

**A STUDY ON IMPACT OF CORPORATE WELLNESS WITH
REFERENCE TO HETA INSTITUTE OF TECHNOLOGY**

Submitted in partial fulfilment of the requirements for the award of

Master of Business Administration

by

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SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

CATEGORY-1 UNIVERSITY BY UGC

Accredited with Grade “A++” by NAAC | 12B Status by UGC Approved by AICTE

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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the Bonafide work of **ABIRAMI.E (42410210)** who carried out the project training "**A STUDY ON IMPACT OF CORPORATE WELLNESS WITH REFERENCE TO HETA INSTITUTE OF TECHNOLOGY**" under my supervision from January to April 2024.

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DECLARATION

I ABIRAMI.E (42410210) hereby declare that the Project Report entitled “**A STUDY ON IMPACT OF CORPORATE WELLNESS WITH REFERENCE TO HETA INSTITUTE OF TECHNOLOGY**” done by me under the guidance of Dr. A. RATHNAKUMAR is submitted in partial fulfilment of the requirements for the award of Master of Business Administration.

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SIGNATURE OF THE CANDIDATE

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ABSTRACT

This study examines the impact of corporate wellness programs at Heta Institute of Technology (HIT) on employee well-being and organizational outcomes. Through a structured questionnaire administered to 110 employees, the research investigates perceptions of wellness initiatives and their influence on productivity, motivation, and job satisfaction. Key findings indicate a generally positive reception of wellness programs, particularly in terms of perceived productivity enhancement and motivation boost. However, opportunities for improvement are identified, including the need to enhance accessibility, strengthen management support, and diversify offerings. Recommendations are provided to optimize wellness initiatives and foster a culture of health and productivity within HIT. Continuous evaluation and refinement of programs are emphasized to sustain employee engagement and promote long-term organizational success.

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CHAPTER 1

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INTRODUCTION

1.1 INTRODUCTION

Corporate wellness programs have gained significant attention in recent years as organizations recognize the importance of promoting employee health and well-being. Heta Institute of Technology (HIT), as a leading educational institution, understands the vital role that employee wellness plays in fostering a productive and positive work environment. With an increasing focus on employee satisfaction, productivity, and retention, HIT has implemented various wellness initiatives aimed at enhancing the physical, mental, and emotional health of its workforce.

The decision to conduct a study on the impact of corporate wellness at HIT stems from the institution's commitment to evidence-based practices and continuous improvement. By evaluating the effectiveness of its wellness programs, HIT seeks to gain insights into how these initiatives influence various aspects of employee performance, satisfaction, and overall organizational success.

Through this study, HIT aims to assess the current state of its corporate wellness initiatives, identify areas for improvement, and make data-driven decisions to enhance the well-being of its employees further. By understanding the impact of these programs, HIT can optimize its resources, refine existing strategies, and tailor future wellness initiatives to better meet the needs of its diverse workforce.

Overall, the study aims to contribute valuable insights into the relationship between corporate wellness and organizational outcomes, providing HIT with actionable recommendations to foster a healthier, happier, and more engaged workforce.

1.2 INDUSTRY PROFILE

Education sector

India has the largest population in the world in the age bracket of 5-24 years with 580 million people, presenting a huge opportunity in the education sector. India holds an important place in the global education industry. India has one of the largest

networks of higher education institutions in the world. However, there is still a lot of potential for further development and improvement in the education system.

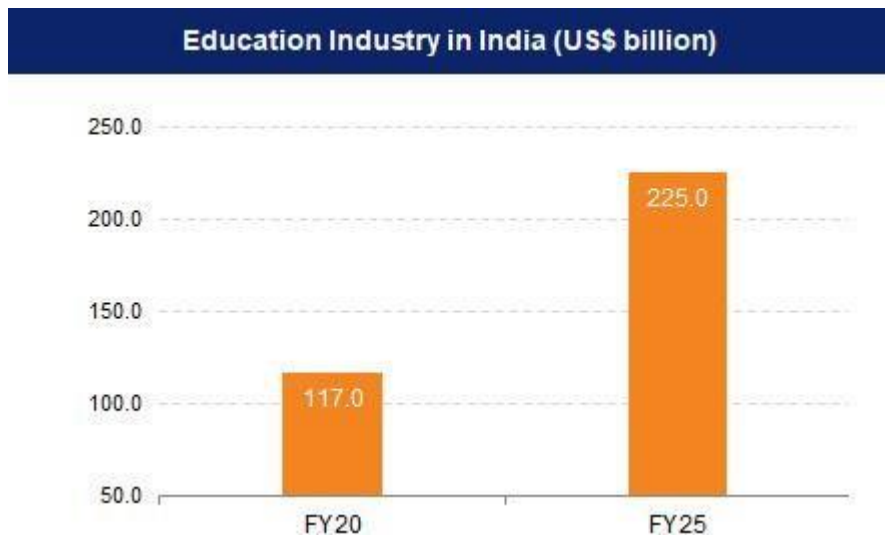
With increasing awareness, private Indian players are collaborating with international brands to provide an international standard of education. Private investments in the Indian education sector have increased substantially over the past two decades. The demand for specialised degrees is also picking up with more and more students opting for specific industry-focused qualifications. Higher education institutes in India are focusing on creating online programmes due to the increasing demand from consumers.

With cutting-edge technologies such as AI, ML, IoT and blockchain, India's education sector will redefine itself in the years to come. It has also embraced the Education 4.0 revolution, which promotes inclusive learning and increased employability. The government has implemented policies like the NEP, which will be fully implemented over the course of this decade starting from 2021-22 and will have a strong focus on high-quality vocational education.

Market size

The education sector in India was estimated to be worth US\$ 117 billion in FY20 and is expected to reach US\$ 225 billion by FY25. India has over 250 million school-going students, more than any other country. India had 38.5 million students enrolled in higher education in 2019-20, with 19.6 million male and 18.9 million female students. According to UNESCO's 'State of the Education Report for India 2021', the Pupil Teacher Ratio (PTR) at senior secondary schools was 47:1, as against 26:1 in the overall school system.

The Number of colleges in India reached 49,385 in FY24 (as of September 13, 2023) and 43,796 in FY21, up from 42,343 in FY20. The number of universities in India reached 1,196 in FY24 (as of September 13, 2023), up from 760 in FY15.



Education Industry in India

India had 41.38 million students enrolled in higher education in 2020-21 with 21.2 million male and 20.1 million female students, as against 38.5 million students enrolled in higher education in 2019-20, with 19.6 million male and 18.9 million female students. In 2022-23, there are 8,902 total AICTE-approved institutes in India. Out of these 8,902 institutes, there are 3,577 undergraduate, 4,786 postgraduate and 3,957 diploma institutes.

The Indian edtech market size is expected to reach US\$ 30 billion by 2031, from US\$ 700-800 million in 2021. According to KPMG, India has also become the second largest market for E learning after the US. The online education market in India is expected to grow by US\$ 2.28 billion during 2021-2025, growing at a CAGR of almost 20%. The market grew by 19.02% in India in 2021.

Investments/ recent developments

From April 2000-September 2023, Foreign Direct Investment (FDI) equity inflow in the education sector stood at US\$ 9.44 billion, according to the data released by the Department for Promotion of Industry and Internal Trade (DPIIT).

The education and training sector in India has witnessed some major investments and developments in the recent past. Some of them are:

- In December 2023, UNICEF and its global partnerships platform Generation Unlimited (also known as Yu Waah in India) partnered with key organisations committed to working towards a green future for children and young people as a part of the Green Rising India Alliance.
- Prime Minister Mr. Narendra Modi, in July 2023, laid the foundation stone for three new buildings at Delhi University — the faculty of technology, a computer centre, and an academic block.
- In September 2023, the government launched the Skill India Digital (SID) platform to make skill development more innovative, accessible and personalised with a focus on digital technology and Industry 4.0 skills.
- In September 2023, a three-year partnership called “Education to Entrepreneurship: Empowering a Generation of Students, Educators, and Entrepreneurs” was launched by the Ministry of Education and the Ministry of Skill Development and Entrepreneurship, and Meta in New Delhi.
- In August 2023, Union Minister of Education Mr. Dharmendra Pradhan unveiled the National Curriculum Framework for School Education (NCF), which has been developed based on the National Education Policy (NEP), 2020 vision. As per that, in order to guarantee that students have adequate time and opportunity to perform successfully, board exams will be offered at least twice a year.
- In August 2023, Amazon India launched the third edition of Machine Learning (ML) Summer School. This program aims to provide students with the opportunity to learn key ML technologies from Scientists at Amazon.
- In July 2023, the Indian government announced a new free AI training course as part of its India 2.0 program. Developed in a collaborative effort between Skill India and GUVI, the program proudly holds accreditations from the National Council for Vocational Education and Training (NCVET) and IIT Madras.
- The Union Budget 2023 set aside Rs. 1.12 lakh crore (US\$ 13.5 billion) for education – the highest ever and an increase of around 8.2% than what was pegged in 2022-23.
- In November 2022, the Indira Gandhi National Open University (IGNOU) launched an online MA programme in Sustainability Science.

- Under the revised curriculum as per the provisions of the National Education Policy (NEP) 2020, students of BA-LLB (five-year integrated law course) of Allahabad University (AU) will be taught about disaster management.

A total of 100 Indian institutions have been qualified for the Times Higher Education World University Rankings 2023, up from 63 in 2020.

- As per the QS World University Rankings 2023, India is home to 41 out of almost 1,500 top global institutions in the world, with the Indian Institute of Science in Bengaluru being the highest-ranked institution in the country at rank 155.
- In October 2022, Biju's raised US\$ 250 million from its existing investors, including Qatar Investment Authority (QIA).
- In September 2022, Unfold Group, India's leading online education player, announced plans to enter the space of Metaverse education.
- In August 2022, Edtech startup Sunstone, which offers higher education programmes, raised US\$ 35 million in funding, with participation from Alteria Capital and West Bridge Capital.
- In August 2022, Bharti AXA Life announced a partnership with Great Learning, a leading global edtech company, to curate and develop a Post Graduate Program in life insurance sales.
- Nine Indian institutes – the Indian Institute of Science (IISc) in Bengaluru and eight Indian Institutes of Technology (IITs) – were among the top 500 universities in the QS World University Rankings 2023.
- Indian edtech startups have received total investment of US\$ 3.94 billion across 155 deals in FY22.
- In June 2022, Pfizer India and the American India Foundation launched the OPEN AMR – an online education platform for nurses to learn anti-microbial resistance.
- In June 2022, edtech platform Physics Wallah became India's 101st unicorn by raising US\$ 100 million in a Series-A funding round from West Bridge Capital and GSV Ventures, valuing the company at US\$ 1.1 billion.

- In June 2022, edtech unicorn Upgrade raised US\$ 225 million in a funding round that included Lupa Systems LLC and US testing and assessment provider Educational Testing Service, valuing the company at US\$ 2.25 billion.
- In June 2022, Amazon India launched the second edition of Machine Learning (ML) Summer School, with the aim to provide students the opportunity to learn important ML technologies from Amazon scientists, making them ready for careers in science.
- India had 89 universities in Times Higher Education Emerging Economies University Rankings 2022, behind Russia with 100 and China with 97.

In February 2022, the AICTE – backed by AWS Academy and Edu Skills – launched a two-month virtual internship program in AI for 5,000 students. The course duration is two months and the students will receive a certificate and a digital badge upon completion.

- In February 2022, education-focused fintech firm Propelled raised US\$ 35 million from in a series-B funding round from West Bridge Capital, Stellaris Venture Partners, India Quotient and others.
- In February 2022, the Tech Mahindra Foundation, the company's CSR arm, partnered with Amazon Internet Services Private Limited (AISPL) to help underemployed or unemployed people get started in cloud computing. The AWS re/Start programme was a 12-week in-person skills-based training programme that covers foundational AWS Cloud abilities, as well as practical job skills like interviewing and resume writing to assist individuals in preparing for entry-level cloud positions.
- In October 2021, teach mint was valued at US\$ 500 million after a US\$ 78 million funding round.
- In October 2021, Biju's raised Rs. 2,200 crore (US\$ 300 million) to increase the company's valuation from US\$ 16.4 billion in 2020 to US\$ 18 billion in 2021.

Government initiatives

Some of the other major initiatives taken by the Government are:

- In August 2023, Union Minister for Education and Skill Development & Entrepreneurship, Mr. Dharmendra Pradhan the National Curriculum Framework for School Education (NCF-SE), marking an important and transformative step towards the implementation of the National Education Policy 2020. The development of the NCFSE was guided by a vision to align education with the demands of the 21st century and the ethos of the Indian knowledge system.
 - In the Union Budget 2023, it was announced that District Institutes of Education and Training to be developed as vibrant institutes of excellence for teachers' training.
 - In Union Budget 2023, it was announced that a National Digital Library for Children and Adolescents to be set up for facilitating the availability of quality books across geographies, languages, genres and levels, and device-agnostic accessibility.
 - 100% FDI under automatic route is allowed in the Indian education sector.
- In November 2022, Minister of Education and Skill Development & Entrepreneurship, Mr. Dharmendra Pradhan, suggested constituting a joint working group between India and Zimbabwe on education, skill development and capacity building.
- To liberalise the sector, the Government has taken initiatives such as the National Accreditation Regulatory Authority Bill for Higher Education and the Foreign Educational Institutions Bill.
 - In July 2022, Prime Minister Mr. Narendra Modi inaugurated a three-day Akhil Bhartiya Shiksha Samagam at Varanasi to discuss how the implementation of the National Education Policy 2020 can be taken further across the country with various stakeholders.
 - As part of a comprehensive initiative known as PM eVIDYA, the Department of School Education and the Ministry of Education were recognised by UNESCO for their use of information and communication technology (ICT) during the COVID-19 pandemic.

- The Department of School Education and Literacy (DoSE&L), Ministry of Education, has planned to solicit opinions from various stakeholders through an online public consultation survey. This will be helpful in gathering very useful and important inputs for the formulation of the National Curriculum Framework.
- The government schemes of Revitalising Infrastructure and System in Education (RISE) and Education Quality Upgradation and Inclusion Programme (EQUIP) are helping the government tackle the prominent challenges faced by the education sector.
- As per the Union Budget 2022-23, allocation towards the Samagra Shiksha Scheme increased by around 20.3%, from Rs. 31,050.16 crore (US\$ 4.16 billion) in FY22 to Rs. 37,383.36 crore (US\$ 5.01 billion) in FY23.
- In February 2022, the Central Government approved the “New India Literacy Programme” for the period FY22-27 to cover all the aspects of adult education to align with the National Education Policy 2020 and Budget Announcements 2022-23.
- In February 2022, the Ministry of Education approved the scheme of Rastriya Uchchatar Shiksha Abhiyan (RUSA) to continue till 2026.
- The National Education Policy (NEP) 2020 emphasis on early childhood care and education. The 10+2 structure of school curricula is to be replaced by a 5+3+3+4 curricular structure corresponding to ages 3-8, 8-11, 11-14, and 14-18 years, respectively.

The Cabinet accepted the continuance of the Samagra Shiksha School Education Scheme in 2021 from April 1, 2021-March 31, 2026.

- In October 2021, the NSDC launched the largest ‘Impact Bond’ in India with a US\$ 14.4 million fund, to help 50,000 youngsters in the country acquire skills necessary for employment.
- In September 2021, NISHTHA 3.0 Foundational Literacy and Numeracy (FtN) was released for teachers and school administrators of pre-primary to class V in an online fashion on the DIKSHA platform.

Road ahead

In 2030, it is estimated that India's higher education will:

- Combine training methods that involve online learning and games, and it is expected to grow by 38% in the next 2-4 years.
- Adopt transformative and innovative approaches in higher education.
- Have an augmented Gross Enrolment Ratio (GER) of 50%.
- Reduce state-wise, gender-based and social disparity in GER to 5%.
- Emerge as the single largest provider of global talent with one in four graduates in the world being a product of the Indian higher education system.
- Be among the top five countries in the world in terms of research output with an annual R&D spend of US\$ 140 billion.
- Have more than 20 universities among the global top 200 universities.

Various government initiatives are being adopted to boost the growth of the distance education market, besides focusing on new education techniques such as E-learning and M-learning.

The Government of India has taken several steps including opening of IITs and IIM's in new locations, as well as allocating educational grants for research scholars in most government institutions. Furthermore, with the online mode of education increasingly being used by several educational organisations, the higher education sector in India is set for major change and development in the years to come.

1.3 COMPANY PROFILE

The Institute of Higher Education and Research (Hybrid Learning Hub), where learning is a mix of online convenience and offline support. Imagine having the flexibility to attend classes from your couch or participate in-person for that hands-on experience. Picture a learning experience tailored to your preferences, available in three exciting modes: online, offline, and the best-of-both-worlds hybrid.

With our online platform, you can access engaging lessons, interactive tools, and connect with teachers virtually. But if you prefer the atmosphere of a classroom, join us at our physical center for face-to-face sessions and collaborative projects. It's the best of both worlds—choose what works for you. At HETA INSTITUTE OF TECHNOLOGY The Institute of Higher Education And Research (Hybrid Learning Hub), we make education fit your life, offering a unique blend that combines the benefits of technology with the comfort of traditional learning.

