

A STUDY ON EFFECTIVENESS OF CORPORATE WELLNESS PROGRAM WITH REFERENCE TO SOFTONE HR SOLUTIONS PVT LTD

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

By

**Aafreen Fathima N
41410001**



**SCHOOL OF MANAGEMENT
STUDIES**

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade “A” by NAAC | 12B Status by UGC | Approved by AICTE JEPPIAAR
NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119**

APRIL 2023



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SCHOOL OF BUSINESS ADMINISTRATION

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **AAFREEN FATHIMA N** who carried out the project entitled "**A STUDY ON EFFECTIVENESS OF CORPORATE WELLNESS PROGRAM WITH REFERENCE TO SOFTONE HR SOLUTIONS PVT LTD**" under my supervision from January 2023 to April 2023.

Dr. M. Sudha Paulin, M.B.A., Ph. D.

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SOFTONE HR
Connecting Resources

31st March 2023

Subject: Internship Completion Letter

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms.AafreenFathima N, (Reg No 41410001)** of Sathyabama Institute of Science & Technology, Department of Business Administration has completed her internship at Softone HR Solutions Pvt Ltd. She worked under the guidance of Mr Neelamegan from 2nd January 2023 – 31st March 2023.

During her course of the internship, she completed her project "**A study on effectiveness of corporate wellness program with reference to IT Sector**". During the internship, she has gained practical experience on various areas like hiring methodologies, Interview scheduling, Sourcing & screening candidates from Job Portals, Lead Generation, Business proposal preparation and exposure to attending Global Business Summit.

She is self-motivated, hardworking and is always looking forward to learn new skills. She has put her best efforts into completing the project

We wish her great success in her future endeavours.

For Softone HR Solutions Pvt Ltd

Authorized Signatory



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DECLARATION

I **Aafreen Fathima N** hereby declare that the Project Report entitled “**A STUDY ON EFFECTIVENESS OF CORPORATE WELLNESS PROGRAM WITH REFERENCE TO SOFTONE HR SOLUTIONS PVT LTD**” done by me under the guidance of Dr. Sudha Paulin , MBA, PhD. Assistant Professor, School of Business Administration is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE: 05/05/2023

PLACE: Chennai



(AAFREEN FATHIMA. N)

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I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

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I would like to express my sincere and deep sense of gratitude to my Project Guide **Dr. Sudha Paulin M., Assistant Professor, School of Management studies** for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the School of Management Studies who were helpful in many ways for the completion of the project.

ABSTRACT:

A hectic lifestyle that causes stress plays a major role in responding to all the diseases whether it is diabetes, unhappiness or brain stroke. If an employer is faced with this decision regarding funding of the workplace wellness program at a juncture where the program has not yet proven its value in reduced absenteeism and increased productivity, it is quite possible the employer will not continue to provide such a program. The offer of wellness programs usually leads to more enthusiastic employees at work. Good wellness programs will help companies to hire, as well as retain, the best employees. While the study aimed to gather insights from a diverse sample of corporations across a variety of sectors in two different countries, recruitment of corporations into the study was primarily based on in-country partners' network with corporations and should be taken into consideration in regards to generalizability of the results.

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CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION

This paper investigates the impact of corporate wellness program on worker productivity. find productivity improvements based both on program participation and post-program health changes. Employee wellness programs are programs undertaken by an employer in order to improve employee health and also to help individual employees overcome particular health-related problems. The employer can offer compulsory employee training, staff seminars, or even work with a third-party provider offering a variety of wellness programs.

Employees who eat healthily and exercise regularly are likely to be more productive than those who don't. Poor health behaviors are usually linked to high levels of unproductivity and ultimately lead to higher health risks and chronic diseases. Wellness programs make employees feel appreciated and valued. Employees are happier when they feel appreciated and valued by their employers. The offer of wellness programs usually leads to more enthusiastic employees at work. Good wellness programs will help companies to hire, as well as retain, the best employees. Many people are strongly influenced by the presence of health offerings and other benefits when they choose an employer. Wellness

plans also play a vital role in employee retention, by helping to keep the employees loyal. Workplaces with comprehensive wellness programs experience less absenteeism, due to employees being healthier and suffering less stress, leading to cost savings. Helping employees to adopt healthy behaviors such as eating well, exercising, and avoiding tobacco lowers health risks. Low health risks lead to reduced health care costs. Some initiatives offer employees the chance to experience other activities unrelated to work, such as participating in a sports team, going to the gym, or eating lunch together. If an employer is faced with this decision regarding funding of the workplace wellness program at a juncture where the program has not yet proven its value in reduced absenteeism and increased productivity, it is quite possible the employer will not continue to provide such a program. The study suggests that firms can increase operational productivity through socially responsible health policies that improve both workers' wellness and economic value, and provides a template for future large-scale studies of health and productivity.

1.2 NEED OF STUDY

The most significant benefit of introducing a wellness program in a workplace is improving both the physical health and mental health of employees by helping them adopt good health behaviors and reduce health risks. A corporate wellness program is an employers' approach towards achieving a healthy workplace by incorporating various health activities within the daily work schedule to promote their employees' wellbeing.

- The most significant benefit of introducing a wellness program in a workplace.
 - ✦ To increase engagement, improved employee morale and retention, and reduced health risks.
 - ✦ Establish a wellness program.
 - ✦ The employer can offer compulsory employee training, staff seminars, or even work with a third-party provider offering a variety of wellness programs.

1.3. SCOPE AND SIGNIFICANCE OF STUDY

Having good health in the workplace motivates employees. It also reduces absenteeism. Most importantly, it displays your concern for your employees' overall health and well-being.

When you promote good health among employees, you make them more aware of their bodies and minds. They are more likely to stay away from bad health habits like smoking and drinking. And as a result, such employees suffer from fewer health problems, in the long run, helping save health insurance and healthcare costs.

Every company arguably has employees confronting chronic illnesses like diabetes, high blood pressure and high cholesterol levels.

Certainly, enticing such individuals to improve their health by signing up for the services offered by an in-house wellness program pays off in greater worker productivity, less absenteeism reduced health care costs and healthier, happier employees.

Wellness programs can help to reduce stress among employees. Wellness programs demonstrate goodwill from an employer towards employees and therefore tend to have a positive effect on employee morale. Individuals to improve their health by signing up for the services offered by an in-house wellness program pays off in greater worker productivity, less absenteeism.

1.4 COMPANY PROFILE

Softone HR, they are a young team of experts with rich industry experience in recruitment, staffing, executive hiring, and a number of other Human Resource processes in all industrial backgrounds globally. They understand the way technology works in the Human Resource sector and have come up with methods to tap it in such a way that the desired results can be obtained consistently. The thirst and urge to be on the top spot always has eventually led us to start our own Human Resource firm to benefit multiple organizations without restricting ourselves to just one. Softone HR Solutions helps its clients successfully plan, build, run their critical technology initiatives.

They have over 10 years of experience with 800 happy customers who are 100% satisfied with their work. The expertise and industries include BPO, FCMA, retail, agriculture, IT, hospitality, healthcare, telecom, e- commerce, BFSI, etc.

Their services include permanent staffing, contract staffing, mobile recruiting, recruitment process outsourcing (RPO), executive search and training & development.

Clients includes wipro, tech Mahindra, torbit technologies, blueeagle software, kaar technologies, eG innovations, etc.

1.5 INDUSTRY PROFILE

In 2021, the global information technology (IT) industry is valued at approximately 5 trillion U.S. dollars. With 32 percent, Asia is also expected to be a large contributor to the global information technology industry. Looking ahead to the future, growth in the global industry is expected to continue through 2024 at five percent compound annual growth rate. Tamil Nadu is one of the well-developed states in terms of industrial development. A major reason for the growth of the Software industry are the top engineering colleges 14 in Tamil Nadu, of which Chennai is a major contributor, have been a major recruiting hub for the IT firms. According to estimates, these engineering colleges and universities consistently generate about 50 per cent of the human resource requirements for the IT and ITES industry was being sourced from the state, particularly from Chennai.

