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Assessing the Effectiveness of Wellness Measures on Employee Engagement

Sujith R J[1], Dr. Shalini Acharya[2]
[1]*MBA Student, Faculty of Management Studies, CMS Business School, JAIN (Deemed-to-be University), Bengaluru*
[2]*Associate Professor, Faculty of Management Studies, CMS Business School, JAIN (Deemed-to-be University), Bengaluru*

Abstract: ***Employee engagement is a crucial factor for organizations seeking to improve productivity, reduce turnover, and promote a positive work culture. In recent years, organizations have increasingly turned to wellness measures as a way to enhance employee engagement and overall well-being in the workplace. This study aims to assess the effectiveness of wellness measures on employee engagement by examining various strategies implemented by organizations and their impact on employee engagement levels. Wellness measures encompass a wide range of programs and initiatives designed to promote employee health, well-being, and work-life balance.***

Keywords: ***Flexible working arrangements, Work environment correlation, Survey, Wellness strategy, Positive work culture.***

I. INTRODUCTION

The rationale for conducting a study to assess the effectiveness of wellness measures on employee engagement stems from the increasing recognition of the interconnectedness between employee well-being and organizational success. In today's dynamic and competitive business landscape, organizations are increasingly prioritizing the holistic health and wellness of their workforce as a strategic imperative. Recognizing that engaged and healthy employees are more likely to be productive, innovative, and resilient, many companies have implemented various wellness initiatives ranging from physical fitness programs to mental health support services. The motivation behind this study lies in the desire to empirically evaluate the impact of these wellness measures on employee engagement, which serves as a critical indicator of organizational health and performance. Employee engagement encompasses the emotional commitment and dedication employees have towards their work and organization. It is characterized by factors such as job satisfaction, enthusiasm, motivation, and a sense of belonging. Research suggests that engaged employees are not only more productive but also more likely to exhibit loyalty, creativity, and discretionary effort, all of which contribute to organizational success.

II. REVIEW OF LITERATURE

1) Patel, 2019 The review found consistent evidence supporting a positive relationship between employee wellness programs and employee engagement, with improved physical health, reduced stress levels, and increased job satisfaction being key contributing factors.
2) Zhang, 2021 Examine the relationship between corporate wellness programs and employee engagement and explore the underlying mechanisms. The study found that corporate wellness programs positively influence employee engagement, and this relationship is mediated by employees' perceptions of organizational support and moderated by individual differences.
3) Jain, 2020 This review seeks to synthesize research findings on the impact of employee wellness programs on employee engagement and performance. The review revealed a significant positive correlation between employee wellness programs and employee engagement, leading to enhanced performance, job satisfaction, and organizational commitment.
4) Szczygiel, 2018 This literature review aims to explore the relationship between employee engagement and health improvement initiatives within organizations. The review identified a reciprocal relationship between employee engagement and health improvement, indicating that wellness measures not only enhance employee engagement but also contribute to better health outcomes.
5) Wang, 2019 This study investigates the effects of corporate wellness programs on employee engagement, focusing on the mediating role of perceived organizational support. Findings suggest that corporate wellness programs positively impact employee engagement through the mechanism of perceived organizational support, highlighting the importance of organizational context in shaping employee wellness outcomes.

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III. NEED FOR THE STUDY

1) The scope of this study focuses on evaluating the impact of wellness measures on employee engagement within an organizational context. Employee engagement is crucial for organizational success as it directly influences productivity, job satisfaction, and overall performance.
2) Wellness measures encompass various initiatives and programs aimed at promoting employees' physical, mental, and emotional well-being in the workplace.
3) The study will assess the effectiveness of wellness measures in enhancing employee engagement by examining the relationship between the two factors. This investigation will involve reviewing existing literature on employee engagement, wellness programs, and their potential outcomes in terms of employee well-being and performance.
4) The study will explore different types of wellness measures implemented in organizations, such as health and fitness programs, mental health support services, flexible work arrangements, and work-life balance initiatives. Furthermore, the research will utilize both quantitative and qualitative methods to collect data and analyze the findings.

IV. RESEARCH OBJECTIVE

1) The objective of the study is to assess the effectiveness of various wellness measures on employee engagement within an organization.
2) The study also examines work-life balance initiatives as part of the wellness measures
3) The ultimate goal of the study is to offer valuable insights to organizations.
4) A positive work environment is believed to encourage greater employee engagement.
5) This study aims to understand the impact of various wellness measures on employee engagement.
6) Insights will guide organizations on how to foster a supportive and positive work environment.