Online Learning:

Immerse yourself in a virtual realm where interactive tools, dynamic multimedia, and engaging forums come together. Our online classes transcend the digital divide, bringing the classroom to your doorstep. Live sessions and innovative e-learning modules ensure an enriching journey, no matter where you are.

Offline Learning:

Step into our smart classrooms, where tradition meets technology. With interactive whiteboards and digital resources, our offline teaching is anything but conventional. Immerse yourself in a vibrant, in-person experience, enhanced by the latest educational technology that sparks curiosity and elevates understanding.

Hybrid Learning:

Experience the best of both worlds with our hybrid approach. Seamlessly switch between online and offline classes, enjoying the flexibility to shape your learning journey. The fusion of technology and tradition ensures a cohesive and dynamic educational adventure, offering you the freedom to learn on your terms.

Courses offered

- **B.Sc. in Animation:**

The B. Sc in Animation is a comprehensive program that immerses students in the dynamic world of visual storytelling and digital creativity. Combining artistic expression with technical proficiency, the curriculum covers a range of animation techniques, including 2D and 3D animation, character design, and storytelling. Students gain hands-on experience with industry standard software and tools, honing their skills in animation production, visual effects, and multimedia design. The program fosters a creative mindset while providing a solid foundation in the technical aspects of animation, preparing graduates to embark on exciting careers in animation studios, film production, gaming, and other creative industries.

- **B. Sc in Visual Effects:**

The B. Sc in Visual Effects is a dynamic program that delves into the art and science of creating immersive and realistic visual experiences for film, television, and digital media. Students explore a wide range of techniques, including compositing, computer-generated imagery (CGI), motion graphics, and special effects. The curriculum emphasizes both the creative and technical aspects of visual effects production, providing hands-on experience with industry standard software and hardware. Through projects and coursework, students learn to seamlessly integrate digital elements into live-action footage, enhancing storytelling and bringing imaginative worlds to life. Graduates of this program emerge with the skills and expertise to contribute to the ever-evolving field of visual effects, finding opportunities in film studios, post-production houses, and other creative industries.

- **M.Sc. Animation:**

The M.Sc. in Animation is an advanced program designed for individuals seeking mastery in the dynamic and multidimensional realm of animation. Focusing on both artistic creativity and technical proficiency, this program explores advanced animation techniques, 3D modeling, character rigging, and narrative storytelling. Students engage with cutting-edge technologies and industry-standard software, gaining expertise in animation production pipelines. Emphasizing creativity and innovation, the

program encourages students to push the boundaries of visual storytelling. Graduates of the M.Sc in Animation emerge with a sophisticated skill set, ready to lead and contribute to the animation industry, whether in film, television, gaming, or emerging virtual and augmented reality platforms.

- **M.Sc. visual Effect:**

The M.Sc. in Visual Effects is an advanced program that offers an in-depth exploration of the intricacies of visual storytelling through cutting-edge digital effects. This master's degree focuses on refining advanced skills in areas such as CGI, compositing, motion graphics, and digital manipulation. Students engage with industry-standard software and hardware, delving into complex visual effects techniques to enhance narrative and cinematic experiences. The curriculum emphasizes a combination of artistic creativity and technical expertise, preparing graduates to lead and innovate in the dynamic field of visual effects. With a focus on pushing the boundaries of creativity and technology, M.Sc. in Visual Effects graduates are equipped to make significant contributions to the film industry, gaming, virtual reality, and other visual media sectors.

- **Diploma in Robotics:**

The Diploma in Robotics offers a comprehensive exploration of the rapidly evolving field of robotics, providing students with a solid foundation in both theoretical principles and practical applications. Participants will delve into key aspects such as robot design, programming, control systems, and artificial intelligence, gaining hands-on experience through lab work and projects. The curriculum is designed to equip graduates with the skills needed to analyze, design, and implement robotic systems across various industries, fostering a deep understanding of the interdisciplinary nature of robotics. With a focus on cutting-edge technologies and emerging trends, this program empowers students to be at the forefront of innovation in the dynamic and transformative realm of robotics.

- **Diploma in Artificial intelligence:**

The Diploma in Artificial Intelligence offers a comprehensive curriculum that immerses students in the forefront of AI technologies and applications. Covering foundational concepts, machine learning, natural language processing, and deep learning, the

program provides a well-rounded understanding of AI's theoretical underpinnings and practical implementations. Through hands-on projects and real-world case studies, students develop proficiency in designing and deploying AI solutions, enabling them to address complex problems across diverse industries. With a focus on ethical considerations and the societal impact of AI, graduates emerge with the skills and knowledge to contribute meaningfully to the ongoing evolution of artificial intelligence in the contemporary technological landscape.

- **Diploma in Full Stack Development:**

The Diploma in Full Stack Development is a dynamic program that equips students with a comprehensive skill set to thrive in the fast-paced world of web development. Covering both front-end and back-end technologies, students learn to design, implement, and maintain full-fledged web applications. The curriculum encompasses a range of programming languages, frameworks, and databases, ensuring a well-rounded understanding of the entire development stack. Through hands-on projects and collaboration, participants gain practical experience in building responsive and interactive websites, mastering the latest industry tools and best practices. Graduates emerge with the ability to create seamless, end-to-end web solutions, making them adept professionals in the ever-evolving field of full stack development.

- **Diploma in Data Science:**

The Diploma in Data Science provides a comprehensive exploration of the interdisciplinary field, preparing students for the dynamic landscape of data-driven decision-making. Covering statistical analysis, machine learning, data visualization, and big data technologies, the program empowers participants to extract meaningful insights from complex datasets. Through hands-on projects and real-world applications, students develop proficiency in programming languages such as Python and R, as well as using popular data science tools and frameworks. With a focus on the entire data lifecycle, from data acquisition to interpretation and communication of results, graduates emerge with the expertise to navigate and contribute to the evolving domain of data science, making them valuable assets in a wide range of industries •

- **Diploma in Cloud Computing:**

The Diploma in Cloud Computing is a cutting-edge program designed to equip students with the skills and knowledge necessary to navigate the transformative realm of cloud technology. Covering essential concepts such as virtualization, cloud architecture, security, and deployment models, the curriculum ensures a comprehensive understanding of the principles underlying cloud computing. Through hands-on labs and real-world projects, students gain practical experience in working with major cloud platforms, learning to design scalable and secure cloud solutions. The program also addresses the integration of emerging technologies like serverless computing and containerization. Graduates emerge well-prepared to harness the power of the cloud, making significant contributions to the efficiency, scalability, and innovation of businesses leveraging cloud computing services.

- **Diploma in Business Analysis and Digital Marketing:**

The Diploma in Business Analysis and Digital Marketing combines essential skills in business analysis with a comprehensive understanding of digital marketing strategies, preparing students for dynamic roles in the contemporary business landscape. This program encompasses business analysis methodologies, data-driven decision-making, and market analysis, providing a robust foundation for optimizing business processes. Simultaneously, students delve into the intricacies of digital marketing, covering areas such as social media marketing, SEO, content strategy, and analytics tools. Through hands-on projects, case studies, and practical applications, participants gain the ability to align business objectives with effective digital marketing strategies. Graduates emerge with a versatile skill set, capable of driving business growth through informed analysis and strategic digital marketing initiatives.

- **Diploma in Blockchain Technology:**

The Diploma in Blockchain Technology offers a comprehensive exploration of one of the most transformative technologies in the modern era. Participants delve into the fundamentals of blockchain architecture, consensus mechanisms, and cryptographic principles, gaining a deep understanding of how decentralized and distributed ledgers operate. The curriculum covers smart contract development, tokenization, and blockchain security, providing hands-on experience with popular blockchain platforms.

Students engage in real-world projects, honing their skills in creating decentralized applications and addressing practical challenges in the blockchain space. This program equips graduates with the expertise to navigate the complexities of blockchain technology, making them valuable assets in industries seeking innovative solutions for secure and transparent transactions.

- **Diploma in Cyber Security:**

The Diploma in Cyber Security is a comprehensive program designed to equip students with the knowledge and skills to navigate the evolving landscape of digital threats and safeguard sensitive information. Covering areas such as network security, cryptography, ethical hacking, and incident response, the curriculum addresses the multifaceted challenges of cybersecurity. Participants gain practical experience through hands-on labs and simulations, learning to assess vulnerabilities, implement protective measures, and respond effectively to cyber incidents. With a focus on industry best practices and the latest security technologies, graduates emerge ready to play a crucial role in securing digital environments, protecting against cyber threats, and contributing to the ongoing battle for information security in today's interconnected world.

- **Diploma in Web Technology:**

The Diploma in Web Technology provides a comprehensive exploration of the fundamental principles and advanced techniques that underpin the dynamic world of web development. Covering a spectrum of topics including HTML, CSS, JavaScript, and responsive design, the program equips students with the skills to create visually appealing and functionally robust websites. Participants delve into server-side scripting, database integration, and the utilization of popular frameworks, gaining a well-rounded understanding of the entire web development process. Through hands-on projects and real-world applications, students learn to navigate the evolving landscape of web technologies, ensuring they graduate with the proficiency to design, develop, and optimize modern web solutions.

1.4 OBJECTIVES OF THE STUDY

Primary objective

To assess the effectiveness of implementing corporate wellness programs at Heta Institute of Technology

Secondary objective

- To measure the impact of corporate wellness initiatives on employee productivity.
- To evaluate the influence of wellness programs on employee satisfaction and morale.
- To analyze the correlation between wellness initiatives and employee absenteeism rates.
- To investigate the financial implications of implementing corporate wellness strategies at Heta Institute of Technology.

1.5 NEED OF THE STUDY

The need for the study on the impact of corporate wellness programs at Heta Institute of Technology (HIT) stems from the institution's commitment to fostering a healthy and productive work environment for its employees. As organizations worldwide increasingly recognize the importance of employee well-being in driving organizational success, HIT seeks to assess the effectiveness of its existing wellness initiatives in promoting employee health, satisfaction, and overall performance. By conducting this study, HIT aims to gain a comprehensive understanding of how corporate wellness programs influence key organizational outcomes, including employee productivity, satisfaction, absenteeism rates, and financial implications. The findings of the study will provide actionable insights to inform strategic decision-making and optimize resources for the implementation of future wellness initiatives. Furthermore, the study will help HIT identify areas for improvement and tailor wellness interventions to better meet the diverse needs of its workforce, ultimately enhancing employee well-being and organizational effectiveness. Overall, the study addresses a critical need for evidence-based practices in promoting employee health and underscores HIT's commitment to nurturing a supportive and thriving workplace culture.

1.6 SCOPE OF THE STUDY

The scope of the study encompasses evaluating the effectiveness of corporate wellness programs at Heta Institute of Technology (HIT), analyzing their impact on employee productivity, satisfaction, and morale. It involves assessing the utilization and perceived effectiveness of wellness initiatives, examining changes in work performance metrics, and measuring employee perceptions of job satisfaction and morale following the implementation of wellness programs. Additionally, the study will explore demographic factors that may influence employee perceptions of corporate wellness initiatives, providing valuable insights to inform future interventions aimed at enhancing employee well-being and organizational outcomes.

1.7 PROBLEM STATEMENT

Despite the implementation of various corporate wellness programs at Heta Institute of Technology (HIT), the extent to which these initiatives effectively contribute to improving employee productivity, satisfaction, and morale remains unclear. The lack of comprehensive evaluation and understanding of the impact of wellness interventions hinders HIT's ability to optimize resources and tailor initiatives to meet the diverse needs of its workforce. Therefore, there is a need to assess the effectiveness of corporate wellness programs at HIT and identify areas for improvement to enhance employee well-being and organizational outcomes.

1.8 LIMITATIONS OF THE STUDY

1. The study's sample size of 110 employees may not capture the full diversity of perspectives within Heta Institute of Technology.
2. Participation in the study may be influenced by employees who have stronger opinions about corporate wellness programs, leading to skewed results.
3. As data is collected at a single point in time, the study cannot account for changes in employee perceptions and organizational outcomes over time.
4. The study's findings are based on employees' self-reported responses, which may be influenced by subjective biases and perceptions.

CHAPTER 2

CHAPTER 2

REVIEW OF LITERATURE

VARIOUS REVIEWS

1. Song and Baicker (2019) stated that, Wellness programs are becoming increasingly popular because researchers have demonstrated to US employers that these programs can potentially reduce health costs and increase productivity, which increases the bottom line of the business sponsoring them.
2. Ardell (2011) stated that, Wellness programs are not new, and it is also not new strategy organizations are implementing to reduce health care costs. With health care costs continuing to increase on a yearly basis, leadership needs to focus on using wellness programs as an incentive to improve the health of employees and, in some instances, offer discounts on premiums based on participation in the wellness program. The early development of wellness programs and the focus of these early wellness programs included five dimensions and 16 skill areas, including personal responsibility, individual excellence, cultivating personal passion, refining critical thinking skills and lifelong quest to become or stay healthy.
3. Moran (2013) stated that, the comprehensive wellness paradigm led managers to consider using biomedical and anatomical metaphors to describe organizations in terms of total health. Organizational leaders continue to offer ways to make employees healthier by focusing on the persistence of negative features derived from outmoded capitalistic models. Analysis shows a split between ideas on how to implement comprehensive programs in organizations and how to keep the chaos of the implementation at bay. Establishing an exercise regimen can provide an opportunity to improve wellness in individuals, and exercise may tacitly create an opportunity to improve the lives of employees outside the workplace. There is a fine line between encouraging employees to exercise and controlling the employees, which could be construed as a reason why employees may choose not to participate in organizations' comprehensive wellness programs. Leadership's goal is to present the comprehensive wellness

program in a fashion that employees will see a general culture focus to have fun and improve employees' health.

4. Skrepnek, Nevins and Sullivan (2012) stated that leaders of large organizations attempt to dictate employee health. With the recent potential rise and uncertainty of health insurance rates, employees may be more open to participating in organization sponsored comprehensive wellness programs with the hope that participating will lead to healthier lifestyles and reduced health insurance costs. The potential remains that a consensus view may be in danger of becoming an untested myth, as employers continue to place demands on return-on-investment evaluations of comprehensive wellness programs to prove if such programs are worth the investment.
5. Slutzky (2010) stated that, employees might conclude that the benign reason or motivation behind comprehensive wellness programs is an attempt by organizational leaders to provide a way for employees to improve their health and well-being in which employees would show little opposition to participating in an organization's comprehensive wellness program. Comprehensive wellness programs might face resistance because they could be susceptible to violations of federal laws.
6. William and Tacker (2010) stated that, Comprehensive wellness programs include some type of interview process on employees' current health behaviors and history, and worried that employers might influence trusting employees to reveal too much information about their hereditary health traits that might lead to leaders not hiring or (dismissing) an employee. Concerns exist regarding offering cash incentives to participate in comprehensive wellness programs, as incentives might lead employees into divulging incriminating hereditary information. Because of confidentiality laws, managers are discouraged from guiding at-risk employees to needed diabetes, cardiac and respiratory prevention programs.
7. Norizan Baba Rahim (2020), Linking Work-Life Balance and Employee Well-Being: Do Supervisor Support and Family Support Moderate the Relationship? The study investigated the relationship between work-life balance, career satisfaction, psychological well-being, and the moderating role of supervisor support and family support in an Open Distance Learning university's staff. The

primary data was collected through a survey questionnaire, and the findings suggest that work-life balance is positively related to both career satisfaction and psychological well-being. However, neither supervisor support nor family support was found to moderate the relationship between work-life balance and individual well-being.

8. Dr. Indu Gautam (2019), A Study of Work-Life Balance: Challenges and Solutions, the study investigated the impact of work-family conflict and family-work conflict on the well-being of individuals employed in the private sector in India. Work-family conflict refers to the conflict between work and family roles, while family-work conflict refers to the conflict between family and work roles. The study measured well-being in terms of family satisfaction, work satisfaction, and psychological distress. The study found that the main cause of work family conflict was excessive working hours and inflexibility in work schedules. The study recommended that employers can improve work-life balance by introducing family-friendly policies such as flexible working hours, time off in lieu, compressed working weeks, and support for childcare and eldercare.
9. Dayang Nailul Munna Abg Abdullah (2012), Effects of Wellness Programs on Job Satisfaction, Stress and Absentees Between Two Groups of Employees (Attended and Not Attended) In this study researcher took the sample from the major telecommunication company in Malaysia. 125 employees of the company were selected for the research by random sampling method. Out of 125 employees 63 respondents had attended the wellness programs whereas the other 62 had not attended the programs provided by the company. Researcher observed that those employees who have attended the wellness program their work will improve day by day; they are easily able to make their work life balance properly. Their absentees become less. Their productivity level, innovative level will be increased. Wellness program promoting employees to be concerned about their health status, possibility of having sickness, and custom-made treatment for their health.
10. CRAIG MARSHALL (2020), Analysis of a Comprehensive Wellness Program's Impact on Job Satisfaction in the Workplace. The study by Craig Marshall (2020) aimed to examine the extent to which a comprehensive wellness

program affects employees' job satisfaction levels. The study focused on identifying whether participation in the wellness program affected employees' extrinsic and intrinsic job satisfaction levels. Extrinsic job satisfaction refers to the external rewards or benefits associated with a job, such as pay and benefits, while intrinsic job satisfaction refers to the internal rewards or benefits associated with a job, such as job autonomy and work meaningfulness.

