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**Research Article****Employee Well Being Programs and Their Impact on Job Performance****Kanchan Lata Sinha**

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ABSTRACT

Businesses are putting a lot of emphasis on employee wellbeing right now, which is a huge change from years past. The people that work for a firm are often considered its most valuable asset. Reason being, workers are the ones putting in the actual time and effort. It is thought to be the most important factor in guaranteeing the health and well-being of employees. This is due to the fact that it influences the overall performance of the person and the company. These days' employees want to work for a company that cares about them as individuals, provides a pleasant work environment, and pays salaries competitive with others in their industry. Workers who experience high levels of stress on the workplace may become less productive or perhaps quit their employment altogether if they can't handle it. Because stress can negatively impact one's mental health, this is the case. This study overarching goal is to learn how wellness programs for workers affect a company's well-being as a whole.

Introduction

Work is essential for the well-being of individuals and their dependents as it allows people to fulfill their everyday needs, including social and financial matters (Agrawal, 2019). Efforts should be made to simplify and reduce the reliance on technology, globalization, and economic liberalization in order to safeguard people's health from the detrimental impacts of excessive work-related stress. The term "employee well-being" refers to various factors that impact the overall satisfaction of workers in different areas of their lives, such as relationships, employment, emotions, physical health, social interactions, finances, and spirituality (Nielsen et al., 2017). Organizations should be incentivized to cultivate a culture that prioritizes the welfare of their employees, as it is a crucial determinant of company performance and confers a competitive advantage.

The knowledge-based economy has a significant impact on the quantity of jobs in today's urbanized globe. The rising reliance on information and technology in firms and workplaces due to technological breakthroughs highlights the growing importance of people possessing specialized skill sets. Consequently, employees are subjected to significant pressure to sustain their current levels of performance inside their respective organizations. Hence, the organization's performance hinges on the retention of current individuals (Pawar, 2016). Organizations should give utmost importance to the well-being of their employees at the workplace as it has a direct impact on the overall success of the firm (Neumeier et al., 2017). Carroll, Harris, and Cavanagh (2017) argue that fostering employee satisfaction and well-being is crucial for cultivating their motivation and enjoyment in their professional pursuits. Furthermore, Sprigg et al. (2019) discovered that resilience and sleep play crucial roles in the well-being of employees, as evidenced by their meta-analysis of research investigating the link between employee well-being and organizational success. Therefore, an employee's well-being can be described as the proactive endeavor to attain physical and mental health, financial stability, and a sense of purpose through the acquisition of health and life skills.

The rise of knowledge-based work in recent decades has led to a significant increase in job stability, advancement opportunities, and income. However, employees' well-being is negatively affected by their work and the evolving demands of the organization (Lai and Lin, 2017). Organizations should implement workplace wellness programs to encourage healthy lifestyles among employees and support their efforts to reclaim their previous health status, ensuring the well-being and satisfaction of their workforce. To ensure the well-being of their employees, organizations should establish wellness programs that offer daily guidance, education, and counseling to individuals who experience chronic stress in the workplace (Guest, 2017). To promote employee well-being and maintain harmonious work-life equilibrium, it is imperative for every organization to implement health initiative programs that encompass multiple facets of employee wellbeing, such as physical activity, nutritious food, and continuous learning (Guest, 2017). There is a scarcity of firms in India that consider employee wellness as crucial for the overall well-being of the company. According to Kowalski and Loretto (2017), enhancing the workplace through the promotion of

healthy lifestyles and preventive care can result in a more favorable work environment, employees who are highly engaged, and ultimately increased organizational productivity. Consequently, firms actively search for individuals who are capable of achieving their maximum professional and personal capabilities. In the current highly competitive corporate environment, professionals are facing escalating demands to work extended hours without taking breaks. Carbery and Lynch (2018) present statistics from the World Health Organization indicating that professional burnout is increasingly affecting workers' health to a greater extent than physical challenges.

Method

Research Design

The research design is the approach used by the researcher to integrate numerous components of the research study in a logical and coherent manner (Fletcher 2017). As a result, selecting the ideal research study assures that it will aid in effectively addressing the research topic. Aside from that, good study design aids in the collection, measurement, and evaluation of data. However, in this work, the research design used is both descriptive and experimental.

