

TO STUDY THE EFFECTIVENESS OF CORPORATE WELLNESS PROGRAM IN IT SECTOR.

Submitted in partial fulfilment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

By

A.R DEEPA

40410040



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

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

JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119

APRIL 2022



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SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **A.R.DEEPA 40410040** who carried out the project entitled **TO STUDY THE EFFECTIVENESS OF CORPORATE WELLNESS PROGRAM IN IT SECTOR.** under my supervision from January 2022 to March 2022.

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Submitted for Viva voce Examination held on_____

Internal Examiner

External Examiner

DECLARATION

I **A.R DEEPA (40410040)** hereby declare that the Project Report entitled **TO STUDY THE EFFECTIVENESS OF CORPORATE WELLNESS PROGRAM IN IT SECTOR.** done by me under the guidance of **Dr. JOHN BRITTO** is submitted in partial fulfilment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE:

A.R DEEPA

ACKNOWLEDGEMENT

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

I convey my sincere thanks to **Dr. G. Bhuvaneswari, Dean - School of Management Studies** and **Dr. A. Palani, Head - School of Management Studies** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **Dr. John Britto** for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

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

A.R DEEPA

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ABSTRACT:

The current study focuses on the measures adopted for wellness adopted and safety of the employee in the IT organization. It also addresses Workplace Wellness Programs (WWP) in large and small businesses to assess if and how they are effective, what employers perceived about WWP. This study aims the analysis of different wellness programs conducted and to identify the benefits of this program for both men and women. The study is conducted in Chennai region. The descriptive research methodology has been used and the sample size of this study is 158. Random sampling technique has been used and the targeted people are both men and women participated in the wellness program conducted by the organization. The primary data is collected through questionnaire. In order to verify that statistical package for social science (SPSS) software has been used.

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CHAPTER-1

1.1 PROBLEM IDENTIFICATION:

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

1.2 INTRODUCTION:

As much as it is essential for our employees to focus on work deliverables, customer commitments, targets and so on, it is even more critical for us to have a watch on our employees' health. Employee well-being will remain one of our core focus areas and will only gain more attention in the upcoming years. The physical and mental health of employees is a crucial determinant for their overall well-being, productivity, and job satisfaction at work. The World Health Organization (WHO) has concluded after extensive research that workplace is the key channel to promote health and well-being for employees and have since called for the development of national strategies to secure the physical, psychological, and social health and well-being of employees worldwide. Organizations need to therefore, include health and wellness initiatives into the employee's work schedule through "workplace wellness programs". At Mindtree our Wellness charter is called "Healthy Mind Healthy Body". Healthy Mind Healthy Body focuses on: Health Benefits, Physical Well-being, Psychological Well-being, Awareness, Safe Workplace.

Our workplace wellness programs aim to focus on the physical and mental health of employees including preventable illnesses the topmost objective of the health and wellness programs is to measurably improve the overall well-being of the employees across nutritional, physical and emotional wellness. Mindtree has been running employee well-being programs for many years through various partners. Currently, we are using a habit formation platform which enhances the well-being engagement within the organization. With this platform, we have seen a positive impact on employee engagement and an overall well-being engagement in the organization. Employees can take greater ownership for their well-being and also engage with their wellness journey in their own time and space.

Wellness programs are initiatives in the workplace meant to promote and improve the health and well-being of employees ("Wellness Programs,"). The programs can take on different capacities, such as passive and active wellness programs. Passive and active wellness programs could also be described as, participatory, and health-contingent wellness programs (Moran, 2013). Participatory (passive) wellness programs are those that do not have rewards or rewards that are not related to the health factors proposed in the Workplace Wellness Programs (WWP) and made available to all individuals; whereas, health-contingent (active) programs

1.3 AREA OF INDUSTRY

Wellness programs don't just increase productivity but also lead to increased engagement, improve employee morale and retention, and reduced health. This project deals with the IT industry. Chennai is the second largest IT park in India. The IT corridor for Chennai city since major IT company and major workforce are located in this region. The IT companies included Wipro, Cognizant, TCS, HCL, HTC, EY, PWC, Infosys, Tech Mahindra and etc. The key competencies required for the IT companies located in Chennai (Sholinganallur). The sample is done among various IT company employees between the age (20 to 50)

1.4 INDUSTRY PROFILE

IT' is commonly used to describe computers and networks within a business environment. It refers to their applications in generating, manipulating, storing, regaining, transmitting, handling, exchanging, studying and securing all data or information in an electronic format. IT is also used as an umbrella term to cover: television, telecommunication equipment, software, e-commerce and the internet. India's IT Services industry was with the establishment of Tata Consultancy Services in 1977 partnered with Burroughs which began India's export of IT services. The worldwide full-time employment in the IT sector is projected to reach 55.3 million in 2020 (pre-corona estimation), an increase of 3.9 percent over 2019.

Sholinganallur has been recently brought under the purview of the City Corporation of Chennai and the plans for a number of infrastructure projects have been drawn up. The civic amenities have also improved here. The industrial and IT sector growth have led to the development of retail and hospitality sector as well. Further, the government of Tamil Nadu is building a financial city here to accommodate international financial corporations. Today, more than 9 in 10 organizations across the globe offer employees at least one kind of wellness benefit, and more than 3 in 5 have dedicated "wellness budgets," which are expected to expand by 7.8% in the coming years. But are these benefits really what we need to feel healthy, engaged, and supported at work? For all the attention (and money spent) on workplace wellness, the jury is still out on whether these programs are really beneficial to our health. In fact, a recent study suggests that 14 corporate wellness offerings may resonate more with already-healthy employees, and even alienate those who are dealing with health issues in the first place, mental or physical. While there is no one solution to this problem, there are several steps we can take, both as organizations and as individuals, to make work a place of humanity and compassion. With trust at the center of employer-employee relationships, wellness programs can transform from shiny lacquer into authentic elements of an integrated, human system.

1.5 OBJECTIVES OF THE STUDY:

- ▶ To study the effectiveness of corporate wellness program in IT sector.
- ▶ To analysis different wellness programs conducted.
- ▶ To identify the benefits of this program(men/women).
- ▶ To study the importance of wellness facilities provided by the organization.

EXAMPLES OF IT SECTOR:

Chennai is among the top destinations in India for IT professionals. Some of the top IT companies in India have set their base of operations in this southern city. Resultantly, there are job opportunities galore, with lakhs of locals and migrant population making Chennai their home. While some companies may go up or down on the ranking chart, the following companies have more or less retained their position as top companies in Chennai over the last few years.

INFOSYS:



Infosys Limited is an Indian multinational information technology company that provides business consulting, information technology and outsourcing services. The company was founded in Pune and is headquartered in Bangalore. Infosys is the second-largest Indian IT company after Tata Consultancy Services by 2020 revenue figures and the 602nd largest public company in the world according to Forbes Global 2000 ranking. On 24 August 2021, Infosys became the fourth Indian company to cross \$100 billion in market capitalization. Undoubtedly a global leader in the IT space, and one of the top 10 IT companies in Chennai,

ACCENTURE:



A brand in the IT space, Accenture is among the top 10 IT companies in Chennai. The Irish-based IT services and consulting company has its office in Chennai. Among the renowned IT companies, it has around 150,000 employees in India. Accenture plc is an Ireland-based multinational professional services company that specialises in information technology (IT) services and consulting. A Fortune Global 500 company, it reported revenues of \$50.53 billion in 2021. Accenture's current clients include 91 of the Fortune Global 100 and more than three-quarters of the Fortune Global 500. Julie Sweet has served as CEO of Accenture since 1 September 2019. It has been incorporated in Dublin, Ireland, since 2009.

COGNIZANT :



One of the top software companies in Chennai, Cognizant uses data to provide product-based services besides a host of others such as artificial intelligence, digital engineering, strategy etc. Cognizant is an American multinational information technology services and consulting company. It is headquartered in Teaneck, New Jersey, United States. Cognizant is part of the NASDAQ-100 and trades under CTSH. It was founded as an in-house technology unit of Dun & Bradstreet in 1994, and started serving external clients in 1996. After a series of corporate re-organizations there was an initial public offering in 1998. Cognizant had a period of fast growth during the 2000s and became a Fortune 500 company in 2011; as of 2021, it is ranked 185.