In fact, a recent study suggests that 14 corporate wellness offerings may resonate more with already-healthy employees, and even alienate those who are dealing with health issues in the first place, mental or physical. While there is no one solution to this problem, there are several steps we can take, both as organizations and as individuals, to make work a place of humanity and compassion. With trust at the center of employer-employee relationships, wellness programs can transform from shiny lacquer into authentic elements of an integrated, human system.

CHAPTER 2 REVIEW OF LITERATURE

Ha T. Tu And Ralph C. Mayre 2010, states that employers that lack the ability and commitment to support a comprehensive wellness program may be wiser to stay on the sidelines, according to experts interviewed for a new qualitative research study from the Center for Studying Health System Change (HSC). Most experts believe substantial financial incentives are essential to achieving strong employee participation. Measuring impact has many challenges—one key challenge is that wellness programs are seldom implemented without concurrent benefit design changes, so isolating the impact of wellness interventions alone may not be possible.

Amber Regalado 2019, his study illustrates with the topic of Employee Safety, Wellness, and motivation. In this paper, the study will discuss motivation, performance linked to the possible reasons for an unhealthy work force and the importance of having a healthy workforce in the public sector. Having a healthy workforce have higher chances to prevent absence, improve work productivity, demonstrate corporate responsibility and prevent legal concerns for Human Resources.

Heather Wipfli 2020, explains that qualitative study of key informant semi-structured interviews were conducted between March and July 2016 in Mexico and India to achieve the following aims: to explore corporations' and stakeholders' views, attitudes and expectations in relation to health, wellness and cancer prevention in two middle income countries, and to determine options for health professions to advance their approach to workplace wellness programming globally, including identifying return-on-investment incentives for corporations to implement wellness programming.

Jack Welch 2012, his study investigated the employee engagement of the health sector. It examined the adequacy and effectiveness on the employee motivation,

employee commitment, employee relationships and employee performance as assessed by the health sector. It is recommended that the health sectors should make a complete review of their human resource management practices specially on employee engagement. This will prime the health sectors to craft employee engagement strategies. There will be a creation of organizational pride for the employees since they will be satisfied, motivated, enjoying and believing in their work. Moreover, the culture of employee engagement should be inculcated across all the levels of the organization. The road map of competitiveness of the health sector will lead to profitability and business success.

Timothy Gubler 2017, his 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. We find productivity improvements based both on program participation and post-program health changes.

Brett Spencer 2021, states that developing a wellness plan is an occasion to learn more about the needs and priorities of employees. Employers become champions for health by offering employees the opportunity to enhance the quality and length of their lives. No employee is immune to the risks of chronic disease. Healthy behaviors such as physical activity, good nutrition, and stress reduction can reduce the risk of heart disease, high blood pressure, osteoporosis, diabetes, overweight, and some cancers. More and more, employers recognize that helping their employees make healthier lifestyle choices makes good business sense. By providing a supportive environment that offers access to health education programs, value-based benefits, safe and health-friendly facilities, and sound policies, employers can improve the health and productivity of their employees and also create a healthier, more productive business.

Julianne Callaway, Diana Bosworth, Sonja Thole RGA Reinsurance Company 2018, that wellness programs are becoming more prevalent in society as healthcare providers try to lower costs of chronic diseases, employers strive for a healthy workforce, and individuals become motivated to take control of their own health through technological advances that quantify wellness. While there are many differences in the details of each wellness program, most have similar objectives: increase engagement and participation to improve health.

David Chenoweth, Ph.D., FAWHP 2011, that human resource professionals know that people—or human capital—are the heart of any successful enterprise, especially in tough economic times. People provide creativity and innovation, but these intangible contributions are rarely reflected in financial statements. Unlike structural capital, human capital never really belongs to the firm. People can walk out the door at any time unless companies find ways to keep them. Human capital drives every aspect of an organization's operations, from technology and product design to distribution networks and service delivery. Considering the vital role human capital plays in a firm's ability to compete in the global economy, HR professionals are always seeking new ways to tap this potential.

David Chenoweth 2021, states that wellness Program is an organized program, to assist and support workers in establishing healthier lifestyles. Such programs may include increasing employee awareness on health topics, scheduling behavior change programs, and/or establishing corporation policies that support health-related goals. Programs and policies that promote increased exercise, smoking avoidance and cessation, and healthful food selections are several examples. Worksite wellness strategies have been shown to lead to cost savings for a company. A review of 42 studies have demonstrated that worksite health promotion programs can lead to more than 25% reduction in absenteeism, health care costs and disability/workers compensation costs. Comprehensive worksite health programs focused on life style behavior changes have been shown to yield a \$3 to \$6 return on investment (ROI) for each dollar invested. According to these studies, it takes about 2 to 5 years after the initial program investment to realize the savings.

Gundu H R Rao 2018, that such programs may include increasing employee awareness on health topics, scheduling behavior change programs, and/or establishing corporation policies that support health-related goals. Programs and policies that promote increased exercise, smoking avoidance and cessation, and healthful food selections are several examples. Worksite wellness strategies have been shown to lead to cost savings for a company. A review of 42 studies have demonstrated that worksite health promotion programs can lead to more than 25% reduction in absenteeism, health care costs and disability/workers compensation costs. Comprehensive worksite health programs focused on life style behavior changes have been shown to yield a \$3 to \$6 return on investment (ROI) for each dollar invested. According to these studies, it takes about 2 to 5 years after the initial program investment to realize the savings.

Robert Feyen 2016, states that goal of this project was to create a reference guide for the Minnesota Department of Transportation (Mn/DOT) that addresses the different components of a workplace health and wellness promotion program. This document was created based on data gathered through a review of research literature, interviews with other states department of transportation, and interviews with health insurance providers in the state of Minnesota. This manual includes information on the different types of wellness and health promotion programs, their factors for success, their limitations and issues, as well as the current availability and cost associated with their implementation. This reference guide will assist the Mn/DOT management team to take sound decisions regarding wellness and health promotion initiatives in order to optimize success and minimize cost.

Gordon Hull & Frank Pasquale 2018, In the U.S., ‘employee wellness’ programs are increasingly attached to employer-provided health insurance. These programs attempt to nudge employees, sometimes quite forcefully, into healthy behaviors such as smoking cessation and exercise routines. Despite being widely promoted as saving on healthcare costs, numerous studies undermine this rationale. At the same time, their selective endorsement of health programs (many scientifically unsupported) produce a social truth of wellness framed as fitness for work. We conclude by arguing that the public health initiatives occluded by the private sector’s promotion of wellness programs would be much better investment of resources.

Tony peregrin 2005, that the corporate community needs to recognize that they cannot afford to wait for more studies to support the benefits of providing employee wellness programs. Today’s society is beyond [the need] to prove that quitting smoking, improving eating habits, and regularly exercising will result in more productive, healthy employees that ultimately use less health care dollars. Ferko Adams, who has been providing health promotion services for corporations for over 15 years, says that today the business sector should focus more towards implementing, budgeting, and evaluating individual employee wellness programs—specifically initiatives that address key health risks such as obesity.

Goetzel, Ron Z 2002, study examines the impact of participation in a high risk intervention program called Pathways to Change® on health risk factors. McNemarchi-squared and z-test statistics were used to evaluate changes in health risks overtime. Results indicate significant risk reduction in 8 of 13 risk categories examined for all employees who participated in two health risk assessments over an average of 23/4 years. When comparing Pathways to Change participants with non- participants, participants outperformed their nonparticipant counterparts in six categories but performed worse in five other categories that were not specifically targeted by the high-risk program. In two categories, no differences were found. The study underscores the ability of large scale, well-attended, and comprehensive

corporate health and productivity management programs to positively impact the health and well-being of workers.

Timothy Gubler , Ian Larkin, Lamar Pierce 2017, his 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. We find productivity improvements based both on program participation and postprogram health changes. Sick and healthy individuals who improved their health increased productivity by about 10%, with surveys indicating sources in improved diet and exercise. Although the small worker sample limits both estimate precision and our ability to isolate mechanisms behind this increase, we argue that our results are consistent with improved worker motivation and capability. The study suggests that firms can increase operational productivity through socially responsible health policies that improve both workers' wellness and economic value, and provides a template for future large-scale studies of health and productivity.