Experimental Design

This study uses both primary and secondary data for the completion of research. A structure questionnaire consisting of both open and close ended questions were asked to the 70 respondents selected for this study. Both qualitative and quantitative methods were employed in this research

Technique for Sampling

When planning a study, the selection of a representative sample is a crucial step in establishing whether or not the research questions will be adequately addressed. Consequently, a simple random procedure was used to choose the samples for this research investigation. This method's appeal lies in the fact that it permits a completely random selection respondents, regardless of their educational background or job title.

Questionnaire Development

This research study's questionnaire has been carefully crafted to elicit the intended replies from participants. In order to get the intended findings, the research study's questionnaire includes both closed- and open-ended questions.

Data Analysis

The data that has been processed is presented visually in the form of graphs and charts so that anybody can understand it quickly, and the analysis is quite accurate. The data analysis in this study is based on the research questions and their relevance to the research aim, which are determined by collecting quantitative and qualitative data from primary and secondary sources (Curtis et al., 2016). To construct the hypothesis, the data were evaluated exhaustively so that the conclusion represents the genuine trend in employee participation in the firm.

Results and Conclusion

Table 1. Gender

Gender	Frequency	%
Male	28	38.4
Female	45	61.6
Total	73	100

For the present study the sample population consisted of 61% females and 38% males.

Table 2. For how long have you been working in this organization?

Could you tell me how many years you've spent here?	Frequency	%
0 – 4	39	33
5 – 10	24	53.4
11 – 15	5	7
More than 15	5	7
Total	73	100

It is evident that most of the respondents were almost new 53% between 0-4 years and only 14% were having experience of 10 years and above.

Table 3. How would you rate the working environment of the organization?

Please tell me how you feel about the company's work atmosphere.	Frequency	%
Satisfactory	48	66
Highly Satisfactory	13	18
Dissatisfactory	11	15.1
Highly Dissatisfactory	1	1.4
Total	73	100

Most (66%) of the respondents seen satisfactory while only 16% felt dissatisfied.

Table 4. Does your organization provide a wellness program?

Is there a wellness program offered by your company?	Frequency	%
Yes	45	61.6
No	28	38.4
Total	73	100

61% said yes when asked about the wellness programs being organized by the organization.

Table 5. What type of welfare programs is your organization providing?

In terms of social services, what does your organization offer?	Frequency	%
	34	46.6
Medical facilities	13	18
Fun walk, fitness sessions, financial literacy, mental health support	1	1.4
Wellness activities	1	1.4
Mental health sessions and psychological support	1	1.4
Provides space for wellness sessions	1	1.4
Yoga session	8	11
Medical aid	1	1.4
No welfare programs for temporary staff	1	1.4
Gym subscriptions contribution	1	1.4
Team wellness day with health awareness education and activities	1	1.4
NA	1	1.4
None	9	12.3
Total	73	100

Regarding the type of wellness program 46% said that its medical facilities while other have other program as well.

Table 6. How do you rate the welfare programs that have been provided by your organization?

How would you evaluate welfare programs?	Frequency	%
Satisfactory	45	61.6
Highly Satisfactory	6	8.2
Dissatisfactory	17	23.3
Highly dissatisfactory	5	7
Total	73	100

Regarding the welfare program 61% respondents believe that they are satisfactory.

Table 7. Do you believe wellbeing programs have an impact on job performance?

Do wellbeing programs have an impact on job performance?	Frequency	%
Employees drive productivity and efficiency through their daily tasks	11	15.1
Employees contribute to a positive work culture and team dynamics	11	15.1
All of the above	47	64.3
None of the above	4	5.5
Total	73	100

The way the employees can enhance productivity organization for it 64% believe in daily task distribute, culture and team dynamics.

Conclusion

A healthy work environment prioritizes the wellbeing of employees. Organizations that prioritize employee wellness assist workers in managing stress and cultivating a healthy and productive work atmosphere. Staff members frequently experience stress and disengagement as a result of too demanding workloads and deadlines. Companies need to make sure their workers are able to handle stress on the job and that they are free to talk about issues they're having with the company. If workers want to be more productive, they need to find a way to balance their professional and personal lives. In general, workers perform better for companies that encourage a good work-life balance. Low morale and output are the results of employees who are unable to strike a healthy work-life balance. Employees may decide to leave the company altogether in the long term. Recognizing employees for their hard work is an important way for firms to foster employee well-being. Therefore, the results of this study show that a company's health is greatly affected by the happiness of its employees.

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