HCL TECHNOLOGIES:



A big name among the Chennai IT companies and globally, HCL Technologies offer tech solutions that are built around digital, IoT, automation, cloud and more. HCL Technologies (Hindustan Computers Limited) is an Indian multinational information technology (IT) services and consulting company headquartered in Noida. The company has offices in 50 countries and over 187,000 employees. HCL Technologies is on the Forbes Global 2000 list. It is among the top 20 largest publicly traded companies in India with a market capitalisation of \$50 billion as of September 2021. As of July 2020, the company, along with its subsidiaries, had a consolidated annual revenue of ₹71,265 crore (US\$10 billion). Location: HCL Technologies Ltd. ELCOT-Special Economic Zone, 602/3, Shollinganallur Medavakkam High Road, Chennai-600119 Tamilnadu, INDIA

WIPRO :



The Western Indian Vegetable Products Limited known as Wipro Limited is one of the Indian multinational alliance companies. They have headquartered in Bangalore, Karnataka, India and other 20 offices around the globe. They make their client's businesses successful with their FMCG, lighting, data innovation, and counselling services. Wipro Limited (formerly, Western India Palm Refined Oils Limited) is an

Indian multinational corporation that provides information technology, consulting and business process services. Thierry Delaporte has served as CEO and managing director of Wipro since July 2020. It is headquartered in Bangalore, Karnataka, India. Wipro's capabilities range across cloud computing, cyber security, digital transformation, artificial intelligence, robotics, data analytics, and other technology consulting services to customers in 67 countries.

TCS :



TCS has been helping their clients to create the future since 1968. TCS helps its worldwide clients to build a meaningful future through innovation, technology, and collective knowledge. Tata Consultancy Services is the largest multinational business group having over 500,000 of the world's best-trained consultants in 46 countries including India, the USA, the UK and many others. Tata Consultancy Services (TCS) is an Indian multinational information technology (IT) services and consulting company headquartered in Mumbai. It is a part of the Tata Group and operates in 149 locations across 46 countries. TCS is the second largest Indian company by market capitalisation and is among the most valuable IT services brands worldwide. In 2015, TCS was ranked 64th overall in the Forbes World's Most Innovative Companies ranking, making it both the highest-ranked IT services company and the top Indian company.

CHAPTER 2

REVIEW OF LITERATURE

- **Amber Regalado 2020**, This study illustrates with the topic of Employee Safety, Wellness, and motivation. In this paper, the study will discuss motivation, performance linked to the possible reasons for an unhealthy work force and the importance of having a healthy workforce in the public sector. Having a healthy workforce have higher chances to prevent absence, improve work productivity, demonstrate corporate responsibility and prevent legal concerns for Human Resources.
- **Heather Wipfli** , A qualitative study of key informant semi-structured interviews were conducted between March and July 2019 in Mexico and India to achieve the following aims: to explore corporations' and stakeholders' views, attitudes and expectations in relation to health, wellness and cancer prevention in two middle-income countries, and to determine options for health professions to advance their approach to workplace wellness programming globally, including identifying return-on-investment incentives for corporations to implement wellness programming.
- **Timothy Gubler 2018**, This paper investigates the impact of a corporate wellness program on worker productivity using a panel of objective health and productivity data from 111 workers in five laundry plants. Although almost 90% of companies use wellness programs, existing research has focused on cost savings from insurance and absenteeism. We find productivity improvements based both on program participation and post-program health changes.
- **Gordon Hull & Frank Pasquale 2018**, In the U.S., 'employee wellness' programs are increasingly attached to employer-provided health insurance. These programs attempt to nudge employees, sometimes quite forcefully, into healthy behaviors such

as smoking cessation and exercise routines. Despite being widely promoted as saving on healthcare costs, numerous studies undermine this rationale. At the same time, their selective endorsement of health programs (many scientifically unsupported) produce a social truth of wellness framed as fitness for work. We conclude by arguing that the public health initiatives occluded by the private sector's promotion of wellness programs would be a much better investment of resources.

- **Ronald J Burke 2018**, *Corporate Wellness Programs* offers contributions from international experts, examining the planning, implementation and evaluation of wellness initiatives in organizations, and offering guidance on how to introduce these programs into the workplace.
- **Veronika Joukes 2017**, The results of this study may offer both Portuguese spas and those in other locations the opportunity to further improve their dialogue with current and potential spa-goers.
- **Leonard L. Berry 2017**, Ann M. Mirabito, and William B. Baun, The results of this study may offer both Portuguese spas and those in other locations the opportunity to further improve their dialogue with current and potential spagoers.
- **Brett Spencer** , Developing a wellness plan is an occasion to learn more about the needs and priorities of employees. Employers become champions for health 17 by offering employees the opportunity to enhance the quality and length of their lives. No employee is immune to the risks of chronic disease. Healthy behaviors such as physical activity, good nutrition, and stress reduction can reduce the risk of heart disease, high blood pressure, osteoporosis, diabetes, overweight, and some cancers. More and more, employers recognize that helping their employees make healthier lifestyle choices makes good business sense. By providing a supportive environment that offers access to health education programs, value-based benefits, safe and

healthfriendly facilities, and sound policies, employers can improve the health and productivity of their employees and also create a healthier, more productive business.

- **Timothy Gubler , Ian Larkin,Lamar Pierce 2017**, This paper investigates the impact of a corporate wellness program on worker productivity using a panel of objective health and productivity data from 111 workers in five laundry plants. Although almost 90% of companies use wellness programs, existing research has focused on cost savings from insurance and absenteeism. We find productivity improvements based both on program participation and postprogram health changes. Sick and healthy individuals who improved their health increased productivity by about 10%, with surveys indicating sources in improved diet and exercise. Although the small worker sample limits both estimate precision and our ability to isolate mechanisms behind this increase, we argue that our results are consistent with improved worker motivation and capability. The study suggests that firms can increase operational productivity through socially responsible health policies that improve both workers' wellness and economic value, and provides a template for future large-scale studies of health and productivity.

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

- **Julianne Callaway, Diana Bosworth, Sonja Thole RGA Reinsurance Company 2015**, Wellness programs are becoming more prevalent in society as healthcare providers try to lower costs of chronic diseases, employers strive for a healthy workforce, and individuals become motivated to take control of their own health through technological advances that quantify wellness. While there are many

differences in the details of each wellness program, most have similar objectives: increase engagement and participation to improve health.

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- **David Chenoweth, Ph.D., FAWHP 2014**, Human resource professionals know that people—or human capital—are the heart of any successful enterprise, especially in tough economic times. People provide creativity and innovation, but these intangible contributions are rarely reflected in financial statements. Unlike structural capital, human capital never really belongs to the firm. People can walk out the door at any time unless companies find ways to keep them. Human capital drives every aspect of an organization's operations, from technology and product design to distribution networks and service delivery. Considering the vital role human capital plays in a firm's ability to compete in the global economy, HR professionals are always seeking new ways to tap this potential.

- **Jack Welch 2014**, This study investigated the employee engagement of the health sector. It examined the adequacy and effectiveness on the employee motivation, employee commitment, employee relationships and employee 16 performance as assessed by the health sector. It is recommended that the health sectors should make a complete review of their human resource management practices specially on employee engagement. This will prime the health sectors to craft employee engagement strategies. There will be a creation of organizational pride for the employees since they will be satisfied, motivated, enjoying and believing in their work. Moreover, the culture of employee engagement should be inculcated across all the

levels of the organization. The road map of competitiveness of the health sector will lead to profitability and business success.