Jinhui Li, Yin-Leng Theng, Wei Lun Cheong 2016, his study aimed to explore the acceptance of exergames in a work environment and investigate influencing factors through examining a conceptual model. Employees who perceived a higher level of ease of use toward exergames are more likely to have higher perceived usefulness and attitude toward use; higher perceived usefulness and attitude toward use further increases employees' intention of use for the exergames.

CHAPTER 3 RESEARCH METHODOLOGY

3.1 METHODOLOGY

The study will determine if wellness and safety programs offered in the private sector increase the motivation among employees to reduce absenteeism, violence in the workplace, stress, and lack of motivation. The study will determine the cause and effect of implementing safety, wellness programs in private sector organizations.

3.2 OBJECTIVES OF THE STUDY

Primary objective

To study the effectiveness of corporate wellness program with reference to softone hr solutions pvt ltd.

Secondary objective

1. To understand different wellness programs conducted.
2. To analyze the factors influencing in conducting corporate wellness program.
3. To provide suggestions to improve the efficiency of employee wellness program in softone hr solutions pvt ltd.

3.3 STATEMENT OF PROBLEM

An increasing number of young people are today falling with stress due to busy working & hectic work schedule or mismanaged lifestyle. Current lifestyle in young generation is a wake-up call for major health-related issues. Hypertension is one such disease which is the major concern of society today. A hectic lifestyle that causes stress plays a major role in responding to all the diseases whether it is diabetes, unhappiness or brain stroke. This is rapidly growing in the age group of 20 to 40 years. Stress is the major concern of society nowadays and this problem is increasing day by day. So, how the company manage the employee stress and establish a wellness program.

3.4 SOURCES OF DATA

Data collection is the term used to describe a process of preparing and collecting data.

- Primary data- Questionnaire given to 208 respondents
- Secondary data – websites and online journals

3.5 SAMPLING DESIGN, SIZE AND TECHNIQUE

A sample as the name implies is smaller representation of a larger, where the observation of employee's wellness and organization effectiveness would involve such a mass of data. In present study, the researcher will choose a sample of 208 employees of Softone HR. Random sampling method for sampling will be used in the present study.

3.6 PERIOD OF STUDY

The period of time taken to conduct the survey and prepare the research paper is 3 months. (January 2023 to March 2023)

3.7 METHOD OF DATA COLLECTION

Following data collection methods are most commonly used in order to conduct research:

3.7.1 EXPERIMENTS

Experiment refers to the method in which certain tasks are performed under controlled environment in order to get some results. The results might be expected or unexpected. Experiments focus on cause-and-effect mechanism. Based on the results of the experiments performed, analyses are made.

3.7.2 OBSERVATIONAL STUDY

Such a study involves making opinions based on observations from natural resources and previous researches. This is not very accurate data collection method.

3.7.3 QUESTIONNAIRES

Surveys or questionnaires are the methods that collect data from a sample of population whereas sample refers to the subjects under study that are. The answers given by the sample population are evaluated and analyzed. It is a very effective process since it gives clear decision-making ability. Besides, it is a cost-effective data collection method.

3.7.4 STRUCTURE OF QUESTIONNAIRE:

Questionnaire was divided into three sections. First part consists of psychometric test questions and the second part consist of Questionnaire technique questions and the third part consist of critical incident technique questions. All these sections are followed by personal details of an employees.

3.8 ANALYSIS OF DATA

In order to extract useful results for reaching a strong conclusion and decision making, it is important to analyze the data. The procedure of transforming all the obtained data into useful data and then obtaining a clear conclusion about the data is the process of analysis. Analysis process also includes examining the data, building relation of different data types with each other and trends of different factors. Questionnaire was divided into three sections. First part consists of psychometric test questions and the second part consist of Questionnaire technique questions and the third part consist of critical incident technique questions. All these sections are followed by personal details of an employees.

3.8.1 TOOLS FOR ANALYSIS

SPSS is short for Statistical Package for the Social Sciences, and it's used by various kinds of researchers for complex statistical data analysis. The SPSS software package was created for the management and statistical analysis of social science data. It was originally launched in 1968 by SPSS Inc., and was later acquired by IBM in 2009. SPSS is used by market researchers, health researchers, survey companies, government entities, education researchers, marketing organizations, data miners, and many more for processing and analyzing survey data, such as you collect with an online survey platform

like Alchemer. Most top research agencies use SPSS to analyze survey data and mine text data so that they can get the most out of their research and survey projects.

3.8.2 STATISTICAL TECHNIQUES TO BE USED

The analysis of the data helps the researcher to reach conclusion and findings of the study. Appropriate statistical techniques will be used in the study to analyze data. However, the researcher proposes following statistical techniques for data analysis.

- Chi square
- Correlation

For this research study, above mentioned statistical techniques will be used to identify competencies and measure its impact on organization effectiveness.

CHAPTER 4

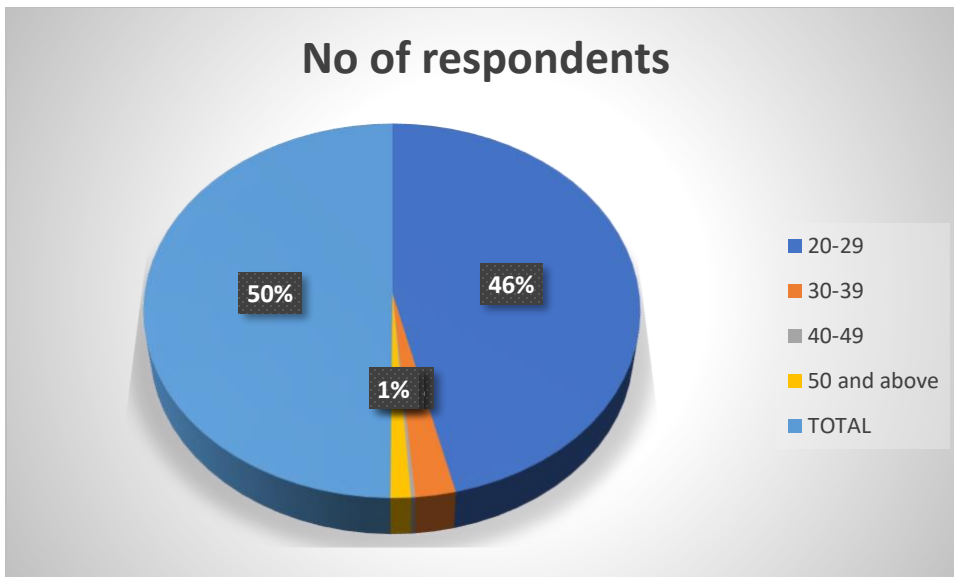
DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS

Table 4.1.1 Table Showing age wise classification of respondents

S no	Particulars	No of respondents	Percentage
1	20-29	193	92.3
2	30-39	10	4.8
3	40-49	1	0.5
4	50 and above	5	2.4
	TOTAL	208	100%

Chart 4.1.1: Age of respondents



Interpretation

From the above table it is interpreted that the number of respondents between 20-29 age of respondents are 92.3%, between 30-39 age of respondents are 4.8% between 40-49 age of respondents 0.5%. above 50 age of respondents are 2.4%.