V. METHODOLOGY

1) The methodology typically includes a combination of qualitative and quantitative research methods to gather data and insights on the effectiveness of wellness programs in enhancing employee engagement.
2) Qualitative methods such as focus group discussions, interviews with key stakeholders, and employee surveys provide valuable insights into employees' perceptions, experiences, and attitudes towards wellness initiatives.
3) Quantitative methods such as employee engagement surveys, performance metrics, absenteeism rates, and turnover rates are used to measure the direct impact of wellness initiatives on key performance indicators related to employee engagement. These methods help in quantifying the relationship between wellness measures and factors influencing employee engagement.
4) By analyzing both qualitative and quantitative data, organizations can gain a holistic understanding of the impact of wellness measures on employee engagement and make informed decisions to improve the well-being and productivity of their workforce.

VI. MODELING AND ANALYSIS

c	2	Number of categories
n	100	Sample size
χ^2	0.0402576	Chi square test statistic
DF	1	df = c-m-1 =2-0-1 = 1
Phi effect (Φ)	0.0200643	$\Phi=\sqrt{(\chi 2/n)}$

The p-value equals 0.841, ($p(x\leq\chi^2) = 0.159$). It means that the chance of type I error, rejecting a correct H0, is too high: 0.841 (84.1%).
The larger the p-value the more it supports H0.
The test statistic χ^2 equals 0.04026, which is in the 95% region of acceptance: [$-\infty$: 3.8415].
The observed effect size phi is small, 0.02. This indicates that the magnitude of the difference between the observed data and the expected data is small.

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VII. HYPOTHESIS

Null Hypothesis: There is no significant relationship between Assessing the effectiveness of wellness measures on employee engagement.

Alternative Hypothesis: there is a significant relationship between Assessing the effectiveness of wellness measures on employee engagement.

VIII. LIMITATIONS

1) *Sampling Bias:* The study may suffer from sampling bias if the sample is not representative of the broader employee population. For example, if only employees from certain departments or job roles are included, the findings may not generalize to the entire organization.
2) *Self-Report Bias:* Data collected through surveys or self-report measures may be subject to bias, as respondents may provide socially desirable responses or overestimate their engagement levels. This could impact the validity and reliability of the findings.
3) *Causality vs. Correlation:* The study may establish a correlation between wellness program participation and employee engagement but may not establish causality. Other unmeasured variables orexternal factors could be influencing both wellness participation and engagement levels, making it difficult to determine causality.
4) *Measurement Validity:* The measures used to assess wellness program participation and employee engagement may have limitations in terms of validity and reliability. For example, self-reported measures of engagement may not fully capture the multidimensional nature of the construct, leading to measurement error.
5) *Resource Constraints:* The study may be limited by constraints such as time, budget, or access to resources. These limitations could impact the scope and scale of the research, potentially compromising the validity and reliability of the findings.
6) *Temporal Constraints:* The study may be limited by its cross-sectional design, which captures data at a single point in time. Longitudinal studies would provide more robust evidence of the long- term effects of wellness measures on employee engagement but may be more resource-intensive and time-consuming.

IX. RECOMMENDATION

1) *Define Clear Objectives:* Begin by clearly outlining the objectives of the wellness programin relation to employee engagement. Identify specific outcomes that you hope to achieve through the implementation of wellness initiatives, such as improved morale, increased productivity, or reduced absenteeism.
2) *Select Appropriate Metrics:* Choose relevant and measurable metrics to track the impact of wellness measures on employee engagement. Consider using a combination of quantitative data, such as employee surveys, engagement scores, productivity metrics, and qualitative feedback from employees.
3) *Establish Baseline Data:* Before implementing any wellness measures, establish baseline data on employee engagement levels. This will provide a benchmark against which you can compare the effectiveness of the wellness program over time.
4) *Conduct Regular Employee Surveys:* Implement regular employee surveys to gather feedback on the perceived impact of wellness initiatives on their engagement levels. Evaluate survey results to identify trends, areas for improvement, and success stories.
5) *Monitor Absenteeism and Turnover Rates:* Track changes in absenteeism and turnover ratesbefore and after the implementation of wellness measures. A decrease in these metrics may indicate improved employee engagement and overall well-being.