- **David Chenoweth 2014** ,Wellness Program is an organized program, to assist and support workers in establishing healthier lifestyles. Such programs may include 18 increasing employee awareness on health topics, scheduling behavior change programs, and/or establishing corporation policies that support health-related goals. Programs and policies that promote increased exercise, smoking avoidance and cessation, and healthful food selections are several examples. Worksite wellness strategies have been shown to lead to cost savings for a company. A review of 42 studies have demonstrated that worksite health promotion programs can lead to more than 25% reduction in absenteeism, health care costs and disability/workers compensation costs. Comprehensive worksite health programs focused on life style behavior changes have been shown to yield a \$3 to \$6 return on investment (ROI) for each dollar invested. According to these studies, it takes about 2 to 5 years after the initial program investment to realize the savings.

- **Gundu H R Rao 2013**,A Such programs may include increasing employee awareness on health topics, scheduling behavior change programs, and/or establishing corporation policies that support health-related goals. Programs and policies that promote increased exercise, smoking avoidance and cessation, and healthful food selections are several examples. Worksite wellness strategies have been shown to lead to cost savings for a company. A review of 42 studies have demonstrated that worksite health promotion programs can lead to more than 25% reduction in absenteeism, health care costs and disability/workers compensation costs. Comprehensive worksite health programs focused on life style behavior changes have been shown to yield a \$3 to \$6 return on investment (ROI) for each dollar invested. According to these studies, it takes about 2 to 5 years after the initial program investment to realize the savings.

- **Robert Feyen 2013**, The goal of this project was to create a reference guide for the Minnesota Department of Transportation (Mn/DOT) that addresses the different components of a workplace health and wellness promotion program. This document was created based on data gathered through a review of research literature, interviews with other states department of transportation, and interviews with health insurance providers in the state of Minnesota. This 19 manual includes information on the different types of wellness and health promotion programs, their factors for success, their limitations and issues, as well as the current availability and cost associated with their implementation. This reference guide will assist the Mn/DOT management team to take sound decisions regarding wellness and health promotion initiatives in order to optimize success and minimize cost.

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- **HA T. TU AND RALPH C. MAYRE 2012**, Employers that lack the ability and commitment to support a comprehensive wellness program may be wiser to stay on the sidelines, according to experts interviewed for a new qualitative research study from the Center for Studying Health System Change (HSC). Most experts believe substantial financial incentives are essential to achieving strong employee participation. Measuring impact has many challenges—one key challenge is that wellness programs are seldom implemented without concurrent benefit design changes, so isolating the impact of wellness interventions alone may not be possible.

- **David Chenoweth 2012** ,Wellness Program is an organized program, to assist and support workers in establishing healthier lifestyles. Such programs may include 18 increasing employee awareness on health topics, scheduling behavior change programs, and/or establishing corporation policies that support health-related goals. Programs and policies that promote increased exercise, smoking avoidance and cessation, and healthful food selections are several examples. Worksite wellness strategies have been shown to lead to cost savings for a company. A review of 42 studies have demonstrated that worksite health promotion programs can lead to more than 25% reduction in absenteeism, health care costs and disability/workers compensation costs. Comprehensive worksite health programs focused on life style behavior changes have been shown to yield a \$3 to \$6 return on investment (ROI) for each dollar invested. According to these studies, it takes about 2 to 5 years after the initial program investment to realize the savings.

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

- **Goetzel, Ron Z 2002**, The study examines the impact of participation in a highrisk intervention program called Pathways to Change® on health risk factors. McNemarchi-squared and z-test statistics were used to evaluate changes in health risks over time. Results indicate significant risk reduction in 8 of 13 risk 20 categories examined for all employees who participated in two health risk assessments over an average of 23/4 years. When comparing Pathways to Change participants with non-participants, participants outperformed their non participant counterparts in six categories but performed worse in five other categories that were not specifically targeted by the high-risk program. In two categories, no differences were found. The study underscores the ability of large-scale, well-attended, and comprehensive corporate health and productivity management programs to positively impact the health and wellbeing of workers.

CHAPTER: 3

3.1 RESEARCH METHODOLOGY:

Research Method According to Saunders et al (2012) research is something that is undertaken to find the answer of an issue in a systematic way in order to increase knowledge. Thus, this is regarded as research since the aim is to increase knowledge about the attitude-intention relationship within the online grocery market in Sweden. In research it is important to know the difference between method and methodology in order to explain the research and how it will be conducted. Methodology refers to the set of theory of how the research will be undertaken; this includes research strategy, philosophy, approach and technique. Method is the set techniques and procedures in which the research will be conducted, in other words it describes how data will be collected. This research will use a quantitative method when conducting primary data. However in order to fully understand the choice of method, the concepts concerning methodology will be further elaborated below. Research Strategy A research strategy is the plan of action implemented to achieve a goal that is set for research. An explanatory research strategy aims to explain how one phenomenon is related to another. Considering the research question; “Does consumers’ positive attitudes influence the decision of purchasing groceries online. and the testing of the Theory of Planned Behaviour, an explanatory strategy is chosen for this research. An explanatory research strategy aids in explaining and investigates the relationships of the variables of the Theory of Planned Behaviour within the online grocery market and gives an explanation that later on can be generalized in theory. Research Philosophy In order to conduct research in an appropriate manner aligned with the purpose and research strategy, knowledge regarding the appropriate research philosophy is vital. Research is the process of systematic and in-depth study or search for any particular topic, subject or area of investigation, backed by collection, compilation, presentation and interpretation of relevant details or data.

3.2 RESEARCH DESIGN:

3.2.1 DESCRIPTIVE RESEARCH

Descriptive research has been used, it involves survey and fact-finding enquiries of different kinds, the purpose of descriptive research is the descriptive of state of affairs, as it exists at present.

3.2.2 PROJECT PLANNING:

Project planning is the first step in actually conducting & directing a research Project. It is one of the most important tasks of a researcher. This includes formulation of the research objectives & goals and determining ways of achieving them.

3.2.3 RESEARCH PROCESS:

In research process, the first and foremost step is defining and selecting a research problem. A Researcher should at first find the problem. Then he should formulate it so that it becomes susceptible to research. For a systematic presentation, the process of research may be classified under three stages-primary stages, secondary stage, and the tertiary stage.

3.2.4 THE PRIMARY STAGE INCLUDES:

- Observation
- Interest
- Formulating research problems
- Documentation
- Research designs

3.2.5 THE SECONDARY STAGE INCLUDES:

- Project planning
- Data collection
- Questionnaire preparation
- Analysis of data
- Testing of hypothesis
- Interpretation
- Questionnaire preparation.

3.3 SURVEY METHOD:

A survey is a research method used for collecting data from a predefined group of respondents to gain information and insights into various topics of interest. They can have multiple purposes, and researchers can conduct it in many ways depending on the methodology chosen and the study's goal. This survey is collected by Google form.

3.4 SAMPLING TECHNIQUES:

- Probability sampling involves random selection, allowing you to make strong statistical inferences about the whole group.
- Non-probability sampling involves non-random selection based on convenience or other criteria, allowing you to easily collect data.
- In a simple random sample, every member of the population has an equal chance of being selected. Your sampling frame should include the whole population
- Quota Sampling Quota sampling is a method for selecting survey participants. In quota sampling, a population is first segmented into mutually exclusive sub-groups,

just as in stratified sampling. Then judgment is used to select the subjects or units from each segment based on a specified proportion.

- Systematic sampling is similar to simple random sampling, but it is usually slightly easier to conduct. Every member of the population is listed with a number, but instead of randomly generating numbers, individuals are chosen at regular intervals.

3.5 SOURCES OF DATA COLLECTION:

Data collection is one of the most important aspects of research. The information in tough research methodology must be accurate and relevant. The data collection method can be classified into two methods.

3.5.1 PRIMARY DATA:

Questionnaire methods have been used as a tool for a data collection in this research.

3.5.2 SECONDARY DATA:

Secondary data means data that are already available i.e., they refer to data which has already been collected and analysed by someone else. The secondary data for the study was collected from books, company websites, magazines and other sources

3.6 STRUCTURE OF QUESTIONNAIRE:

3.6.1 DATA COLLECTION:

Data collection is one of the most important aspects of research. The information in tough research methodology must be accurate and relevant. The data collection method can be classified into two methods.