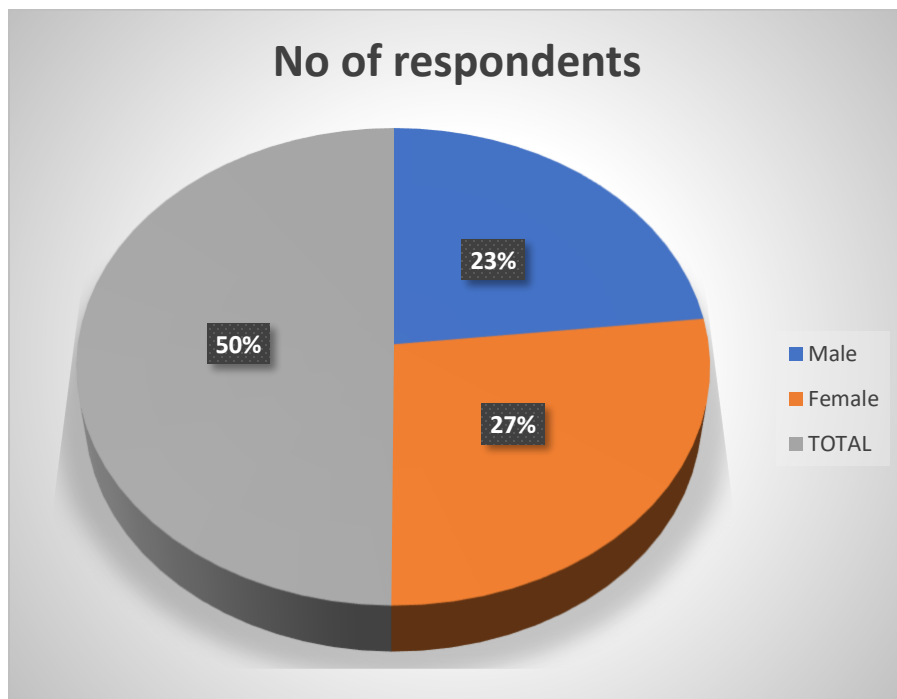
Inference

Majority (92.3%) of the respondents are age between 20-29 years.

Table 4.1.2 Table showing gender wise classification

S no	Particulars	No of respondents	Percentage
1	Male	97	46.4
2	Female	112	53.6
	TOTAL	208	100%

Chart 4.1.2: Gender of the respondents



Interpretation

From the above table it is interpreted that the number of female respondents is 53.4% and male respondents is 46.6%.

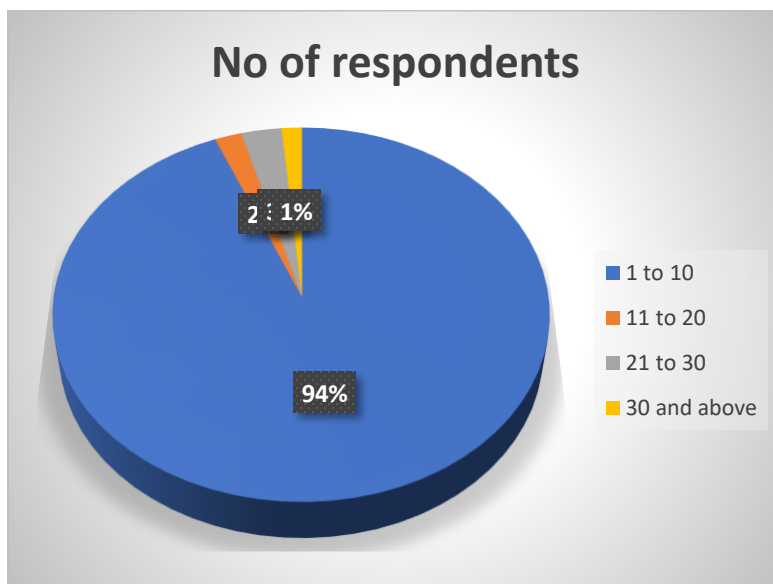
Inference

Majority (53.4%) of the respondents are Female.

Table 4.1.3 Table showing years of experience of respondents

S no	Particulars	No of respondents	Percentage
1	1 to 10	196	93.80%
2	11 to 20	4	%
3	21 to 30	6	2.9
4	30 and above	3	1.4
	TOTAL	208	100%

Chart 4.1.3: Years of experience



Interpretation

From the above table it is interpreted that the number of of experience 1-10 respondents is 93.8%,11-20 respondents is 1.9%, 20-30 respondents is 2.9%, 30 and above is 1.4%

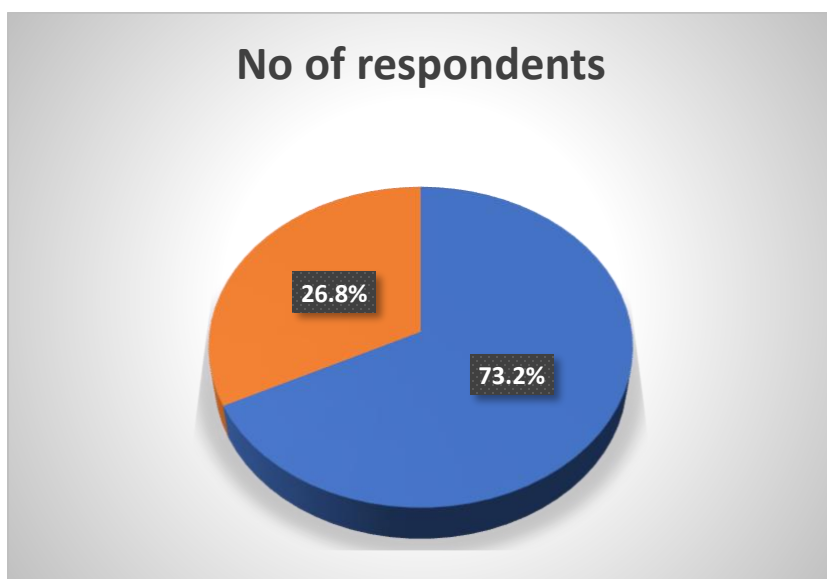
Inference

Majority (93.8%) of the respondents are 1-10 years' experience.

Table 4.1.4 Table showing aware of wellness program of respondents

S no	Particulars	No of respondents	Percentage
1	Yes	153	73.20%
2	No	56	26.80%
	TOTAL	208	100%

Chart 4.1.4: Aware of the wellness program



Interpretation

From the above table it is interpreted that aware of the wellness programs number of YES respondents is 73.1%, Number of No respondents are 26.9%.

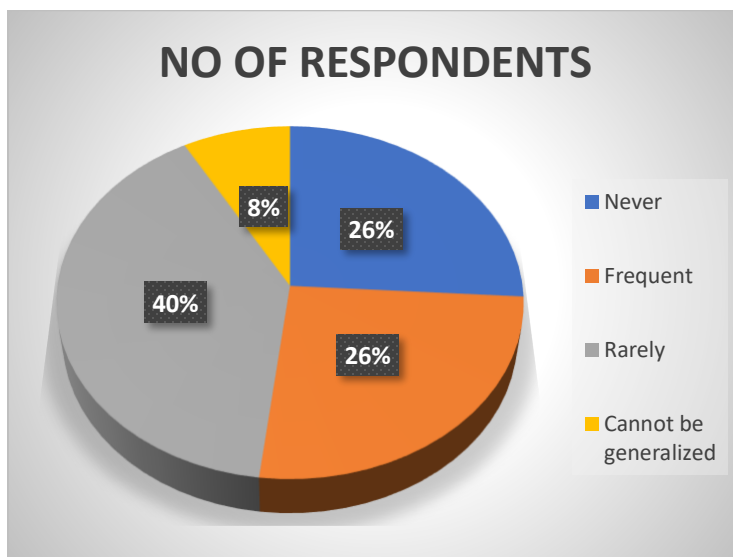
Inference

Majority (73.1%) of the respondents are YES.

Table 4.1.5 Table showing complain fatigue at work of respondents

S No	Particulars	NO OF RESPONDENTS	PERCENTAGE
1	Never	54	26
2	Frequent	54	26
3	Rarely	83	39.9
4	Cannot be generalized	17	8.2
	TOTAL	208	100%

Chart 4.1.5: Complain with fatigue at work



Interpretation

From the above table it is interpreted the how often you complain with fatigue at work no of rarely respondents 39.9%, Never 26%, frequent 26%, cannot be generated 8.2%.

