment.
- To identify the factors influencing employee wellness such as stress, workload, and work-life balance.
- To study the relationship between employee wellness and job satisfaction.
- To suggest measures for improving employee wellness and creating a positive work environment.

VI. Hypotheses of the study

- H_0^1 : There is no significant impact on employee wellness and the work environment.
- H_0^2 : There is no significant difference between employee wellness and influencing factors
- H_0^3 : There is no significant association on employee wellness and job satisfaction

VII. Research Methodology

The study adopts a descriptive and analytical research design. It aims to describe employee wellness levels and analyze their impact on the work environment in the IT sector. Primary data is collected directly from IT employees through a structured questionnaire. Secondary data is gathered from journals, research papers, websites, and reports related to employee wellness and the work environment. The study uses a convenience sampling method. The population consists of employees working in IT companies such as Datamatics and Integra. The sample size was collected 100 respondents. The collected data will be analyzed using statistical tools such as percentage analysis, correlation, regression analysis, and ANOVA.

VIII. Analysis and Interpretation

Demographic Profile

Table 1.1

STATUS	RESPONDENTS	PER CENTAGE %
Gender		
Male	63	63
Female	37	37
Others	0	0
Total	100	100
Age		
20 to 30 years	44	44
31 years 40 years	32	32
41 to 50 years	18	18
Above 50	06	06
Total	100	100
Education qualification		
UG	58	58
PG	37	37
Others	05	05
Total	100	100

Marital status		
Single	27	27
Married	66	66
Divorced	04	04
Widow	03	03
Total	100	100
Monthly income		
Less than Rs.10000	06	06
Rs.10001 to Rs.30000	67	67
Rs.30001 to Rs.50000	18	18
Above Rs.50000	09	09
Total	100	100

Interpretation

The demographic analysis shows that the majority of respondents are male (63%), while 37% are female, indicating a male-dominated sample. In terms of age, most respondents fall in the 20–30 years category (44%), followed by 31–40 years (32%), suggesting that the study mainly represents young and middle-aged individuals. Regarding educational qualification, a significant portion of respondents are undergraduates (58%), while 37% are postgraduates, showing a fairly educated sample group. In terms of marital status, the majority are married (66%), followed by single respondents (27%), indicating that most participants have family responsibilities. With respect to income, a large proportion of respondents (67%) earn between Rs.10,001 and Rs.30,000, indicating a moderate income level. Only a small percentage earns above Rs.50,000 (9%), showing fewer high-income respondents.

Hypotheses Testing

- **H₀¹: There is no significant impact on employee wellness and the work environment.**

Table 1.2 Regression Analysis

S.No	Variance	Unstandardized Coefficient		Standardized Coefficients	t	Sig.
		B	Std.err	Beta		
	Employee wellness (Constant)	1.362	.424		3.212	.001*
1	Workplace Quality	.150	.158	.144	2.875	.007*
2	Organizational Culture & Support	.193	.073	.127	2.629	.009*
3	Job Design & Workload	.156	.053	.158	3.273	.004*
4	Relationships with colleagues and supervisors	.152	.049	.153	3.091	.002*
R2					0.97	
Adjusted R2					.076	
F statistical					5.978	
Overall ANOVA Model (Sign.0.01)					.000	
Regression is significant at the .05 level						

Interpretation

The regression analysis examines the impact of workplace factors on employee wellness. The overall model is statistically significant, as indicated by the F-value (5.978) and p-value (.000), which is less than 0.05. This means the independent variables collectively have a significant effect on employee wellness. The R^2 value of 0.097 (likely intended instead of 0.97) suggests that approximately 9.7% of the variation in employee wellness is explained by the selected factors. The adjusted R^2 of 0.076 further confirms a modest explanatory power of the model.

Individually, all variables show a positive and significant relationship with employee wellness:

- Workplace Quality ($\beta = 0.144$, $p = 0.007$) significantly improves employee wellness.
- Organizational Culture & Support ($\beta = 0.127$, $p = 0.009$) also has a positive influence.
- Job Design & Workload ($\beta = 0.158$, $p = 0.004$) shows a strong contribution.
- Relationships with colleagues and supervisors ($\beta = 0.153$, $p = 0.002$) significantly enhance wellness.