3.6.2 GENERAL QUESTIONS

General Questions are the Common questions that can be answered by their own for example: Name, age, gender, education, occupation etc.

3.6.3 QUESTIONS RELATED TO TOPICS:

Questions are related to wellness program. There are different types of questions related to wellness program.

- **Structure:**

A structure is something of many parts that is put together.

- **Introduction:**

Introduction is about introducing the topic.

- **Personal questions:**

Personal questions are the questions which are related to the candidate like name, age, gender, education, occupation.

- **Variable related questions:**

Variable related questions are related to topic wellness program.

- **Likert scale:**

Likert scale is typically a five, seven, or nine-point agreement scale used to measure respondents' agreement with various statements. The type of psychometric response scale in which responders specify their level of agreement to a statement typically in

five points: (1) Strongly disagree; (2) Disagree; (3) neither agree nor disagree; (4) Agree; (5) Strongly agree.

- **Suggestion questions:**

A suggestive question is one that implies that a certain answer should be given in response, or falsely presents a presupposition in the question as accepted fact. For example, the phrasing "Don't you think this was wrong?" is more suggestive than "Do you think this was wrong?" despite the difference of only one word.

3.7 SAMPLE SIZE:

My sample size is 158.

3.8 PERIOD OF STUDY:

My period of study is one month January – March (2022)

3.9 LOCATION & TARGETED PEOPLE OF STUDY:

My location of survey is Sholinganallur. And my targeted people is both men and women at the age group (20-50)

3.10 HYPOTHESIS:

The hypothesis framed for the project **TO STUDY THE EFFECTIVENESS OF CORPORATE WELLNESS PROGRAM IN IT SECTOR.**

CHAPTER 4

DATA ANALYSIS

4.1 PERCENTAGE ANALYSIS

TABLE 4.1.1 : AGE OF THE RESPONDENTS

AGE	NO. OF RESPONDENTS	PERCENTAGE
20 – 25	80	51
26 – 30	67	42
31 – 35	7	4
36 – 40	4	3

Source: primary data.

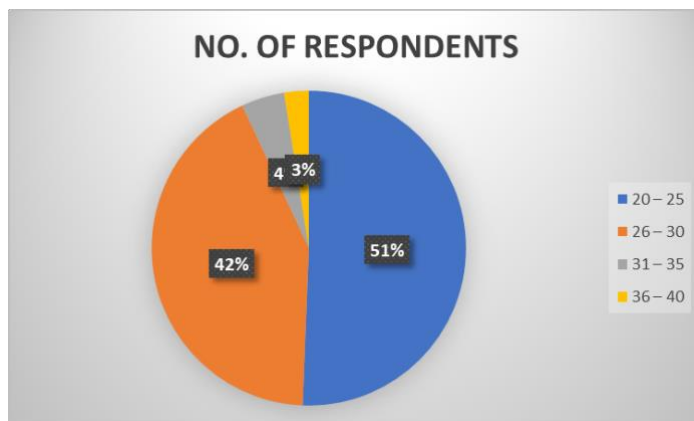


Chart 4.1.1: Age of the respondents

INTERPRETATION:

The above table shows the result of age of the respondents. Where, the age group from 20 - 25 are 51 %, 26 – 30 are 42 %, 31 – 35 are 4 %, 36 – 40 are 3 %.

INFERENCE:

Majority 51 % of the respondents are from the age group of 20 – 25.

TABLE : 4.1.2 GENDER OF THE RESPONDENTS

GENDER	NO. OF RESPONDENTS	PERCENTAGE
Male	79	50
Female	79	50

SOURCE: Primary Data

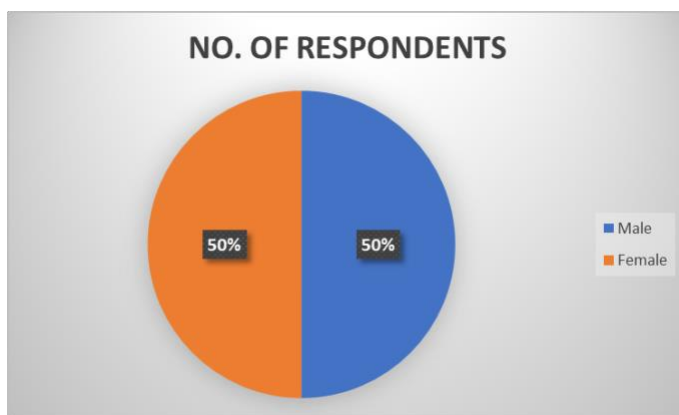


CHART : 4.1.2 GENDER OF THE RESPONDENTS

INTERPRETATION:

The above table shows the result of gender of the respondents. Where 50 % are male and 50 % are female

INFERENCE:

Majority (50%) of the respondents are female.

TABLE : 4.1.3 EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

EDUCATIONAL QUALIFICATION	NO. OF RESPONDENTS	PERCENTAGE
Diploma	2	1
UG	74	47
Engineering	40	25
PG	41	26

SOURCE: Primary Data

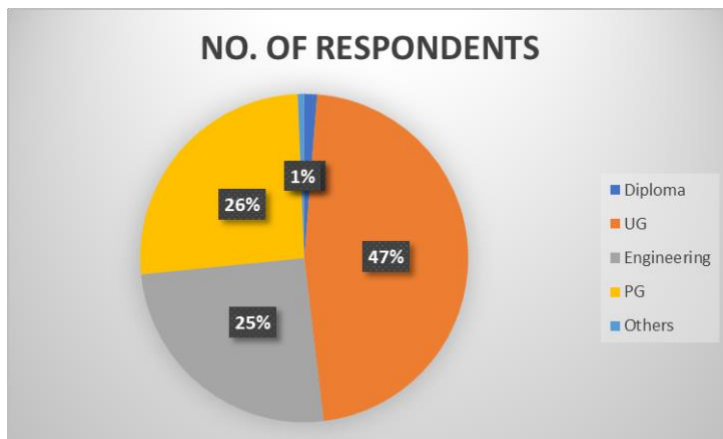


CHART : 4.1.3 EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

INTERPRETATION:

The above table shows the result of educational qualification of the respondents, Where Engineering are 25 %, UG are 47 %, PG are 26 % and DIPLOMA are 1 %

INFERENCE:

Majority (47%) of the respondents are UG

TABLE : 4.1.4 YEARS OF WORK EXPERIENCE OF THE RESPONDENTS

YEARS	NO. OF RESPONDENTS	PERCENTAGE
1 – 3	61	39
4 – 6	64	40
7 – 10	27	17
11- 13	6	4

SOURCE: Primary Data

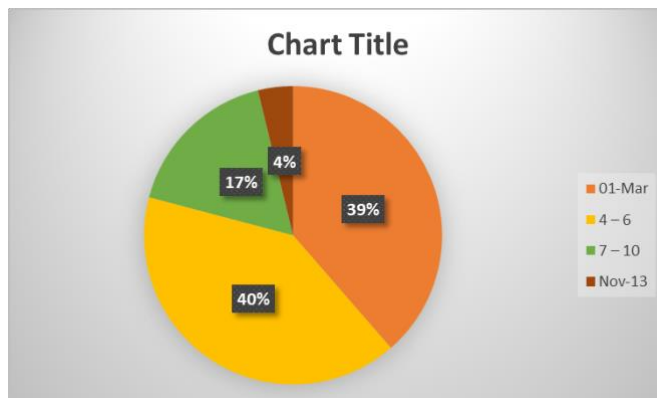


CHART : 4.1.4 YEARS OF WORK EXPERIENCE OF THE RESPONDENTS

INTERPRETATION:

The above table shows the result of work experience of the respondents. Where, 39 % of the respondents have 1-3 year of experience, 40 % of them are having 4-6 years of experience, 17 % of them are having 7-10 years of work experience, 4 % of the respondents have 11-13 years of work experience, % of the respondents have above 13 years of work experience.