11. Timothy Gubler (2017), *Doing Well by Making Well: The Impact of Corporate Wellness Programs on Employee Productivity* The study by Timothy Gubler (2017) aimed to investigate the impact of a corporate wellness program on employee productivity. The study collected data from 111 workers in five laundry plants and used a panel of objective health and productivity measures. The existing research has primarily focused on cost savings from insurance and absenteeism, but this study focused on the impact of wellness programs on worker productivity. The study found that employees who participated in the corporate wellness program had improved health and increased productivity levels. Both sick and healthy individuals who improved their health through the wellness program saw an increase in productivity by about 10%. The surveys indicated that the sources of improved productivity were better diet and exercise.
12. The study by Hasan bin Saleh (2015) aimed to investigate the relationship between work-life balance (WLB) and employee satisfaction in Malaysia's higher education institutions (HEIs). The study focused on identifying how to properly balance employees' work and family life, the impact of family problems on work, and how worklife balance affects employees' personal lives and satisfaction. The study found that employee wellness programs were the dominant factor contributing to work-life balance and employee satisfaction in Malaysia's HEIs.
13. The study by Hector De La Torre and Ron Goetze (2016) focused on designing a corporate wellness program that actually works by avoiding pitfalls that can lead to ineffectiveness. The study identified five common ways that do not lead to impactful wellness programs, including administering health risk assessments only, paying people to change their habits, sending people to

health plan websites, introducing short-term campaigns, and hiring vendors to fix unhealthy employees.

14. Quintiliani et. al. (2007), The emergence of new breed of lifestyle diseases amongst young working population is on an ever increasing high. Extended working hours, stressful jobs, poor nutrition, lack of exercise are some of the major contributors to diseases like hypertension, diabetes, cardiovascular ailments etc. The cost of unhealthy workforce translates into absenteeism, lower productivity, reduced focus at work, stressful behaviors etc. Employers across the globe are realizing the need to intervene. As employees spend maximum waking hours in their workplace, many employers have found ways to utilize the time and resources for the benefit of employee health. Conducting wellness interventions at workplace offers several advantages, as broader outreach can be targeted.
15. According to Sharkey (1997), regular health care interventions lead to better physical and psychological health amongst employees. He contends that wellness programs increase productivity and decrease unwanted behaviors such as absenteeism and turnover. Evidence suggests that multi component health promotion and risk reduction programs can permanently change lifestyle habits and reduce health risks amongst employees.
16. Panelli & Tupa, (2007), After Second World War, the concept of wellness emerged with employees facing harsh working conditions and subsequently having an impact on their health. Initial concept of wellness movement focused on wellness as not only absence of illness but overall wellbeing of individuals.
17. CDC (2013), There is no unanimous agreement on the definition of term wellness, the Center for Diseases Control and Prevention (CDC) defines a workplace wellness program as a health promotion activity or organization-wide policy designed to support healthy behavior and improve health outcomes while at work.
18. According to Tuck (2005) Employee wellness programs refers to all strategies, action plans and methods used to promote the physical, emotional and mental health of employees, to ensure a productive workforce. The workplace has been internationally recognized as an appropriate setting for health promotion. The importance of employee health was addressed in 1950 and later updated in a

1995 joint International Labor Organization/World Health Organization (WHO)
Session on Occupational Health

19. According to the Call et al (2009), employers first began assisting employees with the health-related issues, such as alcoholism and mental health, in the 1950s in form of employee assistance programs (EAPs).
20. Wellness programs A study by Chapman (2003), from 42 qualifying financial impact studies conducted over two decades, concluded that employee wellness programs achieve a 25%–30% reduction in medical and absenteeism costs in an average period of about 3.6 years. Thus, EWP have been successful in reducing employee healthcare cost. However, evidence pertaining to employee wellness program benefits in Indian business scenario is insufficient. Thus, EWP has been successful in reducing employee healthcare cost. Although initial research suggested reductions in med claim cost, recent studies have started focusing on productivity impact of these programs in terms of measuring reduced absenteeism disability periods, decreased “presenteeism” etc. However, evidence pertaining to employee wellness program benefits in Indian business scenario is insufficient
21. Aldana (2001) found 28 studies that reported medical cost savings. Research suggest strong evidence of companies like Johnson and Johnson (Bly et al 1986; Breslow et al 1994), Citibank (Ozminkowski et al EWP design refers to complete overview of the program along with targeted outcomes which the program is aimed at. Aligning health interventions with specific health concerns can go a long way in deciding the effectiveness of such programs.
22. According to Owen (2006), Employee wellness programs should be a combination of educational, organizational and environmental activities designed to support health behavior conducive to the health of a business’s employees and their families.
23. Sinek (2011) also claims that being a part of an authentic culture (be it corporate culture) and being able to help others within the community is the source of job satisfaction and life fulfilment.
24. Serxner (2017) suggests that implementing a worksite wellness program can help to establish a culture of health. In a work environment, the employee is unconsciously influenced on decision-making. In an environment that

encourages healthy choices, the employee is more likely to make them, author claims.

25. Dailey & Zhu (2016) have found that participation in a worksite wellness program (WWP) mediated the relationship between personal health and organizational identities. A WWP served as an identity bridge, easing the employee into the work environment.
26. The issue of co-worker relations and job satisfaction was researched by Birgbom & Kinnunen (2014). They, however, focused on the relationships in a multinational environment – especially with immigrants in the workforce. The results of the research suggest that all co-worker interaction positively influences the well-being of an employee. However, according to research results, a special kind of interaction – between an immigrant worker and a host national worker – seemed especially beneficial regarding job satisfaction. In the light of the research, perhaps worksite wellness programs would benefit from tailoring to the specific national culture and political situation of the company's setting, ensuring the right models for the particular culture, and paying attention to international and intercultural relations for the wellbeing of the employee.
27. Lavine (2012) introduces the concept of Corporate Social Performance (CSP) and its relationship to work meaningfulness. According to the author, CSP is comprised of corporate citizenship, social responsibility, and sustainability. The results of Lavine's study suggest that workers of companies with a higher commitment to corporate social performance have ascribed more meaningfulness to the jobs. This was because higher CSP allowed for a more fitting alignment with employee values; thus, increasing the perceived value of the job carried out.
28. Boddy (2013) reviews corporate psychopaths and their influence on employee wellbeing. Not surprisingly, the results indicate that corporate psychopaths can significantly affect the well-being of other employees. What is more, counterproductive work behavior and bullying are much more probable when a corporate psychopath constitutes a part of the work team.
29. Mehta & Maheshwari (2013) also studied negative influences in the workplace. Toxic leadership was described by them with the following behaviors: abusiveness, promoting inequity, indecisiveness, divisiveness and lack of

integrity. Their study proved that toxic leadership significantly decreases job satisfaction levels and organization commitment among employees. Mehta & Maheshwari (2013) make the point that companies should not only identify toxic leaders but take action against them.

30. According to Robroek et al. (2011) who investigated the reasons for non-participation in a worksite wellness program (WWP), some employees did not participate in a WWP because they wanted to arrange it themselves; some did not wish their private and professional lives to interfere; for some employees intervention in their health was a violation of privacy. Robroek et al. (2011) suggests that the way WWP is communicated to the employee might influence the participation rates significantly. A WWP should not create any moral issues among the employees.
31. Toker, Heaney & Ein-Gar (2014) also investigated barriers to participation in WWPs. According to the results of their research, there were some groups of employees much less likely to participate than others. Those groups were: older employees, men, blue-collar workers, employees with a worse than optimal health status, employees who perceived their workplace as weakly committed to employee health. The authors suggest that enhancing the participation rates might be achieved by building a WWP according to the needs of the non-participative groups.
32. Zheng et al. (2015) conducted research which shows that monetary and non-monetary based provision of corporate employee wellbeing programs had no direct association with wellbeing. The key to employee wellbeing, authors seem to suggest, is the employee's personal life coping strategies. What companies can do for the employees to increase their wellbeing, then, is to help them develop and enhance individual coping strategies. That way, indirectly, wellbeing programs can affect the employee.
33. Mellor & Webster (2013) identified the general key challenges in introducing a wellness program at work, which were: making the program a comprehensive whole, finding the right proportion between occupational and lifestyle risks and willingness and ability of management to monitor and support health-related issues, and a target-driven corporate culture.

34. Keller et al. (2009) examined whether the size of the company and employees' gender influence the impact of the worksite wellness program. The program effectiveness was measured based on six criteria: fitness, nutrition and weight, blood pressure and stress, substance abuse, smoking, and safety (Keller et al., 2009, p. 295). Additionally, the employees' gender and the size of the company were taken into consideration. The effectiveness study was based on the percentage of company's cost reduction regarding expenses on employee health. The results have shown a significant decrease in the expenditure, deeming the programs effective. Depending on the criteria of the investigation, some programs seemed more efficient among bigger companies and some among smaller.
35. Elia & Rouse (2016) have also looked at the perceived barriers to gaining health. Those decreased in the duration of the program. There were fewer voices stating lack of time or motivation, during and after participation in a WWP. Authors conclude that a successful WWP includes managerial engagement, encouraging a culture of health, tailored communication, and program evaluation. There is also research on the effects of worksite wellness programs focused on one particular health issue
36. Cappelli (2014) compares two giant global companies – Google and Walmart regarding health-related employee benefits. While Walmart was cutting employee benefits for some, Google was adding them. The shift from an approach where the employer is responsible for employee health (treating employees more or less equally in that aspect) towards one where the benefits are a demonstration of employee's value to the company. Walmart was cutting its benefits for the employees who were employed in lower-level positions and those employed only part-time; showing that the value of those employees is decreasing. Google, on the other hand, was adding benefits for its employees as to demonstrate how vital they are for the business.
37. Bakker (2016) analyses how Google influenced its employees' behavior at work to inspire more healthy choices. The author suggests that providing employees with information is not enough to inspire action. This is why researchers have done an experiment in Google and changed some details of the food and snack options available. It turned out that a few simple tricks (like distributing *m&m's*

snacks in a small bag rather than from a dispenser into a big bowl) can strongly influence choices Google employees made.

38. Mortenson (2017) defines current shifts and changes in the wellness world. The author introduces the new rules of wellness. The approach for the future, according to Mortenson, will include: a comprehensive, integrated approach to health – the benefits will be integrated to best address holistic wellbeing; understanding the employee in holistic terms, not only in the terms of the skill set and know-how; customized, tailored approach towards each individual employee; rewarding employees for healthy choices and behaviours, not punishing them for lack thereof; integrating fitness and physical activity into the working day (on-site gyms etc.) as opposed to exercising during after-work time; integration of the wellness program with biometric screenings for the employee to build one approach to health; not only providing information about healthy lifestyles, but introducing coaching sessions and sharing available online resources, using varied communication channels (phone, email, text messages, live conversations etc.)
39. Lindenberg (2014) has identified similar changes in worksite wellness programs. The author claims that the future of WWP's will be based on an individualized approach to each employee and his/her personal health needs allowing the best alignment between the health of the individual and the company. Interestingly, Schwarzbach (2014) points out to an aspect of health, which does not seem to be as intensely addressed as other ones. Namely, sleeping. The author names the three components of good health – physical activity, nutrition and sleep – and point to the fact that the first two have gained much more attention than the latter. This presents a new opportunity for the worksite wellness programs.
40. According to Antonovsky (1987), comprehensibility is the ability of an individual to comprehend information. Individuals who possess higher level of this dimension would be able to sense and find meaning of things happening around them relatively faster. Manageability is termed as the ability which enables individuals to feel that within available resources, they will be able to manage effectively and support themselves or required others. Meaningfulness talks

about that dimension whereby a person is able to comprehend things emotionally rather than cognitively.

41. In a study Heaney and Goetzel (1997) examined 47 peer-reviewed studies over a 20year period and found that workplace programmes, in spite of their variability in terms of comprehensiveness, intensity, and duration, achieved long-term behaviour change and risk reduction among workers
42. Steinbrunn (1988) defines workplace wellness as various activities and environmental factors made available by the employer for their employees to enhance their health and disease management. Employee wellness programmes refers to all strategies, action plans and methods used to promote the physical, emotional and mental health of employees, to ensure a productive workforce.
43. Berry, Mirabito, & Baun, (2010), Employee wellness programmes can be defined as planned, employer-sponsored interventions that are intended to help employees as they take up sustainable lifestyle changes that reduce health risks, advance quality of life, augment personal effectiveness and are beneficial to the organisation.
44. Alderman, (1975), The initial published evidence of workplace health intervention was found in Gimbel's Department store in New York City in 1974. The programme was directed towards screening of employees showing no signs of hypertension. The screening was conducted for 180 employees, out of which 94 were identified as hypertensive. These hypertensive employees were retained in treatment for a year. The programme was successful in achieving 81% reduction in blood pressure figures.
45. According to Gebhardt and Crump (1990) wellness programmes can be classified under three levels. The first level focuses on building awareness and includes activities like preventive health screening, newsletters, informative mails, articles, web portal, or similar knowledge enhancing activities. The second level concentrates towards modifying lifestyle through exercise, proper nutrition and getting rid of unhealthy habits. The third level promotes healthy behaviour through availability of facilities like fitness centers, encouraging sports, making healthy food choices available, walking and jogging tracks within premises etc. which compel employees modify their behaviour.

46. According Goetzel and Ozminkowski (2008) employee wellness programmes can be classified under three categories namely primary, secondary and tertiary. Primary programmes are focused towards employees who are comparatively healthy and fit. The aim of such programmes is to help employees continue leading healthy lifestyle to maintain their health. Such programme reduces the likelihood of diseases through certain preventive measures. Examples of such interventions could be regular exercise, healthy food habits, controlled BMI or weight management etc.
47. Janice, (1997), Studies conducted at Johnson and Johnson indicates an affirmative opportunity cost per business unit after implementation of employee wellness programmes. The study also indicated improvement in employee exercise participation rate, fitness levels, healthcare cost, reduced absenteeism, reduction in number of smokers. Apart from these other intangible benefits such as increased employee morale, reduced attrition, and improved employer image were noted.
48. European Union for Workplace Health Promotion (ENWHP) was established in 1996, which initiated the launch of “Health, education, Information and training”. The objective of this was to develop health standards in Europe region. The major areas identified were workplaces which had a chance of reaching out to majority of working population. The European network for worksite health promotion adopted the Luxemburg Declaration (28 November 1997) to announce the shared understanding of the major objectives, plans and related measures of the European network for the health promotion of employees. The associated members of the union consented that for potential advancement and distribution of health care programme, efficient collaboration and synchronisation was required across levels.
49. Levy, (1974), The AA was relatively successful in gradually causing a stir during the Industrial age. The goals of these early assistance programmes were to assist the heavy alcoholic employees get rid of their addictions and increase his performance.
50. Shepard, (1981), Articles describing wellness effort by employers can be found in 1980 which discuss about various physical fitness initiatives at worksite and its linkage to workplace performance.

CHAPTER 3

CHAPTER 3

RESEARCH METHODOLOGY

3.1 Introduction

This chapter outlines the research methodology employed to investigate the impact of corporate wellness programs at Heta Institute of Technology (HIT). The study adopts a descriptive research design to provide a comprehensive understanding of the effectiveness of wellness initiatives on employee productivity, satisfaction, absenteeism rates, and financial implications for the institute.

3.2 Research Design

The study utilizes a cross-sectional descriptive research design, which allows for the collection of data at a single point in time. This design facilitates the examination of the current state of corporate wellness programs at HIT and their impact on various organizational outcomes. The descriptive approach enables the researchers to present a detailed and accurate portrayal of the phenomena under investigation.

3.3 Population and Sample

The population of interest comprises all employees at Heta Institute of Technology. A stratified random sampling technique will be employed to ensure representation across different departments and job positions. The sample size is determined to be 110 employees, based on the desired level of confidence and margin of error.

3.4 Data Collection

Data will be collected through a structured questionnaire administered to the selected sample of employees. The questionnaire consists of 25 questions, including demographic information and Likert-scale items to measure perceptions of corporate wellness initiatives. The survey will be distributed electronically via email to ensure widespread participation and anonymity of responses.

3.5 Variables and Measures

The primary variables of interest include employee productivity, satisfaction, absenteeism rates, and perceived financial implications of wellness programs. These variables will be measured using Likert-scale items ranging from "Strongly Agree" to "Strongly Disagree," capturing the extent of agreement or disagreement with specific statements related to each construct.

3.6 Data Analysis

Descriptive statistics, including mean scores, standard deviations, and frequency distributions, will be calculated to summarize the data collected. Inferential statistics, such as correlation analysis and regression modeling, may be employed to explore relationships between variables and identify significant predictors of organizational outcomes.