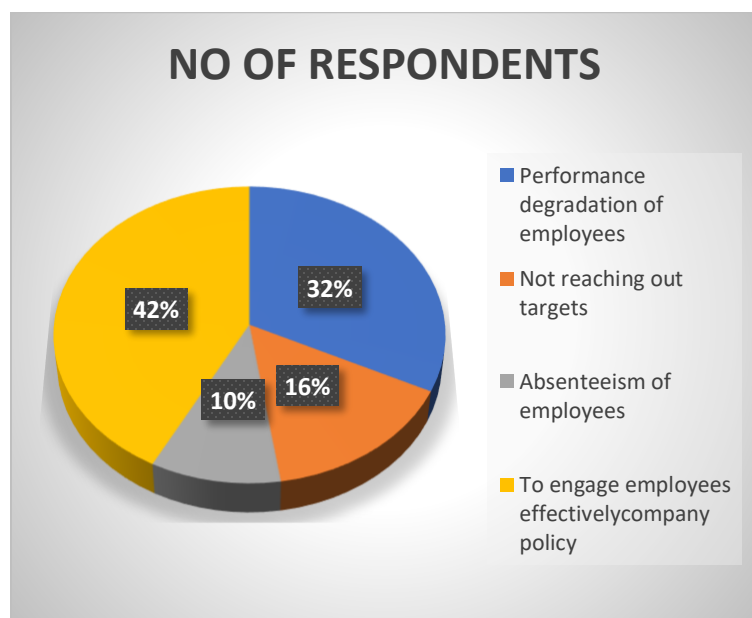
Inference

Majority (39.9%) of the respondents are Rarely.

Table 4.1.6 Table showing reasons to start employee wellness program of the respondents

S No	Particulars	NO OF RESPONDENTS	PERCENTAGE
1	Performance degradation of employees	67	32.2
2	Not reaching out targets	32	15.4
3	Absenteeism of employees	21	10.1
4	To engage employees effectively company policy	88	42.3
	TOTAL	208	100%

Chart 4.1.6: The reason to start employee wellness programs



Interpretation

From the above table it is interpreted the reason to start employee wellness program To engage employee effectively 42.3%, Performance degradation of employees 32.2%, Not reaching out targets 15.4%, Absenteeism of employee 10.1 %.

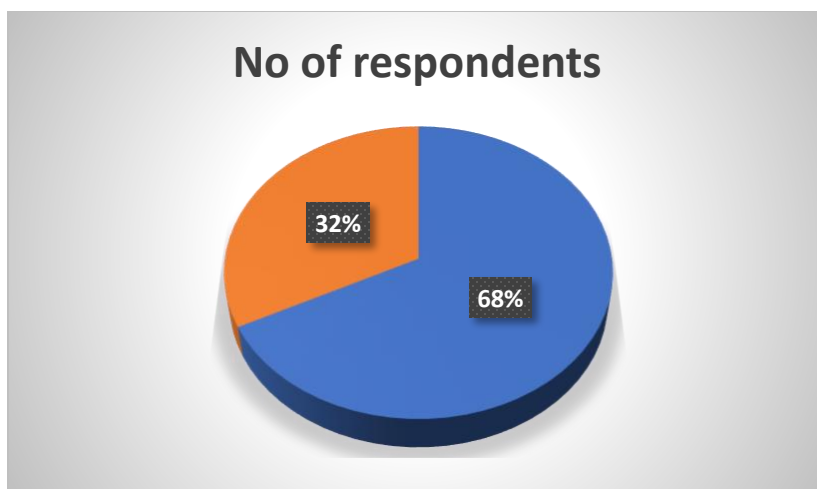
Inference

Majority (42.3%) of the respondents are to engage employee effectively.

Table 4.1.7 Table showing participation of respondents in wellness program

S No	Particulars	NO OF RESPONDENTS	PERCENTAGE
1	yes	138	66.3
2	no	70	33.7
	TOTAL	208	100%

Chart 4.1.7: Participate in wellness program wellness programs



Interpretation

From the above table it is interpreted does your organization conduct wellness program Yes (66.3%), No (33.7%).

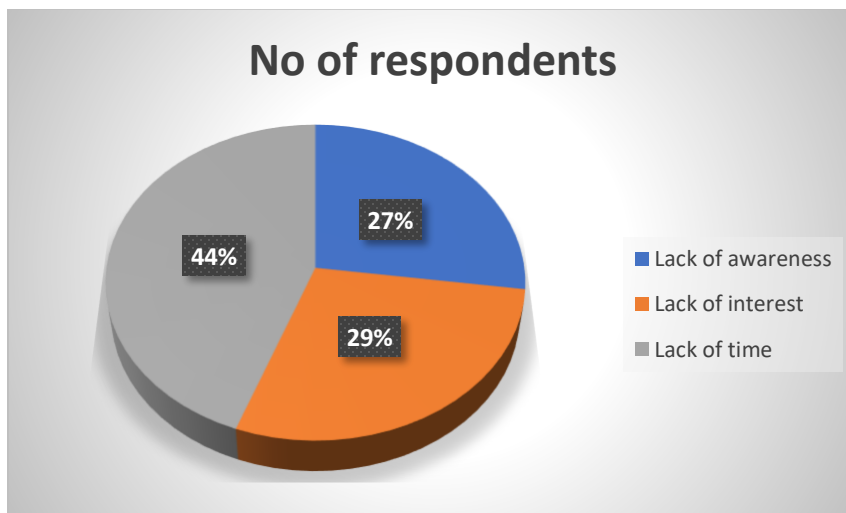
Inference

Majority (66.3%) of the respondents are Yes.

Table 4.1.8 Table showing what stops the respondents from participating in wellness program

S no	Particulars	No of respondents	Percentage
1	Lack of awareness	41	27.2
2	Lack of interest	43	28.5
3	Lack of time	67	44.4
	Total	208	100%

Chart 4.1.8: If no, what stops from participating in wellness program



Interpretation

From the above table it is interpreted what stops from participating in wellness program lack of awareness (27.2%), Lack of interest (28.5%) and lack of time(44.4%).

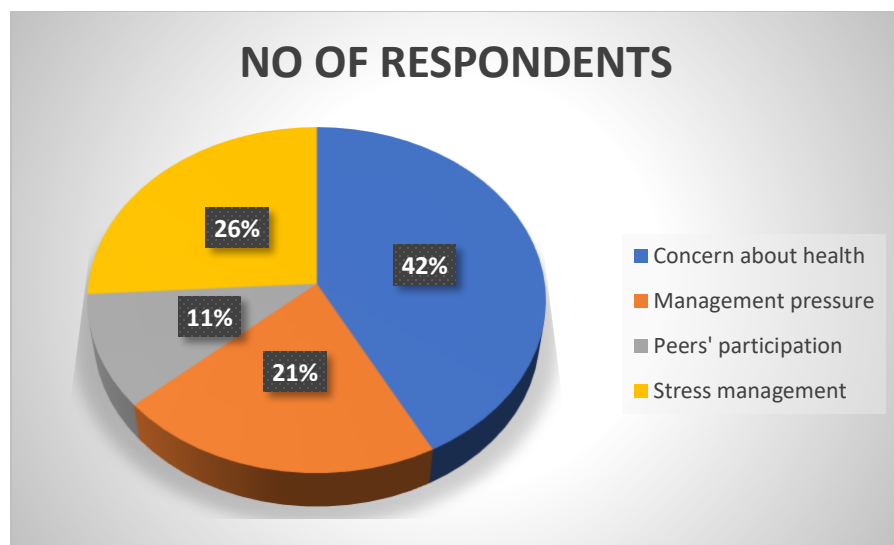
Inference

Majority (44.4%%) of the respondents are lack of time.

Table 4.1.9 Table showing factors motivating the respondents to participate in these programs

S.no	Particulars	NO OF RESPONDENTS	PERCENTAGE
1	Concern about health	88	42.3
2	Management pressure	44	21.2
3	Peers' participation	22	10.6
4	Stress management	54	26
	TOTAL	208	100%

Chart 4.1.9 The factors that motivate you to participate in these programs



Interpretation

From the above table it is interpreted Stress management 26%, Concern about health 42.3%, Management pressure 21.2%, Peers participation 10.6%.