INFERENCE:

Majority 40 % of the respondents have 4-6 years of work experience.

TABLE : 4.1.5 HOW OFTEN YOU COMPLAIN WITH FATIGUE AT WORK

FREEQUENCY	NO. OF RESPONDENTS	PERCENTAGE
Never	14	9
Frequently	53	34
Rarely	65	41
Cannot be generalized	19	12
Never come across such complaints	7	4

SOURCE: Primary Data

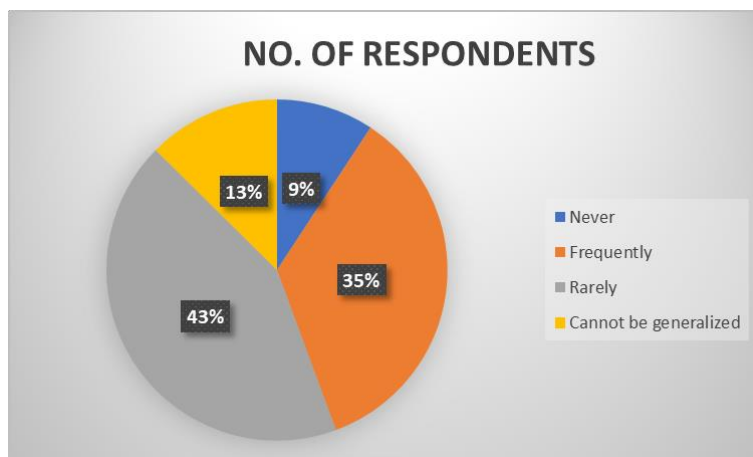


CHART : 4.1.5 HOW OFTEN YOU COMPLAIN WITH FATIGUE AT WORK

INTERPRETATION:

The above table shows the result of how often you complain with fatigue at work. Where, 9 % of the respondents never complaint, 34 % of the respondents frequently complaint, 41 % of the respondents rarely complaint, 12 % of the respondents stated cannot br generalized, 4 % of the respondents stated never come across such complaints.

INFERENCE:

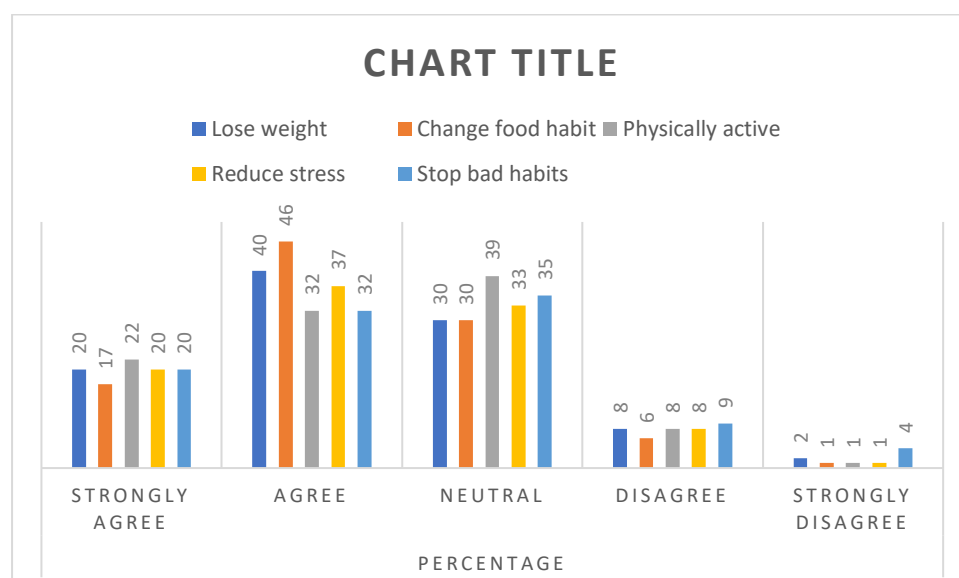
Majority (41%) of the respondents rarely complaint.

TABLE : 4.1.6 MAKING A PERSONAL LIFESTYLE CHANGE RELATED TO BETTER HEALTH

ACTIVITIES	NO. OF RESPONDENTS					PERCENTAGE				
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Lose weight	32	63	47	13	3	20	40	30	8	2
Change food habit	26	74	48	9	1	17	46	30	6	1
Physically active	34	50	61	12	1	22	32	39	8	1
Reduce stress	32	59	52	13	2	20	37	33	8	1
Stop bad habits	32	51	55	14	6	20	32	35	9	4

SOURCE: Primary Data

CHART : 4.1.6 MAKING A PERSONAL LIFESTYLE CHANGE RELATED TO BETTER



INTERPRETATION:

The above table shows the result of making a personal lifestyle change related to better health. Where For lose weight, 20 % of the respondents are Strongly agreed, 40 % of the respondents are agreed, 30 % of the respondents are neutral, 8 % of the respondents are disagreed, and 2 % of the respondents are strongly disagreed. For change food habit, 17 % of the respondents are Strongly agreed, 46 % of the respondents are agreed, 30 % of the respondents are neutral, 6 % of the respondents are disagreed, and 1 % of the respondents are strongly disagreed. For physically active, 22 % of the respondents are Strongly agreed, 32 % of the respondents are agreed, 39 % of the respondents are neutral, 8 % of the respondents are disagreed, and 1 % of the respondents are strongly disagreed. For reduce stress, 20 % of the respondents are Strongly agreed, 37 % of the respondents are agreed, 33 % of the respondents are neutral, 8 % of the respondents are disagreed, and 1 % of the respondents are strongly disagreed. For stop bad habit, 20 % of the respondents are Strongly agreed, 32 % of the respondents are agreed, 35 % of the respondents are neutral, 9 % of the respondents are disagreed, and 4 % of the respondents are strongly disagreed.

INFERENCE:

Majority 40 % of the respondents are agreed that it helps to lose weight.

Majority 46 % of the respondents are agreed it helps to change food habit.

For physically active, Majority 39 % of the respondents are neutral

Majority 37 % of the respondents are agreed it helps to reduce stress

For stop bad habit, Majority 35 % of the respondents are neutral

TABLE : 4.1.7 EMPLOYEE WELLNESS INITIATIVES TAKEN BY YOUR COMPANY

WELLNESS INITIATIVES	NO. OF RESPONDENTS	PERCENTAGE
Providing healthy lunch and snacks	20	13
Allocating nap room	62	39
Providing free fitness activities	54	34
Providing personal mentor	16	10
Others	6	4

SOURCE: Primary Data

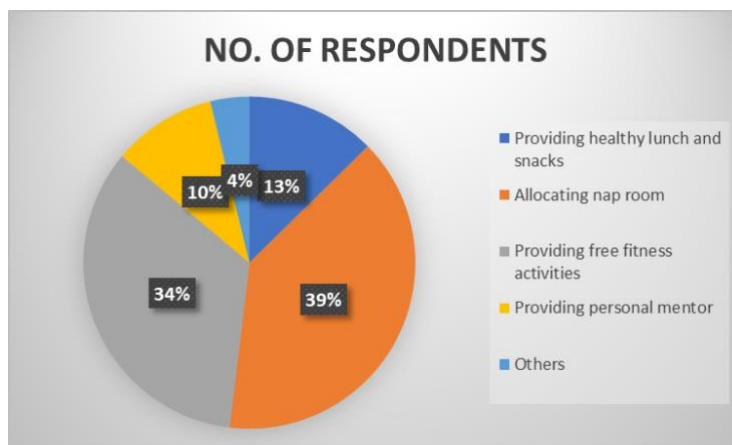


CHART: 4.1.7 EMPLOYEE WELLNESS INITIATIVES TAKEN BY YOUR COMPANY

INTERPRETATION:

The above table shows the result of wellness initiatives taken by your company. Where 13 % of the respondents stated providing healthy lunch and snacks, 39 % of the respondents stated allocating nap rooms, 34 % of the respondents stated providing free fitness activities, 10 % of the respondents stated providing personal mentor and 4 % of the respondents stated others.