Statistical Tools Used:

1. Percentage Analysis:

Percentage analysis will be employed to quantify the distribution of responses to Likert-scale items in the questionnaire. This analysis will provide insights into the proportion of employees who strongly agree, agree, are neutral, disagree, or strongly disagree with statements related to corporate wellness programs. Percentage analysis facilitates a straightforward comparison of responses across different items and demographic groups, allowing for a comprehensive understanding of employee perceptions.

2. Correlation:

Correlation analysis will be conducted to examine the relationships between various variables of interest, such as employee productivity, satisfaction, absenteeism rates, and perceived financial implications of wellness programs. Pearson correlation coefficient or Spearman's rank correlation coefficient will be computed to determine the strength and direction of associations between these variables. Correlation analysis will help identify any significant correlations among the constructs under

investigation, providing valuable insights into potential causal relationships and areas for further investigation.

3. Analysis of Variance (ANOVA):

ANOVA will be utilized to explore the differences in perceptions of corporate wellness programs across different demographic groups, such as age, gender, job position, department, and years of employment. By comparing the mean scores of responses among various groups, ANOVA enables researchers to identify statistically significant differences and assess the impact of demographic factors on employee perceptions. Post-hoc tests, such as Tukey's HSD or Bonferroni correction, may be employed to determine specific group differences following a significant ANOVA result. ANOVA provides valuable insights into the effectiveness of wellness programs and helps tailor interventions to better meet the needs of different employee demographics.

3.7 Ethical Considerations

Ethical guidelines will be strictly followed throughout the research process to ensure the protection of participants' rights and confidentiality of data. Informed consent will be obtained from all participants, and measures will be taken to maintain anonymity and confidentiality.

3.8 Limitations

Potential limitations of the study include the reliance on self-reported data, the cross-sectional nature of the research design, and the possibility of response bias. These limitations will be acknowledged and addressed to the best extent possible to ensure the validity and reliability of the findings.

3.9 Conclusion

In conclusion, the research methodology outlined in this chapter provides a systematic framework for investigating the impact of corporate wellness programs at Heta Institute of Technology. By employing a descriptive research design and rigorous data collection methods, the study aims to generate valuable insights to inform decision-making and enhance employee well-being and organizational performance.

CHAPTER 4

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1 Age of respondents

Table4. 1: Age of respondents

S. No.	Age	No. of Respondents	% Of Respondents
1	25 and below	25	22.7
2	26-35	45	40.9
3	36-45	20	18.2
4	46-55	20	18.2
5	Above 55	0	0
	Total	110	100

Interpretation

The above table shows the Age of the respondents. About 22.7% of the respondents are below the age of 25 years, 40.9% of the respondents are between the age group of 26-35 years, 18.2% of the respondents are between the age group of 36-45 years, 18.2% of the respondents are between 46-55 years of age and none above 55 years.

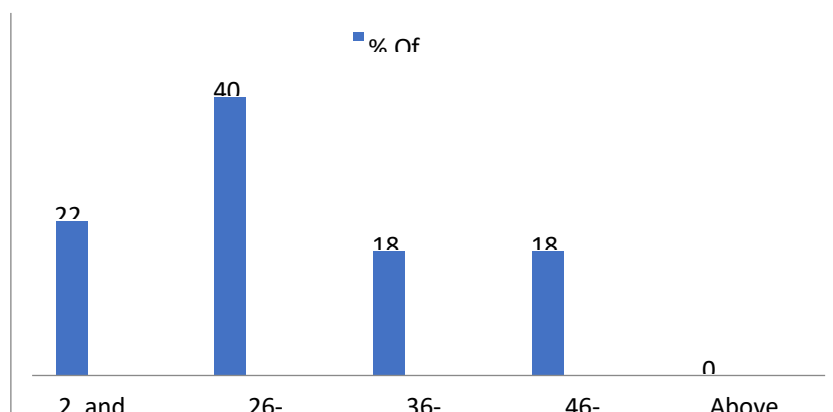


Chart no 4.1: Age of respondents

4.2 Gender of respondents

Table 4.2: Gender

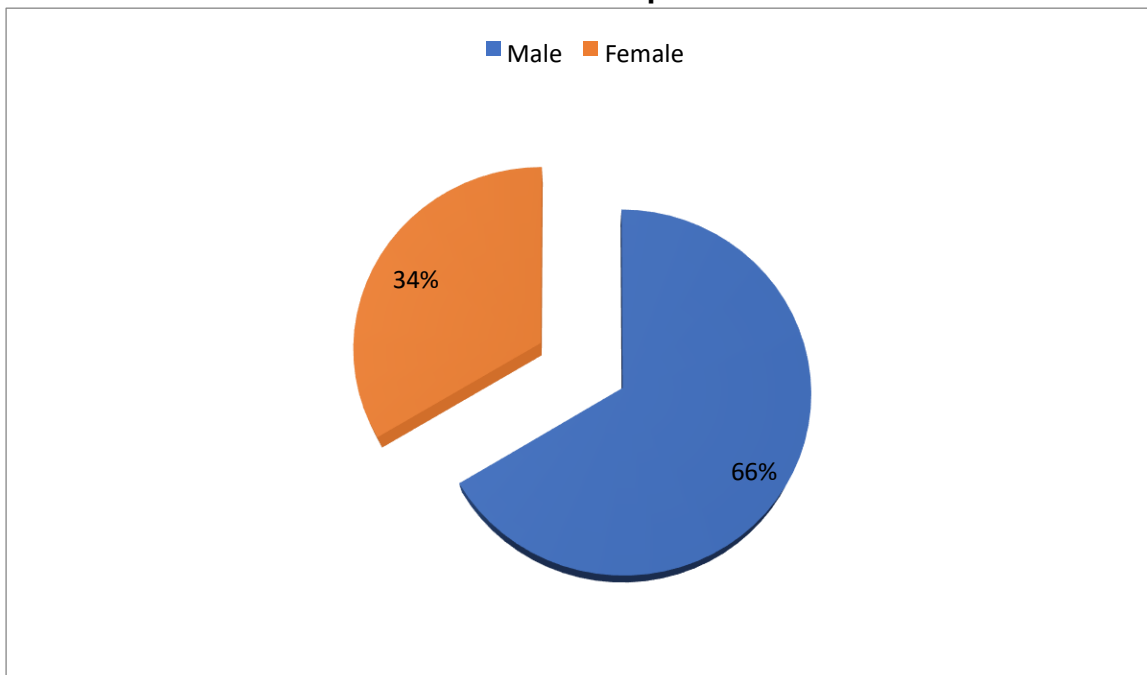
S. No.	Gender	No. of Respondents	% Of Respondents
1	Male	73	66.4
2	Female	37	33.6
	Total	110	100

Interpretation

The above table shows the gender of the respondents. 66.4% of the respondents are male,

33.6% of respondents are female.

Chart no.4.2: Gender of respondents



4.3 Job position of respondents

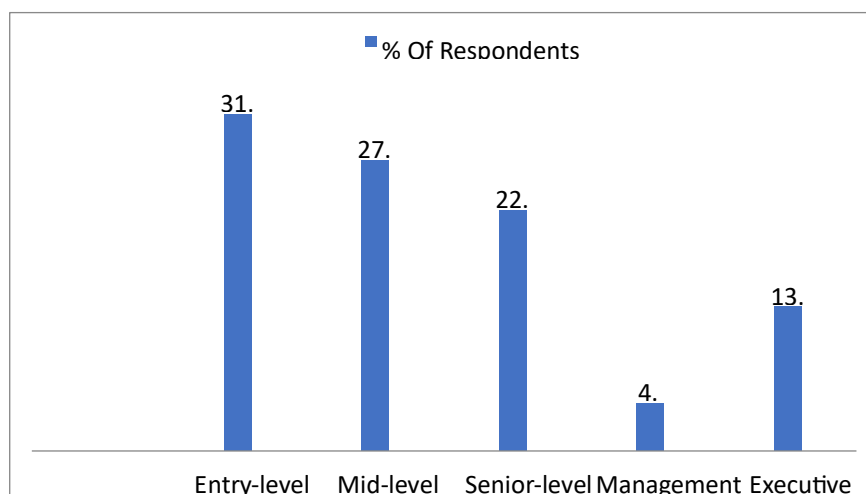
Table 4.3: Job position

S. No.	Job position	No. of Respondents	% Of Respondents
1	Entry-level	35	31.8
2	Mid-level	30	27.4
3	Senior-level	25	22.7
4	Management	5	4.5
5	Executive	15	13.6
	Total	110	100

Interpretation

The above table shows the job position of the respondents. About 31.8% of the respondents are in entry level, 27.4% of the respondents are in mid-level, 22.7% of the respondents are in senior level, 4.5% of the respondents are in management, and 13.6% are executives.

Chart no.4.3: Job position



4.4 Years of Employment at Heta Institute of Technology

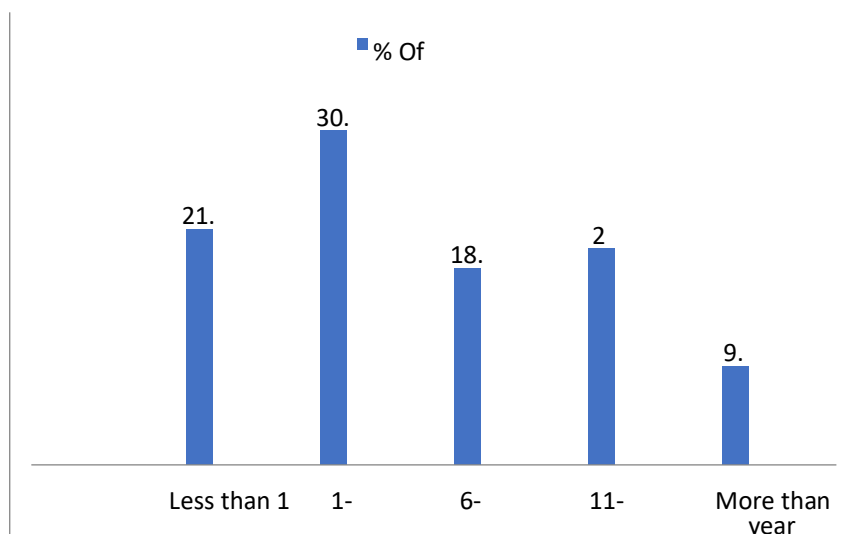
Table 4.4: Years of Employment at Heta Institute of Technology

S. No.	Years of Employment	No. of Respondents	% Of Respondents
1	Less than 1 year	24	21.8
2	1-5 years	34	30.9
3	6-10 years	20	18.2
4	11-15 years	22	20
5	More than 15 years	10	9.1
	Total	110	100

Interpretation

The above table shows the number of years of employment at heta institute of technology. About 21.8% of the respondents are working for less than 1 year, 30.9% of the respondents between 1-5 years, 18.2% of the respondents between 6-10 years, 20% of the respondents between 11-15 years, and 9.1% for more than 15 years.

Chart no.4.4: Years of Employment at Heta Institute of Technology



4.5 Department

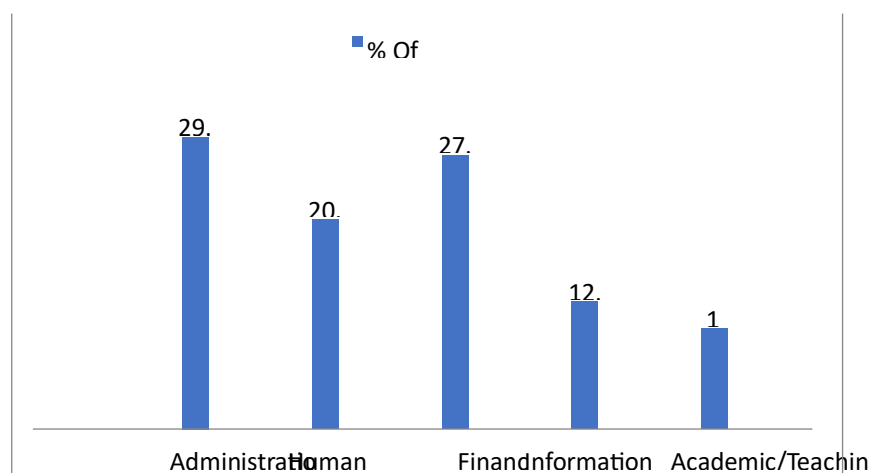
Table 4.5: Department

S. No.	Department	No. of Respondents	% Of Respondents
1	Administration	32	29.1
2	Human Resources	23	20.9
3	Finance	30	27.3
4	Information Technology	14	12.7
5	Academic/Teaching	11	10
	Total	110	100

Interpretation

The above table shows the number of departments of employment at heta institute of technology. About 29.1% of the respondents are working in administration, 20.9% of the respondents are working in human resource, 27.3% of the respondents are working in finance, 12.7% of the respondents are working in information technology, and 10% in academic/teaching.

Chart no.4.5: Department



IMPACT ON PRODUCTIVITY

4.6 The corporate wellness programs at Heta Institute of Technology have positively impacted on productivity

Table 4.6: The corporate wellness programs at Heta Institute of Technology have positively impacted on productivity

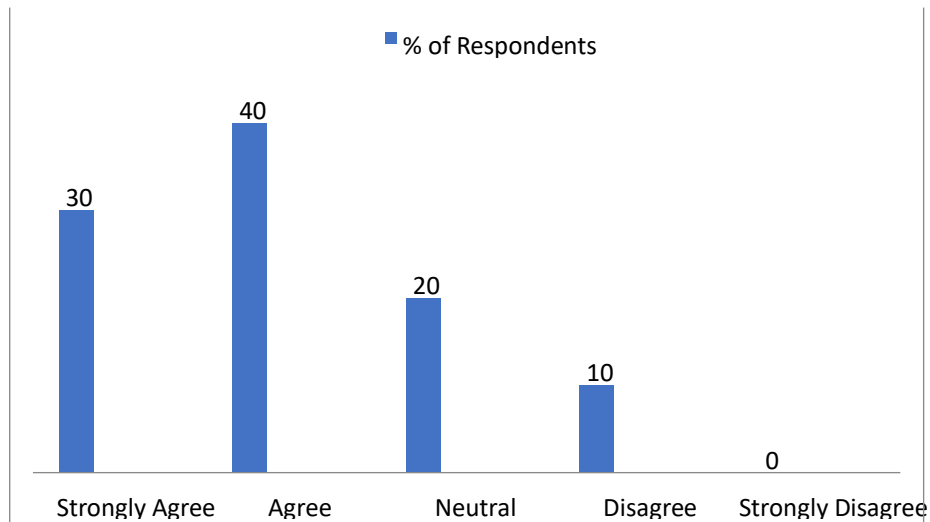
S.NO	The corporate wellness programs have positively impacted my productivity	No. of Respondents	% of Respondents
1	Strongly agree	33	30
2	Agree	44	40
3	Neutral	22	20
4	Disagree	11	10
5	Strongly disagree	0	0
	Total	110	100

Interpretation

The above table shows how the corporate wellness programs at Heta Institute of Technology have positively impacted their productivity, 30% of the respondents strongly agree that the corporate wellness programs at Heta Institute of Technology have positively impacted their productivity, 40% of the respondents agree that the corporate wellness programs at Heta Institute of Technology have positively impacted their productivity, 20% of the respondents stay neutral that the corporate wellness programs at Heta Institute of Technology have positively impacted their productivity, 10% of the respondents disagree that the corporate wellness programs at Heta Institute of Technology have positively impacted their productivity and 0% of the respondents strongly agree that the corporate wellness programs at Heta Institute of Technology have positively impacted their productivity.

- Majority 40% of the respondents agrees that the corporate wellness programs at Heta Institute of Technology have positively impacted their productivity.

Chat.no.4.6: The corporate wellness programs at Heta Institute of Technology have positively impacted on productivity



4.7 Feel more motivated to perform well at work because of the wellness initiatives provided by the institute

Table 4.7: Feel more motivated to perform well at work because of the wellness initiatives provided by the institute

S.NO	Feel more motivated to perform well at work because of the wellness initiatives provided by the institute	No. of Respondents	% of Respondents
1	Strongly agree	22	20
2	Agree	40	36.4
3	Neutral	22	20
4	Disagree	15	13.6
5	Strongly disagree	11	10
	Total	110	100

Interpretation

The above table shows how the respondents feel more motivated to perform well at work because of the wellness initiatives provided by the institute, 20% of the respondents strongly agree that they feel more motivated to perform well at work because of the wellness initiatives provided by the institute, 36.4% of the respondents agree that they feel more motivated to perform well at work because of the wellness initiatives provided by the institute, 20% of the respondents stay neutral that they feel more motivated to perform well at work because of the wellness initiatives provided by the institute, 13.6% of the respondents disagree that they feel more motivated to perform well at work because of the wellness initiatives provided by the institute and 10% of the respondents strongly agree that they feel more motivated to perform well at work because of the wellness initiatives provided by the institute .

- Majority 36.4% of the respondents agrees that they feel more motivated to perform well at work because of the wellness initiatives provided by the institute.