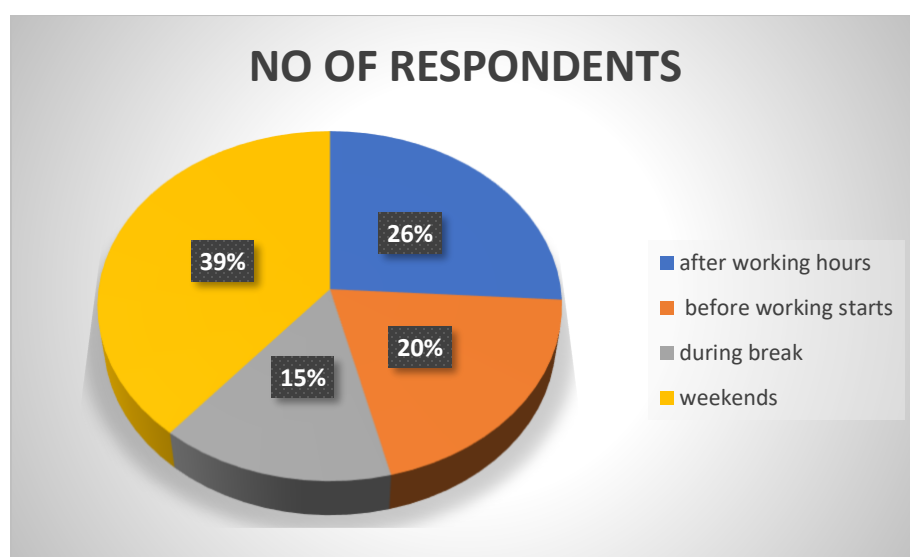
Inference

Majority (42.3%) of the respondents are Concern about health.

Table 4.1.10 Table showing the respondents best time to participate in programs

S.no	Particulars	NO OF RESPONDENTS	PERCENTAGE
1	after working hours	54	26
2	before working starts	42	20.2
3	during break	31	14.9
4	weekends	81	38.9
	TOTAL	208	100%

Chart 4.1.10: The best time for wellness program



Interpretation

From the above table it is interpreted is the best time for you to participate in this programs, weekends (38.9%), After working hour (26%), Before working starts (20.2%), During break (14.9%).

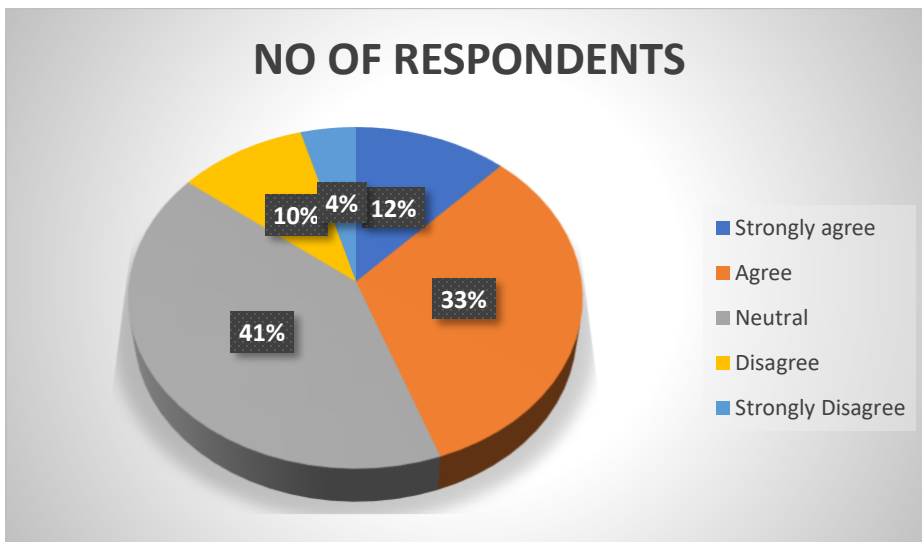
Inference

Majority (38.9%) of the respondents are weekends.

Table 4.1.11 Table showing the respondents company offer wellness program frequently

S.no	Particulars	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	25	12
2	Agree	68	32.5
3	Neutral	86	41.1
4	Disagree	21	10
5	Strongly Disagree	9	4.3
	TOTAL	208	100%

Chart 4.1.11: Company offers you wellness programs



Interpretation

From the above table it is interpreted How frequently does your company offer you wellness programs Strongly agree (12%), Agree (32.2%). Neutral (41.3%), Disagree (10.1), Strongly disagree (4.3%)

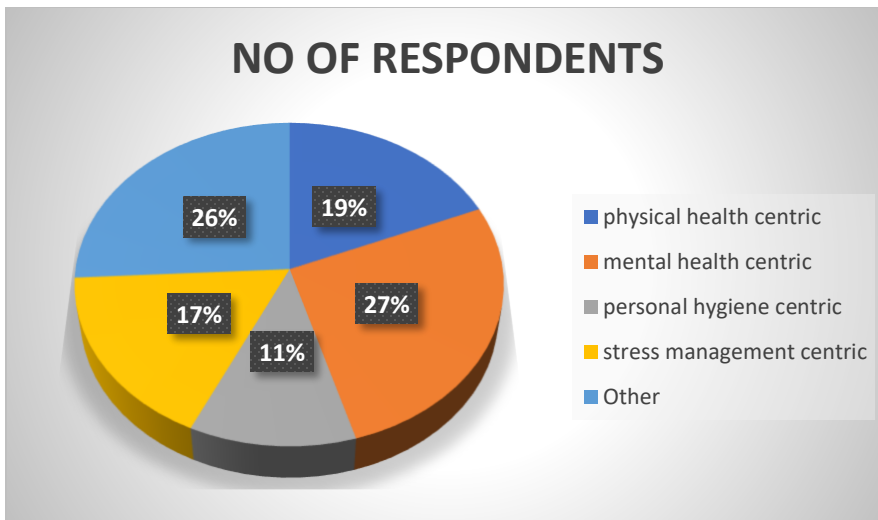
Inference

Majority (41.3%) of the respondents have neutral opinion.

Table 4.1.12 Table showing programs offered by the company of respondents

s.no	Particulars	NO OF RESPONDENTS	PERCENTAGE
1	physical health centric	39	18.7
2	mental health centric	56	26.8
3	personal hygiene centric	24	11.5
4	stress management centric	36	17.2
5	Other	54	25.8
	TOTAL	208	100%

Chart 4.1.12 The programs offered by your company



Interpretation

From the above table it is interpreted are the programs offered by your company, Stress management centric (16.8%), Physical health centric (18.8%), Mental health centric (26.9%), Any other (26%), Personal hygiene centric (11.5%).

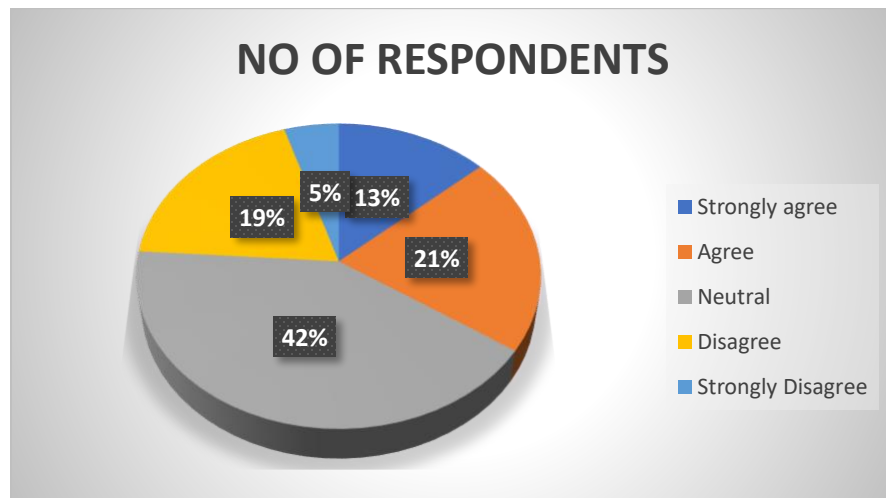
Inference

Majority (26.9%) of the respondents are mental health centric.