INFERENCE:

Majority (39 %) of the respondents stated that company allocating nap rooms.

TABLE : 4.1.8 EMPLOYEE PARTICIPATION RATES IN WELLNESS ACTIVITIES

RATES	NO. OF RESPONDENTS	PERCENTAGE
Less than 20%	12	8
20% – 40%	43	27
40% - 60%	60	38
60% - 80%	29	18
Greater than 80%	14	9

SOURCE: Primary Data

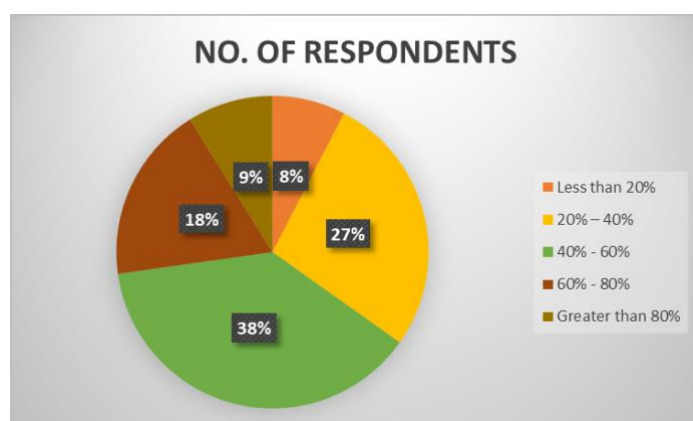


CHART : 4.1.8 EMPLOYEE PARTICIPATION RATES IN WELLNESS ACTIVITIES

INTERPRETATION:

The above table shows the result of employee participation rates in wellness activities . Where 8 % of the respondents stated less than 20%, 27 % of the respondents stated 20 - 40%, 38% of the respondents stated 40 – 60%, 18 % of the respondents stated 60 – 80% and 9 % of the respondents stated greater than 80%

INFERENCE:

Majority (38 %) of the respondents stated 40 – 60% of employee participation rates.

TABLE : 4.1.9 WHAT STOPS YOU FROM PARTICIPATING IN SUCH WELLNESS ACTIVITIES

REASONS	NO. OF RESPONDENTS	PERCENTAGE
Lack of awareness	16	10
Lack of interest	46	29
Lack of time	58	37
Already participated	31	20
Lack of trust	7	4

SOURCE: Primary Data

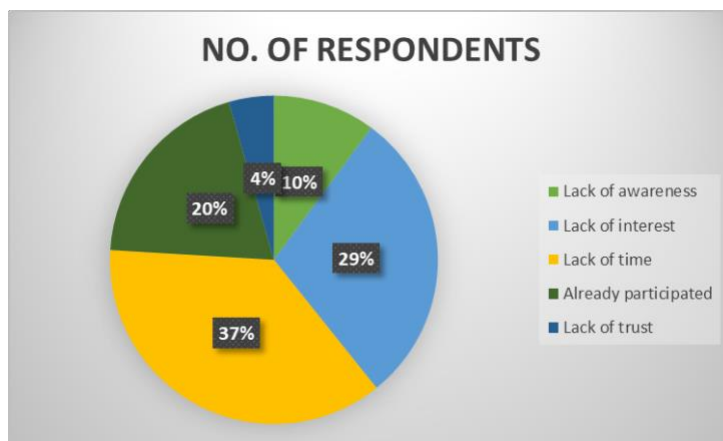


CHART : 4.1.9 WHAT STOPS YOU FROM PARTICIPATING IN SUCH WELLNESS ACTIVITIES

INTERPRETATION:

The above table shows the result of what stops you from participating in such wellness activities. Where, 10 % of the respondents are have lack of awareness, 29 % of the respondents are have lack of interest, 37 % of the respondents are have lack of time, 10 % of the respondents are already participated and 4 % of the respondents are have lack of trust

INFERENCE:

Majority (37 %) of the respondents have felt lack of time is the main reason for not participating

TABLE : 4.1.10 FACTORS MOTIVATES YOU TO PARTICIPATE IN WELLNESS ACTIVITIES

FACTORS	NO. OF RESPONDENTS	PERCENTAGE
Concern about health	26	16
Management pressure	75	45
Peers participation	39	23
Stress management	18	16

SOURCE: Primary Data

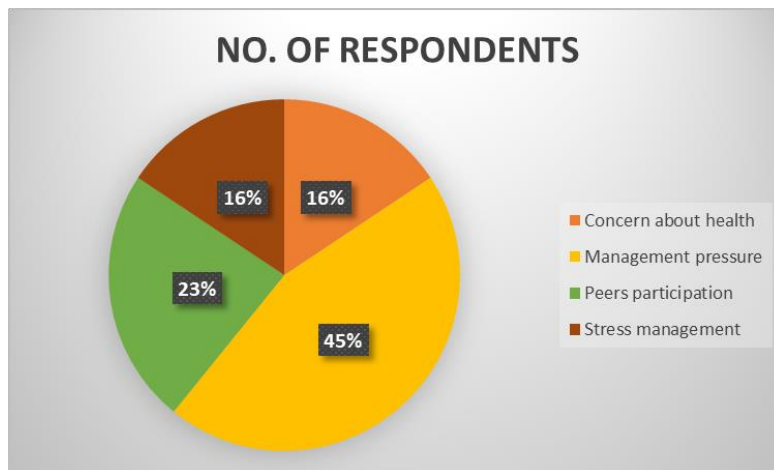


CHART : 4.1.10 FACTORS MOTIVATES YOU TO PARTICIPATE IN WELLNESS ACTIVITIES

INTERPRETATION:

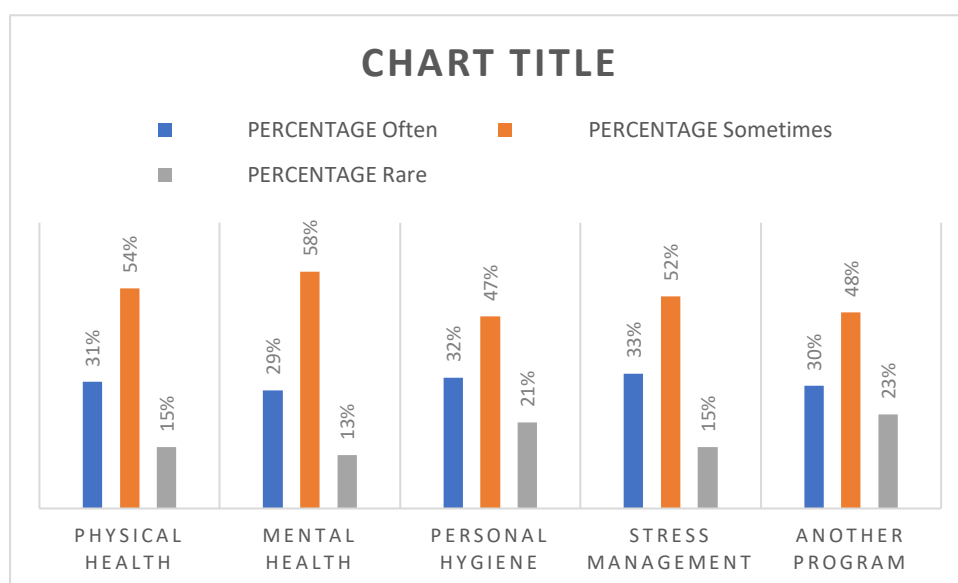
The above table shows the result of factors motivates you to participate in wellness activities. Where 16 % of the respondents are concern about health, 45 % of the respondents are have management pressure, 23 % of the respondents are have peers' participation, 16 % of the respondents are have stress management

INFERENCE:

Majority (45%) of the respondents have faced management pressure

TABLE : 4.1.11 WELLNESS PROGRAM OFFERED BY YOUR COMPANY

WELLNESS PROGRAM	NO. OF RESPONDENTS			PERCENTAGE		
	Often	Sometimes	Rare	Often	Sometimes	Rare
Physical health	49	85	24	31%	54%	15%
Mental health	46	91	21	29%	58%	13%
Personal hygiene	50	75	33	32%	47%	21%
Stress management	52	83	23	33%	52%	15%
Another program	46	76	36	30%	48%	23%