Chart.no.4.7: Feel more motivated to perform well at work because of the wellness initiatives provided by the institute

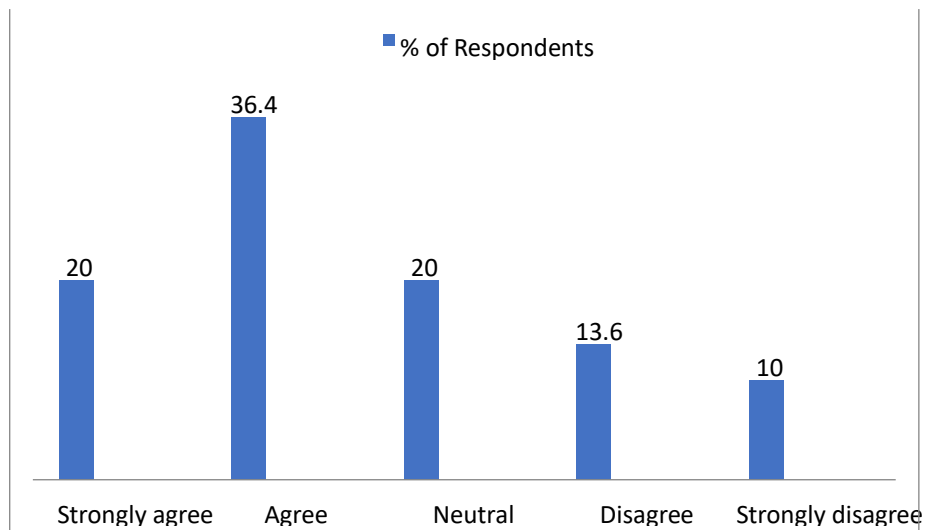


Table 4.8 The wellness programs help me manage stress effectively, leading to increased productivity

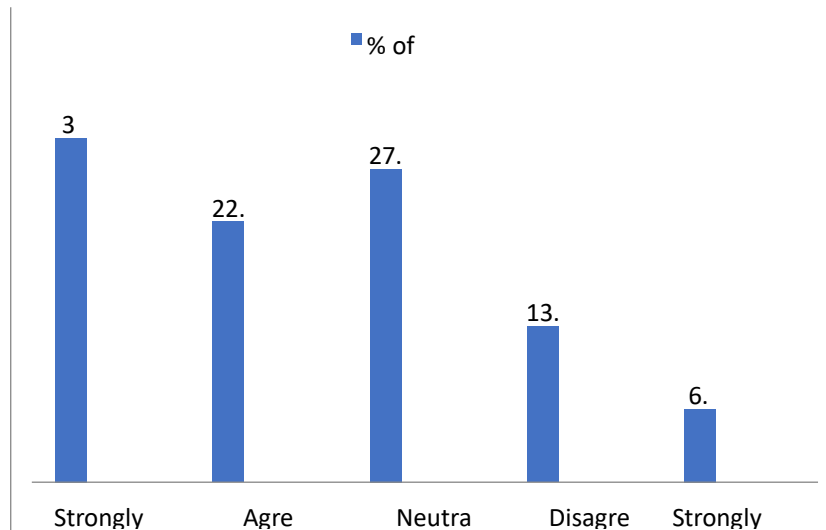
S.NO	The wellness programs help me manage stress effectively, leading to increased productivity	No. of Respondents	% of Respondents
1	Strongly agree	33	30
2	Agree	25	22.7
3	Neutral	30	27.3
4	Disagree	15	13.6
5	Strongly disagree	7	6.4
	Total	110	100

Interpretation

The above table shows how the wellness programs help me manage stress effectively, leading to increased productivity, 30% of the respondents strongly agree that the wellness programs help me manage stress effectively, leading to increased productivity, 22.7% of the respondents agree the wellness programs help me manage stress effectively, leading to increased productivity, 27.3% of the respondents stay neutral that, 13.6% of the respondents disagree that the wellness programs help me manage stress effectively, leading to increased productivity and 6.4% of the respondents strongly disagree that the wellness programs help me manage stress effectively, leading to increased productivity.

- Majority 30% of the respondents strongly agrees that the wellness programs help to manage stress effectively, leading to increased productivity.

Chart.no.4.8: The wellness programs help me manage stress effectively, leading to increased productivity



4.9 Noticed improvements in my concentration and focus as a result of participating in wellness activities

Table 4.9: Noticed improvements in my concentration and focus as a result of participating in wellness activities

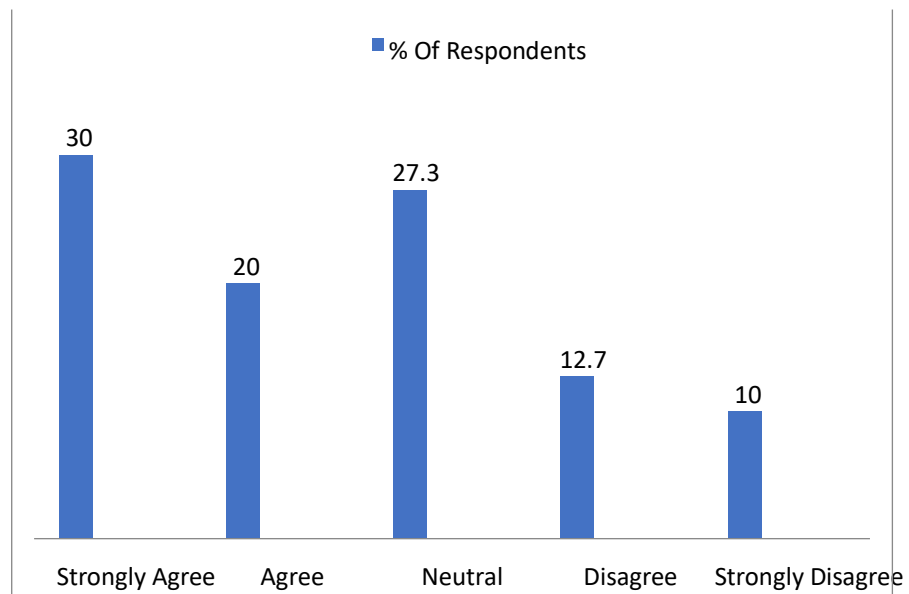
S.NO	Noticed improvements in my concentration and focus as a result of participating in wellness activities	No. of Respondents	% of Respondents
1	Strongly agree	33	30
2	Agree	22	20
3	Neutral	30	27.3
4	Disagree	14	12.7
5	Strongly disagree	11	10
	Total	110	100

Interpretation

The above table shows how they have noticed improvements in their concentration and focus as a result of participating in wellness activities, 30% of the respondents strongly agree that they have noticed improvements in their concentration and focus as a result of participating in wellness activities, 20% of the respondents agree that they have noticed improvements in their concentration and focus as a result of participating in wellness activities, 27.3% of the respondents stay neutral that they have noticed improvements in their concentration and focus as a result of participating in wellness activities, 12.7% of the respondents disagree that they have noticed improvements in their concentration and focus as a result of participating in wellness activities and 10% of the respondents strongly agree that they have noticed improvements in their concentration and focus as a result of participating in wellness activities.

Majority 30% of the respondents strongly agrees that they have noticed improvements in their concentration and focus as a result of participating in wellness activities.

Chart.no.4.9: Noticed improvements in my concentration and focus as a result of participating in wellness activities



4.10 Believe that the corporate wellness initiatives contribute to a more productive work environment Table 4.10: Believe that the corporate wellness initiatives contribute to a more productive work environment

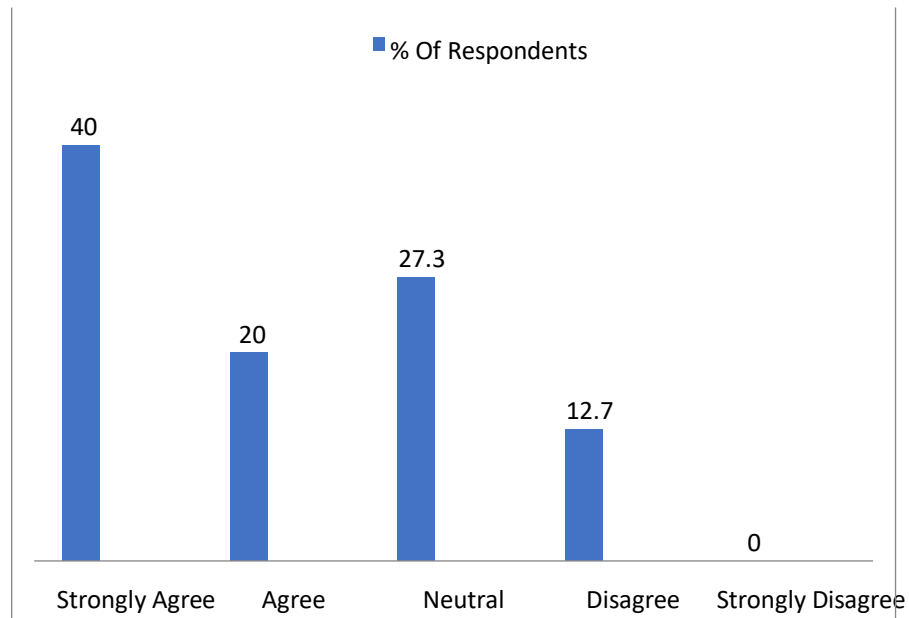
S.NO	Believe that the corporate wellness initiatives contribute to a more productive work environment	No. of Respondents	% of Respondents
1	Strongly agree	44	40
2	Agree	22	20
3	Neutral	30	27.3
4	Disagree	14	12.7
5	Strongly disagree	0	0
	Total	110	100

Interpretation

The above table shows how they believe that the corporate wellness initiatives contribute to a more productive work environment, 40% of the respondents strongly agree that the corporate wellness initiatives contribute to a more productive work environment, 20% of the respondents agree that they believe that the corporate wellness initiatives contribute to a more productive work environment, 27.3% of the respondents stay neutral that they believe that the corporate wellness initiatives contribute to a more productive work environment, 12.7% of the respondents disagree they believe that the corporate wellness initiatives contribute to a more productive work environment and 0% of the respondents strongly agree that they believe that the corporate wellness initiatives contribute to a more productive work environment .

Majority 40% of the respondents strongly agrees that they believe that the corporate wellness initiatives contribute to a more productive work environment.

Chat.no.4.10; Believe that the corporate wellness initiatives contribute to a more productive work environment



INFLUENCE ON SATISFACTION AND MORALE

4.11 The presence of wellness programs makes me feel valued as an employee of Heta Institute of Technology Table 4.11: The presence of wellness programs makes me feel valued as an employee of Heta Institute of Technology

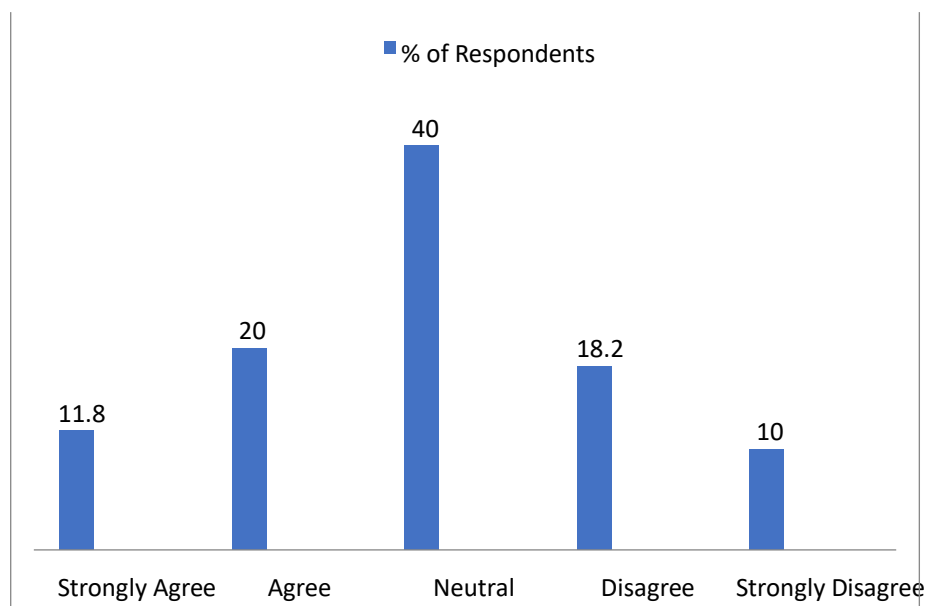
S.NO	The presence of wellness programs makes me feel valued as an employee of Heta Institute of Technology	No. of Respondents	% of Respondents
1	Strongly agree	13	11.8
2	Agree	22	20
3	Neutral	44	40
4	Disagree	20	18.2
5	Strongly disagree	11	10
	Total	110	100

Interpretation

The above table shows how the presence of wellness programs makes me feel valued as an employee of Heta Institute of Technology, 11.8% of the respondents strongly agree that the presence of wellness programs makes me feel valued as an employee of Heta Institute of Technology, 20% of the respondents agree the presence of wellness programs makes me feel valued as an employee of Heta Institute of Technology, 40% of the respondents stay neutral that the presence of wellness programs makes me feel valued as an employee of Heta Institute of Technology, 18.2% of the respondents disagree that the presence of wellness programs makes me feel valued as an employee of Heta Institute of Technology and 10 % of the respondents strongly agree that the presence of wellness programs makes me feel valued as an employee of Heta Institute of Technology .

Majority 40% of the respondents are neutral that the presence of wellness programs makes me feel valued as an employee of Heta Institute of Technology.

Chat.no.4.11: The presence of wellness programs makes me feel valued as an employee of Heta Institute of Technology



4.12 Participating in wellness activities enhance my overall job satisfaction

Table 4.12: Participating in wellness activities enhances my overall job satisfaction

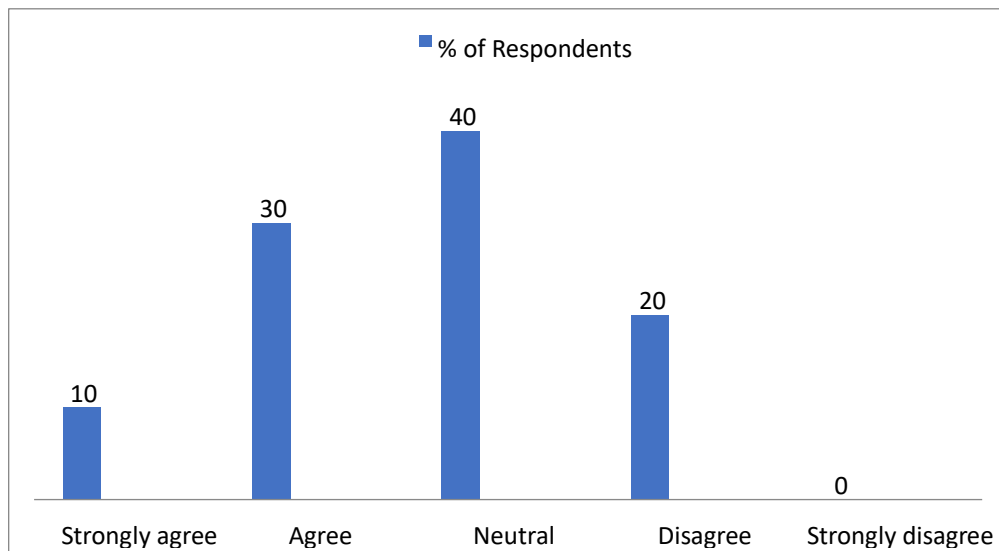
S.NO	Participating in wellness activities enhances my overall job satisfaction	No. of Respondents	% of Respondents
1	Strongly agree	11	10
2	Agree	33	30
3	Neutral	44	40
4	Disagree	22	20
5	Strongly disagree	0	0
	Total	110	100

Interpretation

The above table shows how participating in wellness activities enhances overall job satisfaction , 10%of the respondents strongly agree that participating in wellness activities enhances overall job satisfaction, 30% of the respondents agree that participating in wellness activities enhances overall job satisfaction,40% of the respondents stay neutral that participating in wellness activities enhances overall job satisfaction, 20% of the respondents disagree that participating in wellness activities enhances overall job satisfaction and 0% of the respondents strongly agree that participating in wellness activities enhances overall job satisfaction.

Majority 40% of the respondents are neutral that participating in wellness activities enhances overall job satisfaction.