Table 4.1.13 Table showing gender-based differentiation in these programs of the respondents

S NO	Particulars	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	28	13.4
2	Agree	44	21.1
3	Neutral	87	41.6
4	Disagree	40	19.1
5	Strongly Disagree	10	4.8
	TOTAL	208	100%

Chart 4.1.13: Gender-based differentiation in these programs



Interpretation

From the above table it is interpreted gender-based differentiation in these programs strongly agree (13.5%), agree (21.2%), neutral (41.3%), disagree (19.2%), strongly disagree (4.8%)

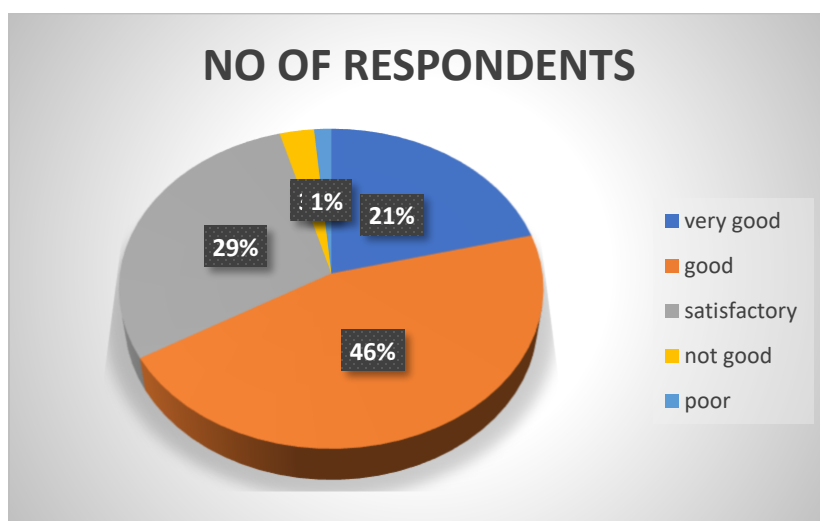
Inference

Majority (41.3%) of the respondents have neutral opinion.

Table 4.1.14 Table showing overall rating of employee wellness of respondents

S no	Particulars	NO OF RESPONDENTS	PERCENTAGE
1	very good	44	21.1
2	good	95	45.5
3	satisfactory	61	29.2
4	not good	6	2.9
5	poor	3	1.4
	TOTAL	208	100%

Chart 4.1.14: Overall rating of employee wellness in your company



Interpretation

From the above table it is interpreted, is the overall rating of employee wellness in your company, Good (45.2%), very good (21.2%), satisfactory (29.3%), not good(2.9%), poor(1.4%).

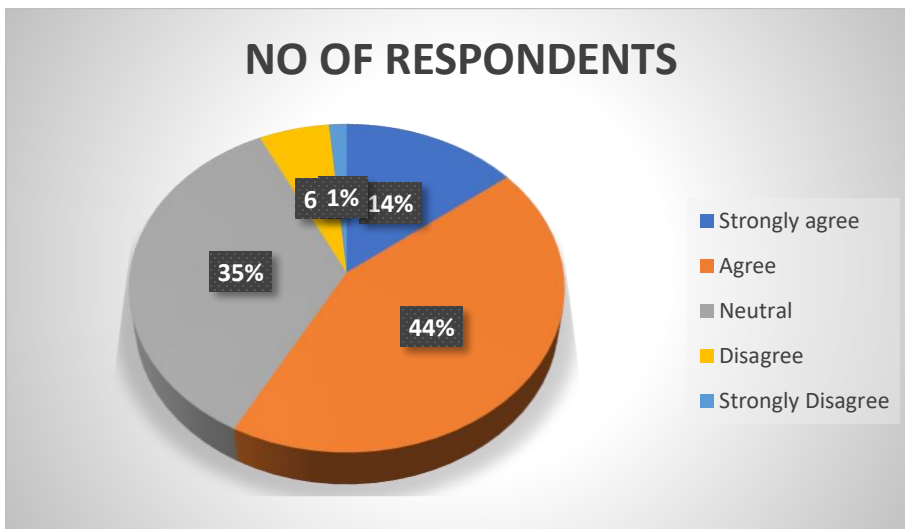
Inference

Majority (45.2%) of the respondents are Good.

Table 4.1.15 Table showing improvement needed for these programs of respondents

S NO	Particulars	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	30	14.4
2	Agree	91	43.5
3	Neutral	73	34.9
4	Disagree	12	5.7
5	Strongly Disagree	3	1.4
	TOTAL	208	100%

Chart 4.1.15 The improvement needed for these programs offered by your company



Interpretation

From the above table it is interpreted, the improvement needed for these programs offered by your company, strongly agree (14.4%), agree (43.3%), neutral (35.1%), disagree (5.8%), strongly disagree (1.4%)

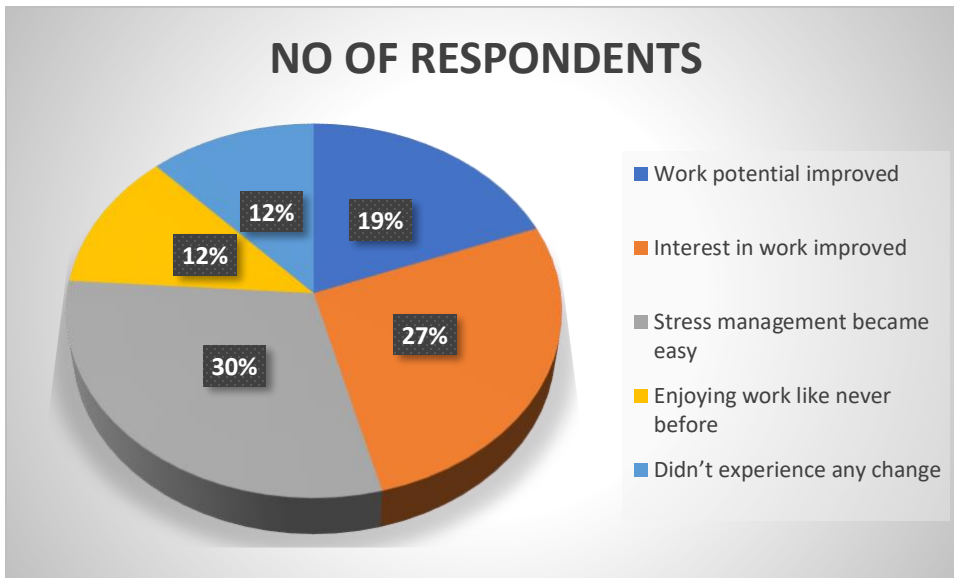
Inference

Majority (43.3%) of the respondents have agreed

Table 4.1.16 Table showing immediate impact of these programs of respondents

S NO	Particulars	NO OF RESPONDENTS	PERCENTAGE
1	Work potential improved	40	19.1
2	Interest in work improved	56	26.8
3	Stress management became easy	63	30.1
4	Enjoying work like never before	25	12
5	Didn't experience any change	25	12
	TOTAL	208	100%

Chart 4.1.16 The immediate impact of these programs on your life-style



Interpretation

From the above table it is interpreted, is the immediate impact of these programs on your life-style, Stress management became easy (30.3%), Interest in work improved (26.4%), Work potential improved (19.2%), Enjoying work like never before(12%), Didn't experience any change(12%)

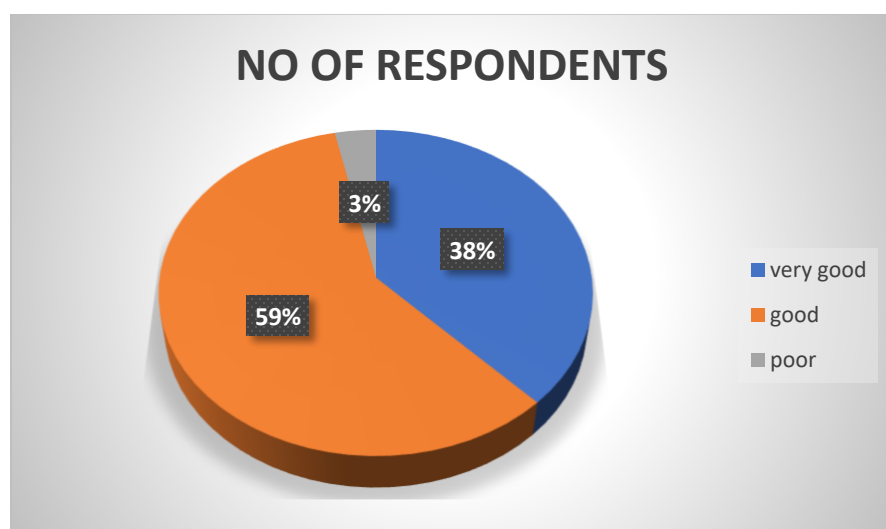
Inference

Majority (30.3%) of the respondents are present state is Stress management became easy.