SOURCE: Primary Data**CHART : 4.1.11 WELLNESS PROGRAM OFFERED BY YOUR COMPANY****INTERPRETATION:**

The above table shows the result of wellness program offered by your company. For physical health, 31 % prefer often, 54 % prefer sometimes, 15 % prefer rare. For mental health, 29 % prefer often, 58 % prefer sometimes, 13 % prefer rare. For Personal hygiene 32 % prefer often, 47 % prefer sometimes, 21 % prefer rare. For stress management 33 % prefer often, 52 % prefer sometimes, 15 % prefer rare and for another program 30 % prefer often, 48 % prefer sometimes, 23 % prefer rare

INFERENCE:

For physical health, majority 54% of the respondents prefer sometimes

For mental health, majority 58% of the respondents prefer sometimes

For personal hygiene, majority 47% of the respondents prefer sometimes

For stress management, majority 52% of the respondents prefer sometimes

For another program, majority 48% of the respondents prefer sometimes

TABLE : 4.1.12 HOW LONG DO YOU FEEL A SINGLE SESSION WELLNESS PROGRAM SHOULD LAST

TIME	NO. OF RESPONDENTS	PERCENTAGE
15 minutes	32	20
30 minutes	52	33
45 minutes	46	29
1 hour	20	13
More than 1 hour	8	5

SOURCE: Primary Data

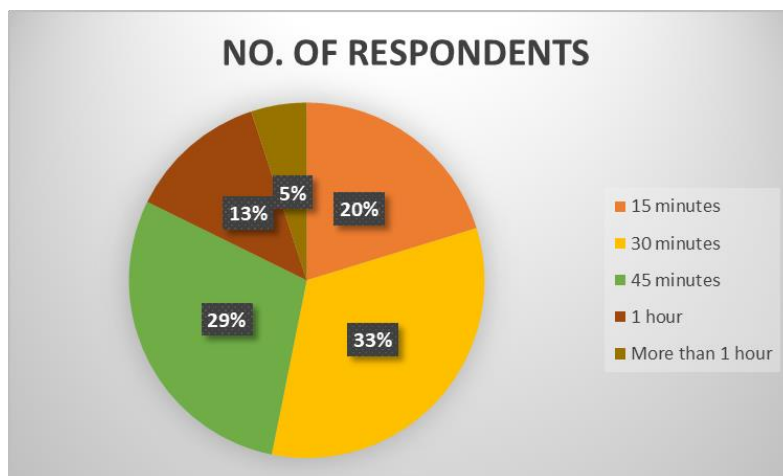


CHART : 4.1.12 HOW LONG DO YOU FEEL A SINGLE SESSION WELLNESS PROGRAM SHOULD LAST

INTERPRETATION:

The above table shows the result of how long you feel a single session wellness program should last. Where, 20 % of the respondents states 15 minutes, 33 % of the respondents states 30 minutes, 29 % of the respondents states 45 minutes, 13 % of the respondents stated 1 hour and 5 % of the respondents stated more than 1 hour

INFERENCE:

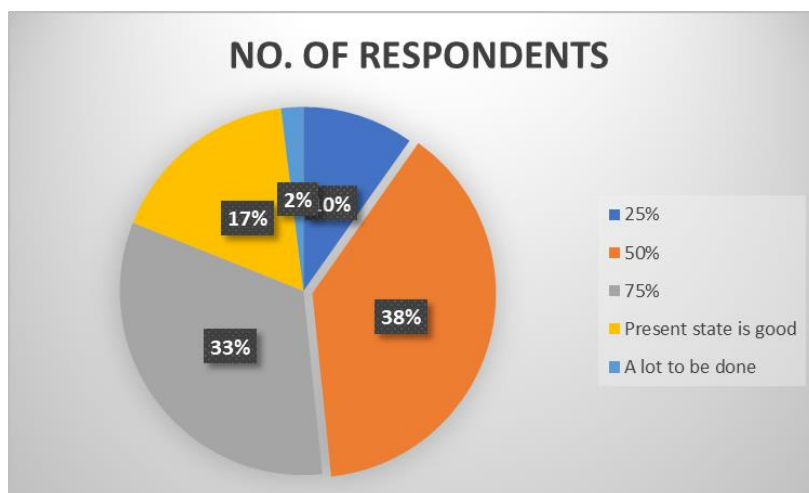
Majority (33 %) of the respondents want to have 30 minutes session of wellness program

TABLE: 4.1.13 IMPROVEMENT NEEDED FOR THESE PROGRAM OFFERED BY YOUR COMPANY

IMPROVEMENT PERCENTAGE	NO. OF RESPONDENTS	PERCENTAGE
25%	15	9
50%	59	37
75%	55	35
Present state is good	26	17
A lot to be done	3	2

SOURCE: Primary Data

CHART: 4.1.13 IMPROVEMENT NEEDED FOR THESE PROGRAM OFFERED BY YOUR COMPANY



INTERPRETATION:

The above table shows the result of improvement needed for these program offered by your company. Where, 10 % of the respondents responded 25%, 38 % of the respondents responded 50%, 33 % of the respondents responded 75%, 17 % of the respondents responded present state is good, , 2 % of the respondents responded a lot to be done.

INFERENCE:

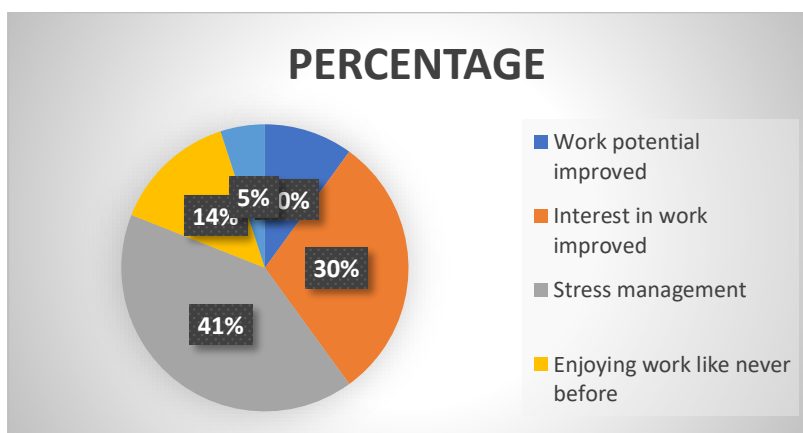
Majority (38) % of the respondents have felt there should 50% of improvement in wellness program

TABLE : 4.1.14 IMMEDIATE IMPACT OF THESE PROGRAMS ON YOUR LIFESTYLE

IMMEDIATE IMPACT	NO. OF RESPONDENTS	PERCENTAGE
Work potential improved	15	10
Interest in work improved	48	30
Stress management	65	41
Enjoying work like never before	22	14
Didn't experience any changes	8	5

SOURCE: Primary Data

CHART : 4.1.14 IMMEDIATE IMPACT OF THESE PROGRAMS ON YOUR LIFESTYLE



INTERPRETATION:

The above table shows the result of immediate impact for these program offered by your company. Where, 10% of the respondents have respondent Work potential improved, 30% responded Interest in work improved, 41% responded stress management, 14% responded Enjoying work like never before, and 5% have responded Didn't experience any changes

INFERENCE:

Majority (41) % of the respondents have felt there is immediate impact in stress management.

HYPOTHESIS

CHI-SQUARE TEST:

A chi-square statistic is one way to show a relationship between two categorical variables. In statistics, there are two types of variables: numerical (countable) variables and non-numerical (categorical) variables. The chi-squared statistic is a single number that tells you how much difference exists between your observed counts and the counts you would expect if there were no relationship at all in the population.

There are a few variations on the chi-square statistic. Which one you use depends upon how you collected the data and which hypothesis is being tested. However, all of the variations use the same idea, which is that you are comparing your expected values with the values you actually collect. One of the most common forms can be used for contingency tables.