Chat.no.4.12; Participating in wellness activities enhances overall job satisfaction



4.13 Feel more connected to my colleagues through engagement in wellness initiatives
Table 4.13: Feel more connected to my colleagues through engagement in wellness initiatives

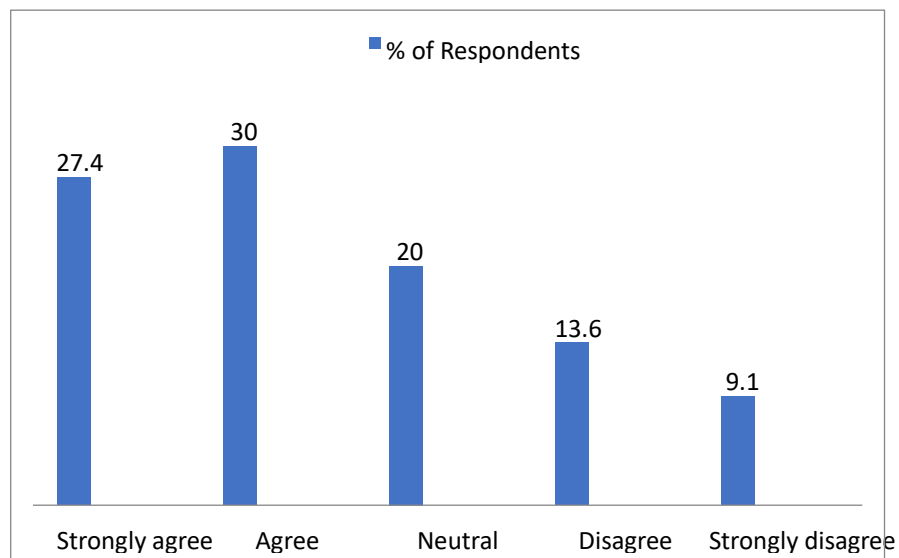
S.NO	Feel more connected to my colleagues through engagement in wellness initiatives	No. of Respondents	% of Respondents
1	Strongly agree	30	27.4
2	Agree	33	30
3	Neutral	22	20
4	Disagree	15	13.6
5	Strongly disagree	10	9.1
	Total	110	100

Interpretation

The above table shows how they feel more connected to my colleagues through engagement in wellness initiatives, 27.4% of the respondents strongly agree that they feel more connected to my colleagues through engagement in wellness initiatives, 30% of the respondents agree that they feel more connected to my colleagues through engagement in wellness initiatives, 20% of the respondents stay neutral that they feel more connected to my colleagues through engagement in wellness initiatives, 13.6% of the respondents disagree that they feel more connected to my colleagues through engagement in wellness initiatives and 9.1% of the respondents strongly agree that they feel more connected to my colleagues through engagement in wellness initiatives.

Majority 30% of the respondents agrees that they feel more connected to my colleagues through engagement in wellness initiatives.

Chat.no.4.13: Feel more connected to my colleagues through engagement in wellness initiatives



4.14 Wellness programs contribute to a positive work culture at Heta Institute of Technology
Table 4.14: Wellness programs contribute to a positive work culture at Heta Institute of Technology

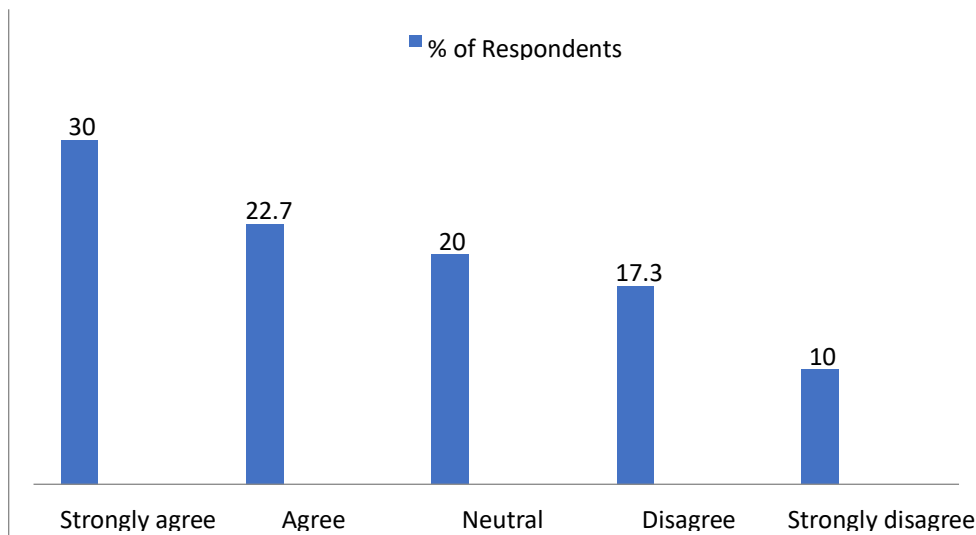
S.NO	Wellness programs contribute to a positive work culture at Heta Institute of Technology	No. of Respondents	% of Respondents
1	Strongly agree	33	30
2	Agree	25	22.7
3	Neutral	22	20
4	Disagree	19	17.3
5	Strongly disagree	11	10
	Total	110	100

Interpretation

The above table shows how wellness programs contribute to a positive work culture at Heta Institute of Technology, 30 % of the respondents strongly agree that wellness programs contribute to a positive work culture at Heta Institute of Technology, 22.7% of the respondents agree that wellness programs contribute to a positive work culture at Heta Institute of Technology, 20 % of the respondents stay neutral that wellness programs contribute to a positive work culture at Heta Institute of Technology, 17.3% of the respondents disagree that wellness programs contribute to a positive work culture at Heta Institute of Technology and 10% of the respondents strongly agree that wellness programs contribute to a positive work culture at Heta Institute of Technology.

Majority 30% of the respondents strongly agrees that wellness programs contribute to a positive work culture at Heta Institute of Technology.

Chat.no.4.14: Wellness programs contribute to a positive work culture at Heta Institute of Technology



4.15 My morale improves when I actively participate in the wellness activities provided by the institute

Table 4.15: My morale improves when I actively participate in the wellness activities provided by the institute

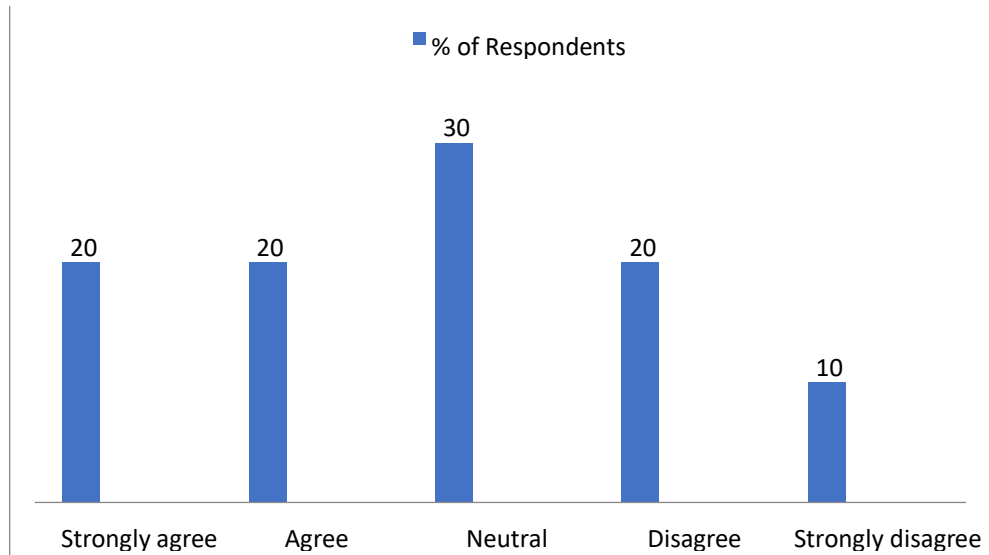
S.NO	My morale improves when I actively participate in the wellness activities provided by the institute	No. of Respondents	% of Respondents
1	Strongly agree	22	20
2	Agree	22	20
3	Neutral	33	30
4	Disagree	22	20
5	Strongly disagree	11	10
	Total	110	100

Interpretation

The above table shows how their morale improves when I actively participate in the wellness activities provided by the institute, 20% of the respondents strongly agree that their morale improves when I actively participate in the wellness activities provided by the institute, 20% of the respondents agree that their morale improves when I actively participate in the wellness activities provided by the institute, 30% of the respondents stay neutral that their morale improves when I actively participate in the wellness activities provided by the institute, 20% of the respondents disagree that their morale improves when I actively participate in the wellness activities provided by the institute and 10% of the respondents strongly agree that their morale improves when I actively participate in the wellness activities provided by the institute.

Majority 30% of the respondents are neutral that their morale improves when I actively participate in the wellness activities provided by the institute.

Chat.no.4.15: My morale improves when I actively participate in the wellness activities provided by the institute



CORRELATION WITH ABSENTEEISM RATES

4.16 Less likely to take unplanned leaves due to illness because of the wellness programs offered Table 4.16: Less likely to take unplanned leaves due to illness because of the wellness programs offered

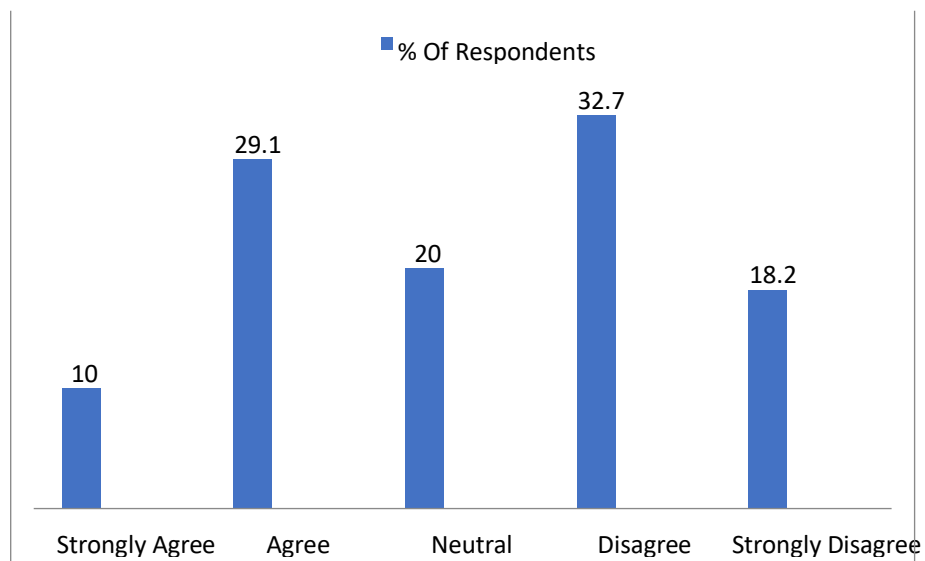
S.NO	Less likely to take unplanned leaves due to illness because of the wellness programs offered	No. of Respondents	% of Respondents
1	Strongly agree	11	10
2	Agree	32	29.1
3	Neutral	22	20
4	Disagree	25	32.7
5	Strongly disagree	20	18.2
	Total	110	100

Interpretation

The above table shows how they are less likely to take unplanned leaves due to illness because of the wellness programs offered, 10% of the respondents strongly agree that they are less likely to take unplanned leaves due to illness because of the wellness programs offered, 29.1% of the respondents agree that they are less likely to take unplanned leaves due to illness because of the wellness programs offered, 20% of the respondents stay neutral that they are less likely to take unplanned leaves due to illness because of the wellness programs offered, 32.7% of the respondents disagree that they are less likely to take unplanned leaves due to illness because of the wellness programs offered and 18.2% of the respondents strongly agree that they are less likely to take unplanned leaves due to illness because of the wellness programs offered.

Majority 32.7% of the respondents disagrees that they are less likely to take unplanned leaves due to illness because of the wellness programs offered.

Chart.no.4.16: Less likely to take unplanned leaves due to illness because of the wellness programs offered



4.17 Wellness initiatives have helped in reducing the number of sick days the respondent takes annually Table 4.17: Wellness initiatives have helped in reducing the number of sick days the respondent takes annually

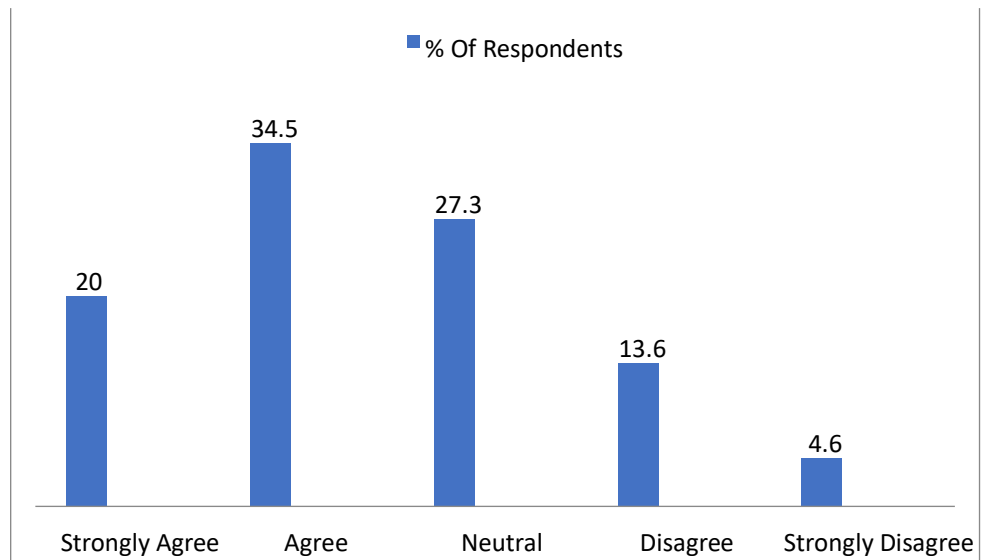
S.NO	Wellness initiatives have helped in reducing the number of sick days the respondent takes annually	No. of Respondents	% of Respondents
1	Strongly agree	22	20
2	Agree	38	34.5
3	Neutral	30	27.3
4	Disagree	15	13.6
5	Strongly disagree	5	4.6
	Total	110	100

Interpretation

The above table shows how wellness initiatives have helped in reducing the number of sick days they take annually, 20% of the respondents strongly agree that wellness initiatives have helped in reducing the number of sick days they take annually, 34.5% of the respondents agree wellness initiatives have helped in reducing the number of sick days they take annually, 27.3% of the respondents stay neutral that wellness initiatives have helped in reducing the number of sick days they take annually, 13.6% of the respondents disagree that wellness initiatives have helped in reducing the number of sick days they take annually and 4.6% of the respondents strongly agree that wellness initiatives have helped in reducing the number of sick days they take annually .

Majority 34.5% of the respondents agrees that wellness initiatives have helped in reducing the number of sick days they take annually.

Chat.no.4.17: Wellness initiatives have helped in reducing the number of sick days I take annually



4.18 Feel encouraged maintaining good health habits to avoid absenteeism because of the institute's wellness efforts Table 4.18: Feel encouraged maintaining good health habits to avoid absenteeism because of the institute's wellness efforts

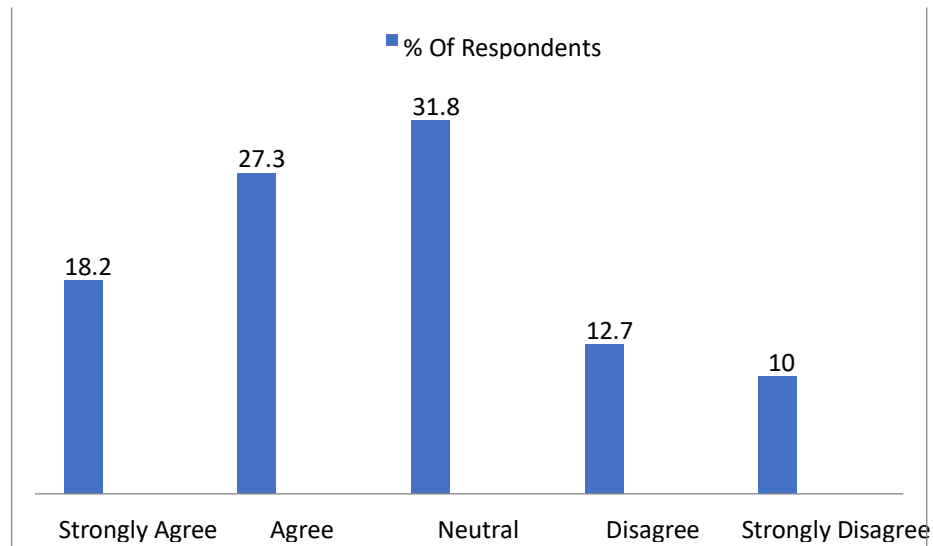
S.NO	Feel encouraged to maintain good health habits to avoid absenteeism because of the institute's wellness efforts	No. of Respondents	% of Respondents
1	Strongly agree	20	18.2
2	Agree	30	27.3
3	Neutral	35	31.8
4	Disagree	14	12.7
5	Strongly disagree	11	10
	Total	110	100

Interpretation

The above table shows whether they feel encouraged maintaining good health habits to avoid absenteeism because of the institute's wellness efforts, 18.2% of the respondents strongly agree that they feel encouraged to maintain good health habits to avoid absenteeism because of the institute's wellness efforts, 27.3% of the respondents agree that they feel encouraged to maintain good health habits to avoid absenteeism because of the institute's wellness efforts, 31.8% of the respondents stay neutral that they feel encouraged to maintain good health habits to avoid absenteeism because of the institute's wellness efforts, 12.7% of the respondents disagree that they feel encouraged to maintain good health habits to avoid absenteeism because of the institute's wellness efforts and 10% of the respondents strongly agree that they feel encouraged to maintain good health habits to avoid absenteeism because of the institute's wellness efforts.