Table 4.1.17 Table showing the effectiveness of these programs of the respondents

S No	Particulars	NO OF RESPONDENTS	PERCENTAGE
1	very good	79	37.8
2	good	123	58.9
3	poor	7	3.3
	TOTAL	208	100%

Chart 4.1.17: The effectiveness of these programs



Interpretation

From the above table it is interpreted, is the effectiveness of these programs, very Good (38%), good (58.7%), Poor (3.4%).

Inference

Majority (58.7%) of the respondents are Good.

4.2 CHI-SQUARE ANALYSIS

NULL HYPOTHESIS (H0) :

There is no significant relationship between gender and wellness participation.

ALTERNATE HYPOTHESIS (H1) :

There is a significant relationship between gender and wellness participation.

Case Processing Summary						
	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
Gender * Would you participate in wellness program?	208	100.0%	0	0.0%	208	100.0%

Gender * Would you participate in wellness program?

Crosstabulation

		Would you participate in wellness program?			
		1	2	Total	
Gender	Male	Count	60	37	97
		Expected Count	64.4	32.6	97.0
	Female	Count	78	33	111
		Expected Count	73.6	37.4	111.0
Total		Count	138	70	208
		Expected Count	138.0	70.0	208.0

Chi-Square Tests					
	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	1.642a	1	.200		
Continuity Correctionb	1.286	1	.257		
Likelihood Ratio	1.640	1	.200		
Fisher's Exact Test				.240	.128
Linear-by-Linear Association	1.634	1	.201		
N of Valid Cases	208				

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 32.64.

b. Computed only for a 2x2 table

INFERENCE:

Since the P value is 0.200 which is more than 0.05, we accept null hypothesis and reject alternate hypothesis. Hence, there is no significant relationship between participation in wellness program and gender.

4.3 CORRELATION

NULL HYPOTHESIS (H0):

There is no significant relationship between age and gender differentiation.

ALTERNATE HYPOTHESIS (H1):

There is a significant relationship between age and gender differentiation.

Correlations		Age	There are gender based differentiation in these programs
Age	Pearson Correlation	1	.073
	Sig. (2-tailed)		.296
	N	208	208
There are gender based differentiation in these programs	Pearson Correlation	.073	1
	Sig. (2-tailed)	.296	
	N	208	208

INFERENCE:

Since the P value is 0.296 which is more than 0.05, we accept null hypothesis and reject alternate hypothesis. Hence, there is no significant relationship between age and gender differentiation

CHAPTER 5

FINDINGS AND SUGGESTIONS

5.1 FINDINGS

- Majority (92.3%) of the respondents are age between 20-29 years.
- Majority (53.4%) of the respondents are Female.
- Majority (93.8%) of the respondents are 1-10 years' experience.
- Majority (73.1%) of the respondents are YES. (Aware of employee wellness)
- Majority (39.9%) of the respondents are Rarely. (Complain fatigue at work)
- Majority (66.3%) of the respondents are Yes. (Participation in wellness program)
- Majority (44.4%%) of the respondents are lack of time.
- Majority (42.3%) of the respondents are to engage employee effectively.
- Majority (42.3%) of the respondents are Concern about health.
- Majority (38.9%) of the respondents are weekends
- Majority (41.3%) of the respondents have neutral opinion (Company offer wellness program frequently)
- Majority (26.9%) of the respondents are mental health centric.
- Majority (41.3%) of the respondents have neutral opinion. (Gender-based differentiation in these programs of the respondents)
- Majority (45.2%) of the respondents are Good. (Overall satisfaction of the employee wellness program)
- Majority (43.3%) of the respondents have agreed (Improvement needed for the program)
- Majority (30.3%) of the respondents are present state is Stress management became easy.
- Majority (58.7%) of the respondents are Good. (Effectiveness of these programs)

5.2 SUGGESTIONS

1. The implementation was considered important; health and wellness of the employee have been the catalyst for their performance and directly contribute to company's competitiveness.
2. As majority of the respondents complain fatigue at work rarely so there should be relax time for employees.
3. As per findings some are not aware of the wellness program therefore, awareness should be created among employees.
4. The employees should be encouraged to participate in employee wellness programs. They should be proper maintenance and should allot separate time for wellness program as majority has complained that they have lack of time to participate.
5. Majority of the respondents are concerned about health which is one of the major reasons to participate in these programs and also to engage employee in an effective manner.
6. The company should offer employee wellness program frequently during weekends as per findings, the employee suggests these.
7. There should be improvement in these employee wellness program, therefore the company should concentrate on more physical, mental health centric wellness of the employees.
8. Several implications have been drawn from this study; The consideration of company to employee.
9. Implementing the wellness and health employee programme as part of CSR initiatives proven the consideration of companies to employee as it shows that a company is concern and taking care the employee well-being.
10. Company should design and planning a comprehensive programme for employee wellness and health as it could lead to sustain performance and boost the motivation of an employee to stay working.

5.3 CONCLUSION

The employee engagement of the health sector is moderately adequate and moderately effective but needs continuous improvements and on employee commitment and employee relationship. The health sectors should run a full assessment process on their human resources practices on employee engagement. Further, the health sector should develop and design effective and well-designed human resource practices particularly on employee engagement strategies and measurements. This will empower the level of employee engagement and organization dedication. Training courses should be provided to employees on their field of specialization in the different departments to help them grow and develop in their field and also will have the opportunity to be promoted in the company. This is make the health sectors increase the bar of excellence on their employee competencies and skills.

Moreover, the employee engagement culture should be till within and across all the organizational levels in the health sector. This culture should be embedded in health sector's mission, vision and core values. Nurturing engaged employees will yield the organization progressive business outcomes. This will lead to a roadmap to organizational pride for the workforce and real value for the health sectors. On the basis of the problems high-lighted encountered on the employee engagement, there is a need for the health sector to fulfill the promise for a specific benefit or increase in pay. This will stimulate employee's engagement and commitment because the trust is built.

QUESTIONNAIRE

1. Name
2. Email ID
3. Age
 - 20-29
 - 30-39
 - 40-49
 - 50 and above
4. Gender
 - Female
 - Male
5. Years of experience
 - 1 – 10
 - 11- 20
 - 20- 30
 - 30 and above
6. Are you aware of wellness programs?
 - Yes
 - No
7. How often you complain with fatigue at work?
 - Never
 - Frequent
 - Rarely
 - Cannot be generalized

8. The reason to start an employee wellness program is to engage employees effectively company policy.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

9. Would you participate in wellness program?

- Yes
- No

10. If no, what stops you from participating in such wellness programs?

- Lack of awareness
- Lack of interest
- Lack of time

11. Concern about health is the factors that motivate you to participate in these programs

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

12. What is the best time for you to participate in these programs?

- After working hour
- Before working starts
- During break
- Weekends

13. Does the company offer wellness programs frequently?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

14. What are the programs offered by the company?

- Physical health centric
- Mental health centric
- Personal hygiene centric
- Stress management centric
- Other

15. There is gender-based differentiation in these programs

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

16. What is the overall rating of employee wellness?

- Very good
- Good
- Satisfactory
- Not good
- Poor

17. Is improvement needed for programs offered?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

18. Improvement in interest at work is the immediate impact of these programs on your lifestyle

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

19. What is the effectiveness of these programs?

- Very good
- Good
- Poor

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