Among these, Job Design & Workload has the highest impact, followed closely by Relationships at work.

- **H_0^2 : There is no significant difference between employee wellness and influencing factors**

Table 1.3 One Way -ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Employee Wellness	Between Groups	6.424	3	2.141	2.813	.009
	Within Groups	306.785	403	.761		
	Total	313.209	406			
Workload and Job Demands	Between Groups	7.491	3	2.497	2.802	.007
	Within Groups	359.226	403	.891		
	Total	366.717	406			
Work-Life Balance	Between Groups	3.885	3	1.295	1.571	.010
	Within Groups	332.228	403	.824		
	Total	336.113	406			
Stress Management	Between Groups	1.058	3	0.353	0.313	.039
	Within Groups	381.959	403	.948		
	Total	383.017	406			

Interpretation

The One-Way ANOVA analysis was conducted to examine whether there are significant differences among groups with respect to employee wellness and its related factors such as workload, work-life balance, and stress management. The results indicate that all the variables have significance values less than 0.05, which shows that there is a statistically significant difference between the groups.

- For Employee Wellness, the significance value is 0.009 ($p < 0.05$), indicating a significant difference among groups.
- For Workload and Job Demands, the significance value is 0.007 ($p < 0.05$), which also shows a significant variation across groups.
- For Work-Life Balance, the significance value is 0.010 ($p < 0.05$), confirming a meaningful difference among respondents.
- For Stress Management, the significance value is 0.039 ($p < 0.05$), indicating a statistically significant difference as well.

Since all p-values are less than the 0.05 level of significance, the null hypothesis is rejected in all cases. This implies that grouping factors have a significant influence on employee wellness, workload, work-life balance, and stress management.

- **H₀³: There is no significant Association on employee wellness and job satisfaction**

Table 1.4
Chi-Square Tests

	Value	df	Sig. value
Pearson Chi-Square	7.002 ^a	2	.030
Likelihood Ratio	6.679	2	.035
Linear-by-Linear Association	6.571	1	.010
N of Valid Cases	100		

Interpretation

The Chi-Square test was conducted to examine whether there is a significant association between the variables under study. The Pearson Chi-Square value is 7.002 with 2 degrees of freedom and a significance value of 0.030. Since the p-value (0.030) is less than the 0.05 level of significance, it indicates that there is a statistically significant association between the variables. Therefore, the null hypothesis is rejected.

IX. Findings of the Study

- The study reveals that the majority of respondents are young employees (20–30 years) with moderate income levels, indicating early-stage career professionals in the IT sector.
- Regression analysis shows that workplace quality, organizational culture, job design, and relationships have a positive and significant impact on employee wellness.
- Among all factors, job design & workload and relationships with colleagues and supervisors have the highest influence on employee wellness.
- The ANOVA results indicate that there are significant differences among groups in terms of employee wellness, workload, work-life balance, and stress management.
- The Chi-Square test confirms that there is a significant association between employee wellness and job satisfaction.
- Overall, employee wellness is strongly linked with workplace environment and organizational practices.

X. Suggestions

- Organizations should improve workplace quality by creating a positive and supportive work environment.
- IT companies must focus on reducing excessive workload and ensuring proper job design to avoid stress and burnout.
- Management should encourage healthy relationships and teamwork among employees to improve morale and satisfaction.
- Companies should introduce employee wellness programs, including mental health support, counseling, and fitness initiatives.
- Work-life balance policies such as flexible working hours and remote work options should be implemented.

XI. Limitations of the Study

- The study is limited to 100 respondents, which may not fully represent the entire IT sector population.
- The research is confined to specific companies (Datamatics and Integra), so the findings cannot be generalized to all IT organizations.
- The study is geographically restricted to the Puducherry region, limiting its wider applicability.

XII. Conclusion

The study concludes that employee wellness plays a crucial role in shaping the work environment in the IT sector. The findings clearly show that workplace factors such as job design, organizational support, and interpersonal relationships significantly influence employee well-being. Additionally, there exists a strong association between employee wellness and job satisfaction. Therefore, organizations must prioritize employee wellness initiatives to create a healthy, productive, and sustainable work environment. Improving employee well-being not only enhances individual performance but also contributes to overall organizational success.

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