Majority 31.8% of the respondents are neutral that they feel encouraged to maintain good health habits to avoid absenteeism because of the institute's wellness efforts.

Chat.no.4.18: Feel encouraged maintaining good health habits to avoid absenteeism because of the institute's wellness efforts



4.19 The availability of wellness resources has made it easier for me to manage my health and avoid prolonged absences from work Table 4.19: The availability of wellness resources has made it easier for me to manage my health and avoid prolonged absences from work

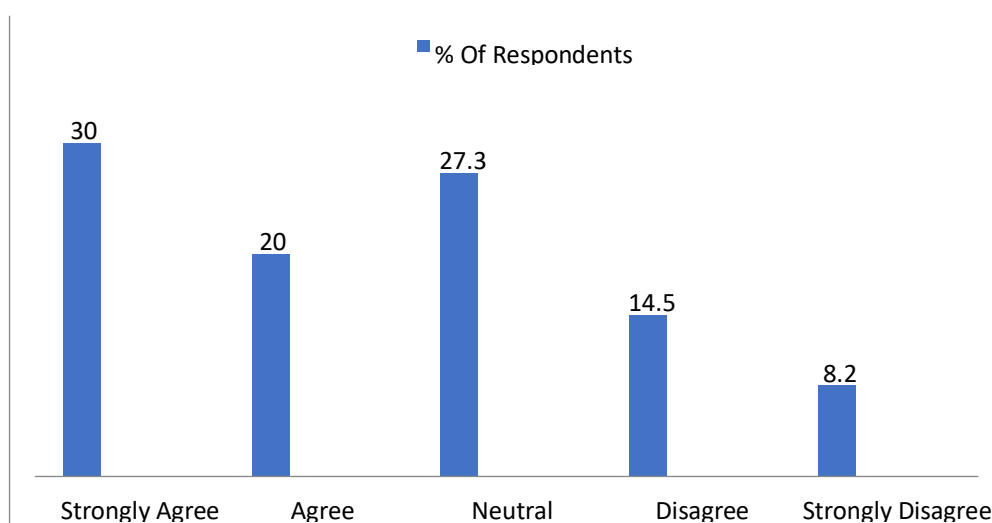
S.NO	The availability of wellness resources has made it easier for me to manage my health and avoid prolonged absences from work	No. of Respondents	% of Respondents
1	Strongly agree	33	30
2	Agree	22	20
3	Neutral	30	27.3
4	Disagree	16	14.5
5	Strongly disagree	9	8.2
	Total	110	100

Interpretation

The above table shows the availability of wellness resources has made it easier for me to manage my health and avoid prolonged absences from work, 30% of the respondents strongly agree that the availability of wellness resources has made it easier for me to manage my health and avoid prolonged absences from work, 20% of the respondents agree that the availability of wellness resources has made it easier for me to manage my health and avoid prolonged absences from work, 27.3% of the respondents stay neutral that the availability of wellness resources has made it easier for me to manage my health and avoid prolonged absences from work, 14.5% of the respondents disagree that the availability of wellness resources has made it easier for me to manage my health and avoid prolonged absences from work and 8.2% of the respondents strongly agree that the availability of wellness resources has made it easier for me to manage my health and avoid prolonged absences from work.

Majority 30% of the respondents strongly agree that the availability of wellness resources has made it easier for me to manage my health and avoid prolonged absences from work.

Chat.no.4.19: The availability of wellness resources has made it easier for me to manage my health and avoid prolonged absences from work



4.20 Believe that the corporate wellness initiatives contribute to a decrease in overall absenteeism rates among employees Table 4.20: Believe that the corporate wellness initiatives contribute to a decrease in overall absenteeism rates among employees

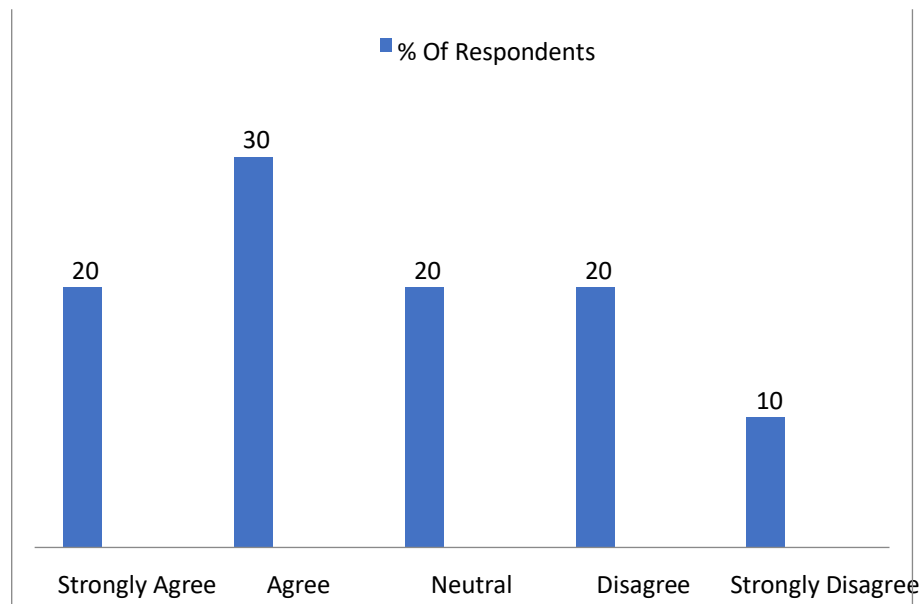
S.NO	Believe that the corporate wellness initiatives contribute to a decrease in overall absenteeism rates among employees	No. of Respondents	% of Respondents
1	Strongly agree	22	20
2	Agree	33	30
3	Neutral	22	20
4	Disagree	22	20
5	Strongly disagree	11	10
	Total	110	100

Interpretation

The above table shows how the respondents believe that the corporate wellness initiatives contribute to a decrease in overall absenteeism rates among employees, 20% of the respondents strongly agree they believe that the corporate wellness initiatives contribute to a decrease in overall absenteeism rates among employees, 30% of the respondents agree they believe that the corporate wellness initiatives contribute to a decrease in overall absenteeism rates among employees, 20% of the respondents stay neutral they believe that the corporate wellness initiatives contribute to a decrease in overall absenteeism rates among employees, 20% of the respondents disagree they believe that the corporate wellness initiatives contribute to a decrease in overall absenteeism rates among employees and 10% of the respondents strongly agree they believe that the corporate wellness initiatives contribute to a decrease in overall absenteeism rates among employees.

Majority 30% of the respondents agrees they believe that the corporate wellness initiatives contribute to a decrease in overall absenteeism rates among employees.

Chart.no.4.20: Believe that the corporate wellness initiatives contribute to a decrease in overall absenteeism rates among employees



FINANCIAL IMPLICATIONS

4.21 The investment in corporate wellness programs by Heta Institute of Technology is justified by the benefits it brings to employees Table 4.21: The investment in corporate wellness programs by Heta Institute of Technology is justified by the benefits it brings to employees

S.NO	The investment in corporate wellness programs by Heta Institute of Technology is justified by the benefits it brings to employees	No. of Respondents	% of Respondents
1	Strongly agree	44	40
2	Agree	30	27.3
3	Neutral	26	23.6
4	Disagree	10	9.1
5	Strongly disagree	0	0
	Total	110	100

Interpretation

The above table shows how the investment in corporate wellness programs by Heta Institute of Technology is justified by the benefits it brings to employees, 40% of the respondents strongly agree that the investment in corporate wellness programs by Heta Institute of Technology is justified by the benefits it brings to employees, 27.3% of the respondents agree The investment in corporate wellness programs by Heta Institute of Technology is justified by the benefits it brings to employees, 23.6% of the respondents stay neutral that the investment in corporate wellness programs by Heta Institute of Technology is justified by the benefits it brings to employees, 9.1% of the respondents disagree that the investment in corporate wellness programs by Heta Institute of Technology is justified by the benefits it brings to employees and

0% of the respondents strongly agree that the investment in corporate wellness programs by Heta Institute of Technology is justified by the benefits it brings to employees.

Majority 40% of the respondents strongly agrees that the investment in corporate wellness programs by Heta Institute of Technology is justified by the benefits it brings to employees.

Chart.no.4.21: The investment in corporate wellness programs by Heta Institute of Technology is justified by the benefits it brings to employees

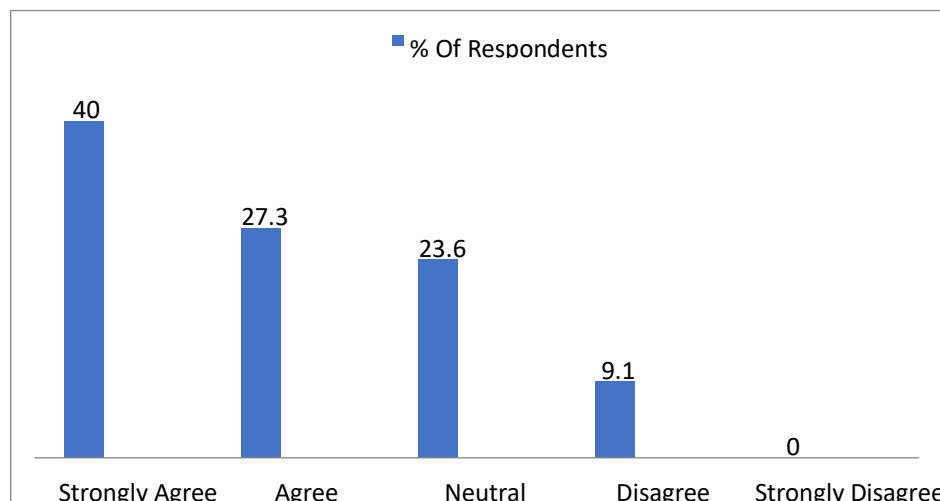


Table 4.22 Believe that the institute's financial resources are allocated effectively towards wellness initiatives

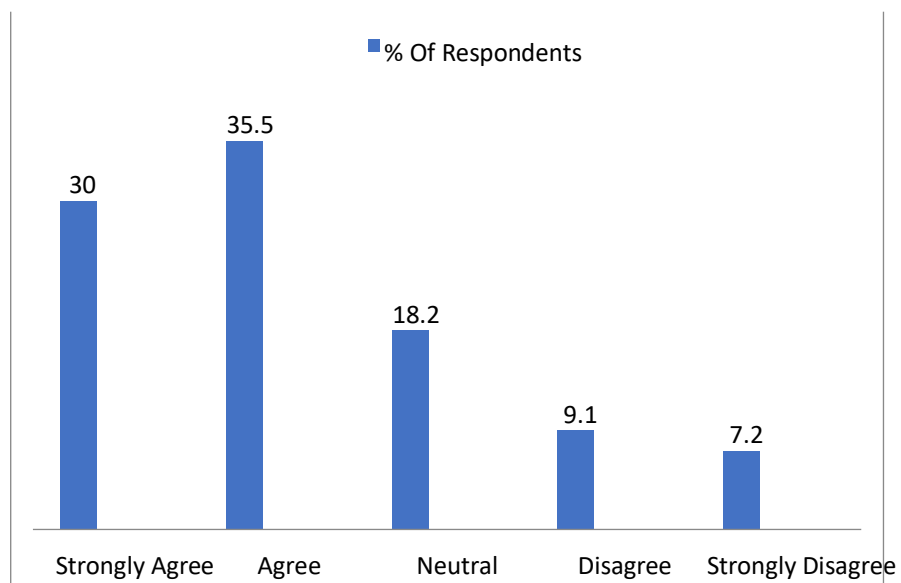
S.NO	Believe that the institute's financial resources are allocated effectively towards wellness initiatives	No. of Respondents	% of Respondents
1	Strongly agree	33	30
2	Agree	39	35.5
3	Neutral	20	18.2
4	Disagree	10	9.1
5	Strongly disagree	8	7.2
	Total	110	100

Interpretation

The above table shows how they believe that the institute's financial resources are allocated effectively towards wellness initiatives, 30% of the respondents strongly agree that they believe that the institute's financial resources are allocated effectively towards wellness initiatives, 35.5% of the respondents agree that they believe that the institute's financial resources are allocated effectively towards wellness initiatives, 18.2% of the respondents stay neutral that they believe that the institute's financial resources are allocated effectively towards wellness initiatives, 9.1% of the respondents disagree that they believe that the institute's financial resources are allocated effectively towards wellness initiatives and 7.2% of the respondents strongly agree that they believe that the institute's financial resources are allocated effectively towards wellness initiatives.

Majority 35.5% of the respondents agrees that they believe that the institute's financial resources are allocated effectively towards wellness initiatives.

Chat.no.4.22: Believe that the institute's financial resources are allocated effectively towards wellness initiatives



4.23 The potential cost savings associated with reduced absenteeism justify the expenses incurred in implementing wellness programs Table 4.23: The potential cost savings associated with reduced absenteeism justify the expenses incurred in implementing wellness programs

S.NO	The potential cost savings associated with reduced absenteeism justify the expenses incurred in implementing wellness programs	No. of Respondents	% of Respondents
1	Strongly agree	22	20
2	Agree	40	36.4
3	Neutral	33	30
4	Disagree	15	13.6
5	Strongly disagree	0	0
	Total	110	100

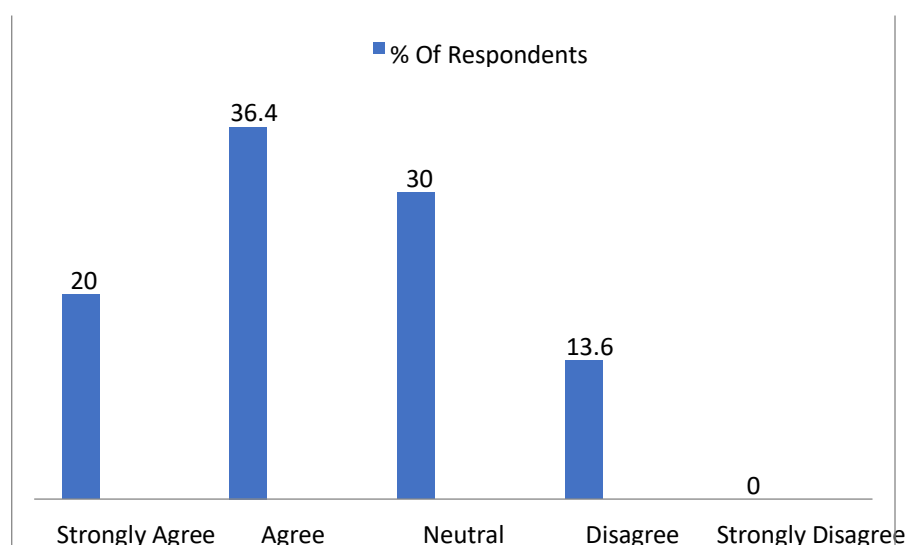
Interpretation

The above table shows how the potential cost savings associated with reduced absenteeism justify the expenses incurred in implementing wellness programs, 20% of the respondents strongly agree that the potential cost savings associated with reduced absenteeism justify the expenses incurred in implementing wellness programs, 36.4% of the respondents agree the potential cost savings associated with reduced absenteeism justify the expenses incurred in implementing wellness programs, 30% of the respondents stay neutral that the potential cost savings associated with reduced absenteeism justify the expenses incurred in implementing wellness programs, 13.6% of the respondents disagree that the potential cost savings associated with reduced

absenteeism justify the expenses incurred in implementing wellness programs and 0% of the respondents strongly agree that the potential cost savings associated with reduced absenteeism justify the expenses incurred in implementing wellness programs.

Majority 36.4% of the respondents agrees that the potential cost savings associated with reduced absenteeism justify the expenses incurred in implementing wellness programs.