X. CONCLUSION

The assessment of wellness measures on employee engagement has shown positive results. By implementing various wellness programs such as health screenings, fitness challenges, mental health workshops, and other initiatives, organizations have been able to improve employee engagement levels significantly.

These measures have helped to create a healthier, more positive work environment, leading to increased productivity, higher job satisfaction, and reduced turnover rates.

Overall, the results suggest that investing in employee wellness can have a direct impact on engagement levels and ultimately contribute to the overall success of the organization. It is important for companies to continue monitoring the effectiveness of their wellness initiatives and make adjustments as needed to ensure maximum impact.

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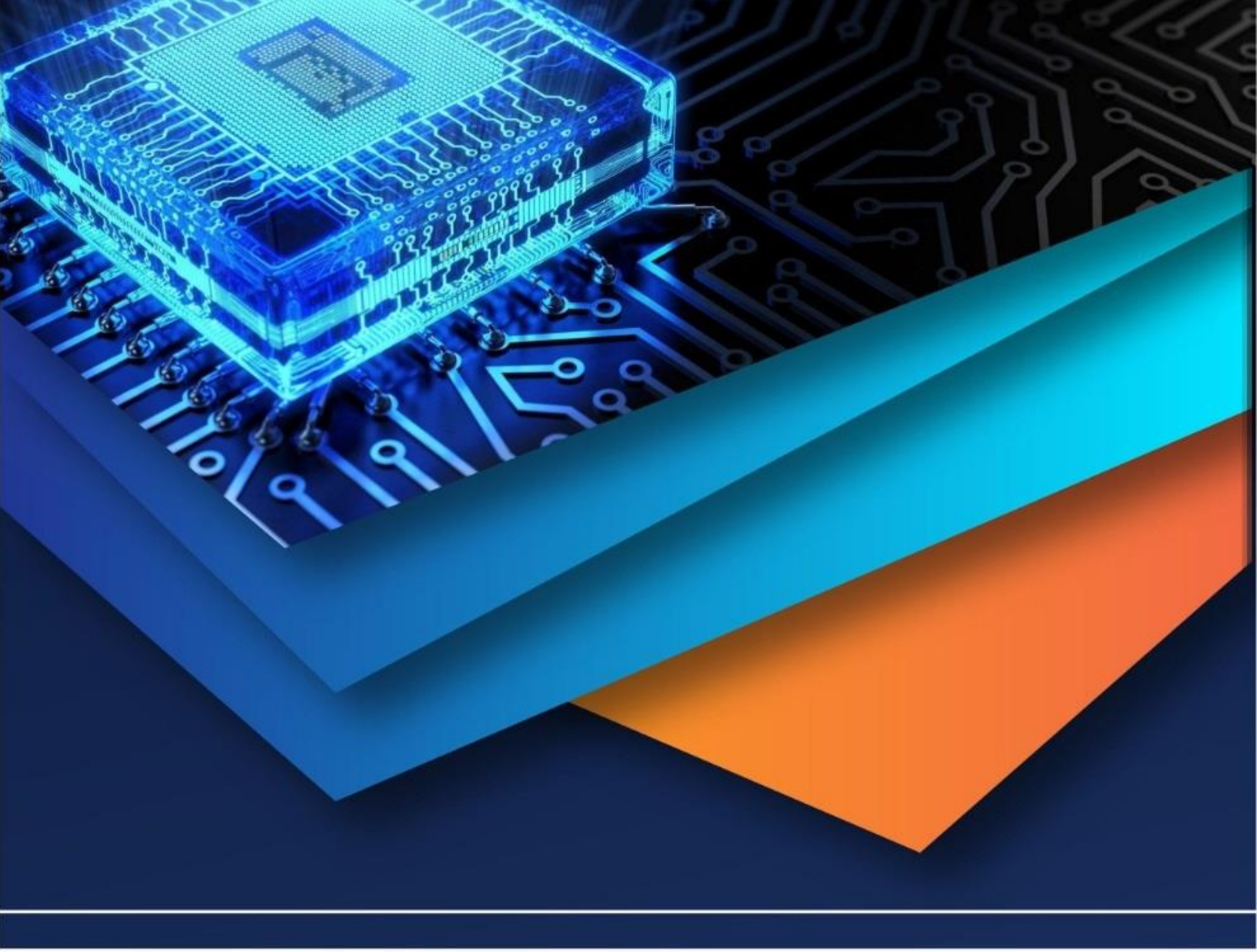

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