Chat.no.4.23: the potential cost savings associated with reduced absenteeism justify the expenses incurred in implementing wellness programs



4.24 I perceive the institute's investment in employee wellness as a demonstration of its commitment to staff well-being

Table 4.24: I perceive the institute's investment in employee wellness as a demonstration of its commitment to staff well-being

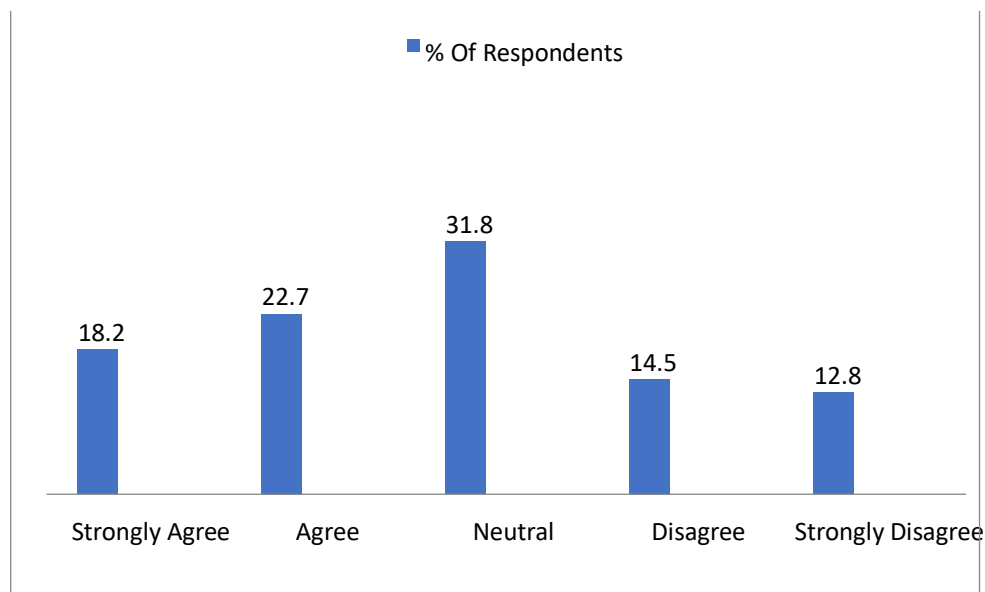
S.NO	I perceive the institute's investment in employee wellness as a demonstration of its commitment to staff well-being	No. of Respondents	% of Respondents
1	Strongly agree	20	18.2
2	Agree	25	22.7
3	Neutral	35	31.8
4	Disagree	16	14.5
5	Strongly disagree	14	12.8
	Total	110	100

Interpretation

The above table shows how they perceive the institute's investment in employee wellness as a demonstration of its commitment to staff well-being, 18.2% of the respondents strongly agree that they perceive the institute's investment in employee wellness as a demonstration of its commitment to staff well-being, 22.7% of the respondents agree they perceive the institute's investment in employee wellness as a demonstration of its commitment to staff well-being, 31.8% of the respondents stay neutral that they perceive the institute's investment in employee wellness as a demonstration of its commitment to staff well-being, 14.5% of the respondents disagree that they perceive the institute's investment in employee wellness as a demonstration of its commitment to staff well-being and 12.8% of the respondents strongly agree that they perceive the institute's investment in employee wellness as a demonstration of its commitment to staff well-being.

Majority 31.8% of the respondents are neutral that they perceive the institute's investment in employee wellness as a demonstration of its commitment to staff well-being.

**Chat.no.4.24: I perceive the institute's investment in employee wellness
as a demonstration of its commitment to staff well-being**



4.25 Believe that the benefits of corporate wellness initiatives outweigh the costs for Heta Institute of Technology

Table 4.25: Believe that the benefits of corporate wellness initiatives outweigh the costs for Heta Institute of Technology

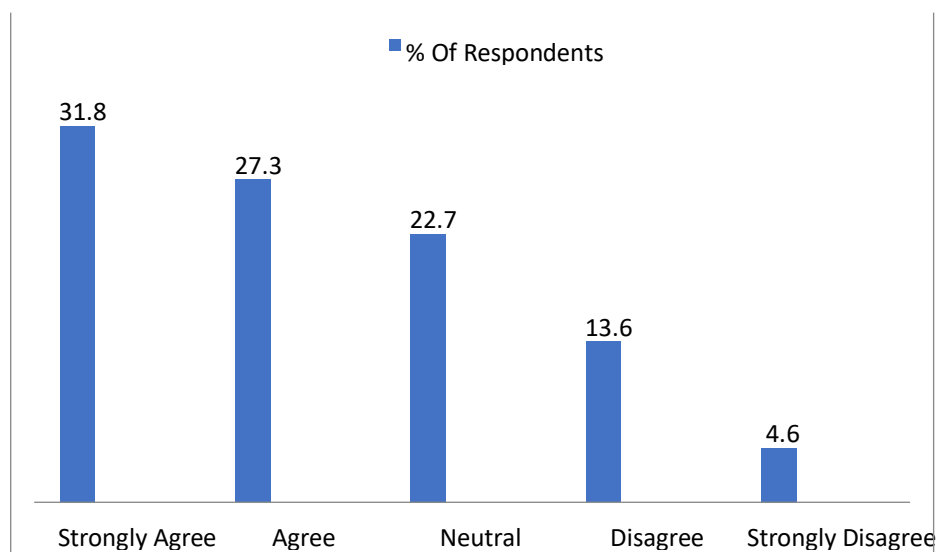
S.NO	Believe that the benefits of corporate wellness initiatives outweigh the costs for Heta Institute of Technology	No. of Respondents	% of Respondents
1	Strongly agree	35	31.8
2	Agree	30	27.3
3	Neutral	25	22.7
4	Disagree	15	13.6
5	Strongly disagree	5	4.6
	Total	110	100

Interpretation

The above table shows how they believe that the benefits of corporate wellness initiatives outweigh the costs for Heta Institute of Technology, 31.8% of the respondents strongly agree that they believe that the benefits of corporate wellness initiatives outweigh the costs for Heta Institute of Technology, 27.3% of the respondents agree that they believe that the benefits of corporate wellness initiatives outweigh the costs for Heta Institute of Technology, 22.7% of the respondents stay neutral that they believe that the benefits of corporate wellness initiatives outweigh the costs for Heta Institute of Technology, 13.6% of the respondents disagree that they believe that the benefits of corporate wellness initiatives outweigh the costs for Heta Institute of Technology and 4.6% of the respondents strongly agree that they believe that the benefits of corporate wellness initiatives outweigh the costs for Heta Institute of Technology.

Majority 31.8% of the respondents strongly agree that they believe that the benefits of corporate wellness initiatives outweigh the costs for Heta Institute of Technology.

Chat.no.4.25: Believe that the benefits of corporate wellness initiatives outweigh the costs for Heta Institute of Technology



CORRELATION

4.26 Relation between job position and the fell of motivation to perform well at work because of the wellness initiatives provided by the institute

Null Hypothesis: There is no relation between job position and the fell of motivation to perform well at work because of the wellness initiatives provided by the institute

Alternative

Hypothesis: There is a relation between job position and the fell of motivation to perform well at work because of the wellness initiatives provided by the institute

Descriptive Statistics			
	Mean	Std. Deviation	N
Job position	2.45	1.311	110
Feel more motivated to perform well at work	2.57	1.237	110

Correlations			
		Job position	Feel more motivated to perform well at work
Job position	Pearson Correlation	1	.347
	Sig. (2-tailed)		.000
	N	110	110
Feel more motivated to perform well at work	Pearson Correlation	.347	1
	Sig. (2-tailed)	.000	
	N	110	110
**. Correlation is significant at the 0.01 level (2-tailed).			

Interpretation

From the above table it is understood that the correlation value is 0.347 significant at 0.05 levels. Hence, null hypothesis is rejected and there is relation between job position and the fell of motivation to perform well at work because of the wellness initiatives provided by the institute

CHI-SQUARE

4.27 Relation between job position and the belief that corporate wellness initiatives contribute to a more productive work environment

Null Hypothesis: There is no relation between job position and the belief that corporate wellness initiatives contribute to a more productive work environment

Alternative Hypothesis: There is a relation between job position and the belief that the corporate wellness initiatives contribute to a more productive work environment

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Job position * Believe that the corporate wellness initiatives contribute to a more productive work environment	110	99.1%	1	0.9%	111	100.0%

Chi-Square Tests				
	Value	df	Asymptotic Significance (2-sided)	
Pearson Chi-Square	124.844	12	.000	
Likelihood Ratio	139.380	12	.000	
Linear-by-Linear Association	23.950	1	.000	

N of Valid Cases	110		
a. 10 cells (50.0%) have expected count less than 5. The minimum expected count is .64.			

Interpretation

As per the table, it is inferred that the P value is 0.000, it is significant to 5% significant level. The maximum expected count is .64. thus, null hypothesis is rejected and There is no relation between job position and the belief that the corporate wellness initiatives contribute to a more productive work environment.

ANOVA

4.28 Relation between gender and the feel of encouragement maintain good health habits to avoid absenteeism because of the institute's wellness efforts

Null Hypothesis: There is no relation between gender and the feel of encouragement maintain good health habits to avoid absenteeism because of the institute's wellness efforts

Alternative Hypothesis: There is a relation between gender and the feel of encouragement maintain good health habits to avoid absenteeism because of the institute's wellness efforts

ANOVA					
Gender					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	13.633	4	3.408	32.768	.000
Within Groups	10.921	105	.104		
Total	24.555	109			

Interpretation

From the above of table is inferred that the significance value is not greater than 0.05 for which the null hypothesis is rejected. There is a relationship between gender and the feel of encouragement maintain good health habits to avoid absenteeism because of the institute's wellness efforts.

CHAPTER 5

CHAPTER 5

FINDINGS

5.1 FINDINGS OF THE STUDY

- About 22.7% of the respondents are below the age of 25 years, 40.9% of the respondents are between the age group of 26-35 years, 18.2% of the respondents are between the age group of 36-45 years, 18.2% of the respondents are between 46-55 years of age and none above 55 years.
- 66.4% of the respondents are male, 33.6% of respondents are female.
- About 31.8% of the respondents are in entry level, 27.4% of the respondents are in mid-level, 22.7% of the respondents are in senior level, 4.5% of the respondents are in management, and 13.6% are executives.
- About 21.8% of the respondents are working for less than 1 year, 30.9% of the respondents between 1-5 years, 18.2% of the respondents between 6-10 years, 20% of the respondents between 11-15 years, and 9.1% for more than 15 years.
- About 29.1% of the respondents are working in administration, 20.9% of the respondents are working in human resource, 27.3% of the respondents are working in finance, 12.7% of the respondents are working in information technology, and 10% in academic/teaching.
- Majority 40% of the respondents agrees that the corporate wellness programs at Heta Institute of Technology have positively impacted their productivity.
- Majority 36.4% of the respondents agrees that they feel more motivated to perform well at work because of the wellness initiatives provided by the institute.
- Majority 30% of the respondents strongly agrees that the wellness programs help to manage stress effectively, leading to increased productivity.
- Majority 30% of the respondents strongly agrees that they have noticed improvements in their concentration and focus as a result of participating in wellness activities.
- Majority 40% of the respondents strongly agrees that they believe that the corporate wellness initiatives contribute to a more productive work environment.
- Majority 40% of the respondents are neutral that the presence of wellness programs makes me feel valued as an employee of Heta Institute of Technology.

- Majority 40% of the respondents are neutral that participating in wellness activities enhances overall job satisfaction.
- Majority 30% of the respondents agrees that they feel more connected to my colleagues through engagement in wellness initiatives.
- Majority 30% of the respondents strongly agrees that wellness programs contribute to a positive work culture at Heta Institute of Technology.
- Majority 30% of the respondents are neutral that their morale improves when I actively participate in the wellness activities provided by the institute.
- Majority 32.7% of the respondents disagrees that they are less likely to take unplanned leaves due to illness because of the wellness programs offered.
- Majority 34.5% of the respondents agrees that wellness initiatives have helped in reducing the number of sick days they take annually.
- Majority 31.8% of the respondents are neutral that they feel encouraged to maintain good health habits to avoid absenteeism because of the institute's wellness efforts.
- Majority 30% of the respondents strongly agree that the availability of wellness resources has made it easier for me to manage my health and avoid prolonged absences from work.
- Majority 30% of the respondents agrees they believe that the corporate wellness initiatives contribute to a decrease in overall absenteeism rates among employees.
- Majority 40% of the respondents strongly agrees that the investment in corporate wellness programs by Heta Institute of Technology is justified by the benefits it brings to employees.
- Majority 35.5% of the respondents agrees that they believe that the institute's financial resources are allocated effectively towards wellness initiatives.
- Majority 36.4% of the respondents agrees that the potential cost savings associated with reduced absenteeism justify the expenses incurred in implementing wellness programs.
- Majority 31.8% of the respondents are neutral that they perceive the institute's investment in employee wellness as a demonstration of its commitment to staff wellbeing.

- Majority 31.8% of the respondents strongly agrees that they believe that the benefits of corporate wellness initiatives outweigh the costs for Heta Institute of Technology.
- There is relation between job position and the level of motivation to perform well at work because of the wellness initiatives provided by the institute
- There is no relation between job position and the belief that the corporate wellness initiatives contribute to a more productive work environment.
- There is a relationship between gender and the feel of encouragement maintain good health habits to avoid absenteeism because of the institute's wellness efforts.

CHAPTER 6

CHAPTER 6

SUGGESTIONS AND CONCLUSION

6.1 SUGGESTION

- Increase accessibility and promotion of wellness initiatives to ensure all employees, regardless of age, gender, job position, or tenure, can actively participate and benefit from the programs. This could include offering flexible scheduling for wellness activities and providing resources tailored to different demographic groups.
- Develop targeted communication strategies to effectively engage employees across various job positions and departments. Tailored messaging can highlight the specific benefits of wellness initiatives relevant to each group, thereby increasing motivation and participation.
- Encourage stronger support and involvement from management in promoting and participating in wellness activities. Leadership endorsement can foster a culture of wellness within the organization and reinforce the importance of employee wellbeing as a priority.
- Implement regular assessments and feedback mechanisms to continuously evaluate the effectiveness of wellness programs. Collecting feedback from employees of all levels can identify areas for improvement and guide adjustments to ensure programs remain relevant and impactful.
- Diversify wellness offerings to address a broader range of employee needs and preferences. Consider incorporating additional programs focused on mental health support, work-life balance, and financial wellness to cater to the holistic well-being of employees.
- Offer training and educational workshops to equip employees with the knowledge and skills needed to effectively utilize wellness resources and adopt healthy behaviors. Empowering employees with practical tools and information can enhance engagement and long-term participation.
- Recognize and celebrate employees' active participation in wellness activities to reinforce positive behaviors and create a sense of achievement.

Implementing incentives or rewards for wellness achievements can further motivate employees and sustain engagement over time

6.2 CONCLUSION

The findings of the study on the impact of corporate wellness programs at Heta Institute of Technology (HIT) shed light on the effectiveness of existing initiatives in promoting employee well-being and organizational outcomes. The study revealed significant insights into employee perceptions across various demographic groups, highlighting areas of strength and opportunities for improvement. Despite positive feedback regarding the impact of wellness programs on productivity, motivation, and overall job satisfaction, there are clear areas for enhancement, such as increasing accessibility, strengthening management support, and diversifying wellness offerings. By implementing the recommendations outlined above, HIT can further optimize its corporate wellness initiatives to better meet the diverse needs of its workforce and foster a culture of health, engagement, and productivity. Moving forward, continuous evaluation and refinement of wellness programs will be essential to ensure sustained employee participation and long-term organizational success.

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APPENDIX

QUESTIONNAIRE

Demographic Information:

1. Age ☐ 25 and below ☐ 26-35 ☐ 36-45
 ☐ 46-55 ☐ 55+
2. Gender ☐ Male ☐ Female
3. Job Position ☐ Entry-level ☐ Mid-level ☐ Senior-level ☐ Management ☐ Executive
4. Years of Employment at Heta Institute of Technology ☐ Less than 1 year ☐ 1-5 years ☐ 6-10 years ☐ 11-15 years ☐ More than 15 years
5. Department:
 ☐ Administration ☐ Human Resources ☐ Finance ☐ Information Technology ☐ Academic/Teaching

(1 - Strongly Agree, 2 – Agree, 3 – Neutral, 4 – Disagree, 5- Strongly Disagree)

S. No	Particular	1	2	3	4	5
	Impact on Productivity					
6	The corporate wellness programs at Heta Institute of Technology have positively impacted my productivity					
7	I feel more motivated to perform well at work because of the wellness initiatives provided by the institute					
8	The wellness programs help me manage stress effectively, leading to increased productivity					
9	I have noticed improvements in my concentration and focus as a result of participating in wellness activities					
10	Overall, I believe that the corporate wellness initiatives contribute to a more productive work environment					
	Influence on Satisfaction and Morale					
11	The presence of wellness programs makes me feel valued as an employee of Heta Institute of Technology					
12	Participating in wellness activities enhances my overall job satisfaction					
13	I feel more connected to my colleagues through engagement in wellness initiatives					
14	Wellness programs contribute to a positive work culture at Heta Institute of Technology					
15	My morale improves when I actively participate in the wellness activities provided by the institute					
	Correlation with Absenteeism Rates					
16	I am less likely to take unplanned leaves due to illness because of the wellness programs offered					

17	Wellness initiatives have helped in reducing the number of sick days I take annually					
18	I feel encouraged to maintain good health habits to avoid absenteeism because of the institute's wellness efforts					
19	The availability of wellness resources has made it easier for me to manage my health and avoid prolonged absences from work					
20	I believe that the corporate wellness initiatives contribute to a decrease in overall absenteeism rates among employees					
	Financial Implications					
21	The investment in corporate wellness programs by Heta Institute of Technology is justified by the benefits it brings to employees					
22	I believe that the institute's financial resources are allocated effectively towards wellness initiatives					
23	The potential cost savings associated with reduced absenteeism justify the expenses incurred in implementing wellness programs					
24	I perceive the institute's investment in employee wellness as a demonstration of its commitment to staff well-being					
25	Overall, I believe that the benefits of corporate wellness initiatives outweigh the costs for Heta Institute of Technology					