Case Processing Summary

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
Age of respondents * Fatigue in work	158	100.0%	0	0.0%	158	100.0%

Age of respondents * Fatigue in work Crosstabulation

Count

		Fatigue in work				
		Never	Frequently	Rarely	Cannot be generalized	Never came across such complaints
Age of respondents	20-25	11	33	20	10	4
	26-30	3	18	36	8	3
	31-35	0	1	5	1	0
	36-40	0	2	2	0	0
	12.00	0	0	1	0	0
Total		14	54	64	19	7

Chi-Square Tests			
	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	19.896 ^a	16	.225
Likelihood Ratio	22.430	16	.130
Linear-by-Linear Association	1.658	1	.198
N of Valid Cases	158		

a. 17 cells (68.0%) have expected count less than 5. The minimum expected count is .04.

ONEWAY ANOVA:

The one-way analysis of variance (ANOVA) is used to determine whether there are any statistically significant differences between the means of three or more independent (unrelated) groups. This guide will provide a brief introduction to the one-way ANOVA, including the assumptions of the test and when you should use this test. If you are familiar with the one-way ANOVA, but would like to carry out a one-way ANOVA analysis,

A one-way ANOVA (“analysis of variance”) compares the means of three or more independent groups to determine if there is a statistically significant difference between the corresponding population means.

- The motivation for performing a one-way ANOVA.
- The assumptions that should be met to perform a one-way ANOVA.
- The process to perform a one-way ANOVA.
- An example of how to perform a one-way ANOVA.

WORK EXPERIENCE * WHAT STOPS YOU FROM PARTICIPATING IN SUCH WELLNESS ACTIVITIES

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean Lower Bound
awareness	16	1.3750	.61914	.15478	1.0451
interest	39	1.8205	.82308	.13180	1.5537
time	65	1.9692	.90085	.11174	1.7460
have participated	30	2.0333	.76489	.13965	1.7477
trust	7	1.7143	.75593	.28571	1.0152
Total	157	1.8726	.83763	.06685	1.7406

ANOVA

Work experience					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	5.625	4	1.406	2.059	.089
Within Groups	103.827	152	.683		
Total	109.452	156			

INFERENCE:

Since p value (0.089) is greater than 0.05 at 5 percent level of significance we reject the null hypothesis and accept the alternate hypothesis. Hence there is significant difference between work experience and what stops you from participating in such wellness activities

CORRELATION:

Impact of wellness program in your life * Work experience

Crosstab

Count

		Work experience			
		1-3	4-6	7-10	11-13
Impact of wellness program in your life	potential improved	10	5	0	0
	interest improved	18	18	11	0
	less stress	23	26	12	4
	enjoying work	5	10	5	2
	no change	3	5	0	0
	22.00	1	0	0	0
Total		60	64	28	6

Symmetric Measures

		Value	Asymptotic Standard Error ^a	Approximate T ^b
Interval by Interval	Pearson's R	.015	.084	.182
Ordinal by Ordinal	Spearman Correlation	.149	.075	1.884
N of Valid Cases		158		

INFERENCE:

There is a positive correlation between Impact of wellness program in your life and Work experience

CHAPTER- 5

FINDINGS AND CONCLUSION

5.1 FINDINGS

- (51%) of the respondents are from the age group of 20 - 25
- (50%) of the respondents are female
- (47%) of the respondents are UG
- (40%) of the respondents have 4-6 years of work experience.
- (41%) of the respondents rarely complaint.
- (40%) of the respondents are agreed that it helps to lose weight.
- (46%) of the respondents are agreed it helps to change food habit.
- For physically active, Majority 39 % of the respondents are neutral
- (37%) of the respondents are agreed it helps to reduce stress
- For stop bad habit, Majority 35 % of the respondents are neutral
- (39%) of the respondents stated that company allocating nap rooms.
- (38%) of the respondents stated 40 – 60% of employee participation rates.
- (37%) of the respondents have felt lack of time is the main reason for not participating
- (45%) of the respondents have faced management pressure
- For physical health, majority (54%) of the respondents prefer sometimes
- For mental health, majority (58%) of the respondents prefer sometimes
- For personal hygiene, majority (47%) of the respondents prefer sometimes
- For stress management, majority (52%) of the respondents prefer sometimes
- For another program, majority (48%) of the respondents prefer sometimes
- (33%) of the respondents want to have 30 minutes session of wellness program
- (38%) of the respondents have felt there should 50% of improvement in wellness program
- (41) % of the respondents have felt there is immediate impact in stress management.

5.2 LIMITATIONS:

This study was limited to an organization that had a wellness program, and the study was not based on the specific type of organization or industry. The organization offered a wellness program, but it was not known how much emphasis was placed on 41 participating in the organization's wellness program. Other organizations that had a known emphasis on participating in the wellness program were considered, but leaders of the organizations did not provide permission to conduct the survey. Conducting the survey in a hospitality organization whose leaders emphasize the wellness program and surveying more participants may provide better insight on how much a wellness program influences employees' extrinsic and intrinsic job satisfaction. Organizations have different levels of wellness programs. Some organizations have a program focused only on weight loss, whereas other organizations have a wellness program focused on the overall health of the employees, including their financial and emotional health

5.3 SUGGESTION :

This study has emphasized the important issues but somehow could have been overlooked by the people which are wellness, health and employee assistance programme as part of CSR initiatives. The implementation was considered important; health and wellness of the employee have been the catalyst for their performance and directly contribute to company's competitiveness. Several implications have been drawn from this study; The consideration of company to employee. Implementing the wellness and health employee programme as part of CSR initiatives proven the consideration of companies to employee as it shows that a company is concern and taking care the employee well-being. Company should design and planning a comprehensive programme for employee wellness and health as it could lead to sustain performance and boost the motivation of an employee to stay working. Other

than that, companies must carefully identify the risk factors or conflicts that might triggered to the deterioration of health conditions of employee.

5.4 CONCLUSION :

The employee engagement of the health sector is moderately adequate and moderately effective but needs continuous improvements and on employee commitment and employee relationship. The health sectors should run a full assessment process on their human resources practices on employee engagement. Further , the health sector should develop and design effective and well-designed human resource practices particularly on employee engagement strategies and measurements. This will empower the level of employee engagement and organization dedication Training courses should be provided to employees on their field of specialization in the different departments to help them grow and develop in their field and also will have the opportunity to be promoted in the company. This is make the health sectors increase the bar of excellence on their employee competencies and skills. Moreover, the employee engagement culture should be instill within and across all the organizational levels in the heath sector. This culture should be embedded in heath sector 's mission, vision and core values. Nurturing engaged employees will yield the organization progressive business outcomes. This will lead to a roadmap to organizational pride for the workforce and real value for the health sectors. On the basis of the problems high-lighted encountered on the employee engagement, there is a need for the heath sector to fulfill the promise for a specific benefit or increase in pay. This will stimulate employee's engagement and commitment because the trust is built

QUESTIONNAIRE

1.NAME:

2. AGE:

20-25

26-30

31-35

36-40

Above 40

3. GENDER:

- Male
- Female

4. EDUCATION QUALIFICATION:

- Diploma
- UG [ARTS AND SCIENCE]
- Engineering
- PG
- Others

5. YEARS OF WORKING EXPERIENCE

1-3

4-6

7-10

11-13

ABOVE 13

6. HOW OFTEN YOU COMPLAIN WITH FATIGUE AT WORK

- Never
- Frequent
- Rarely
- Cannot be generalized
- Never come across such complaints

7. WHAT MADE YOU THOUGHT TO MAKING A PERSONAL LIFESTYLE CHANGE RELATED TO BETTER HEALTH

- Loose weight **STRONGLY AGREE AGREE NEUTRAL DISAGREE**
- Change food habits
- Physically active
- Reduce stress
- Stop bad habits

8.WHAT ARE THE EMPLOYEE WELLNESS INITIATIVES TAKEN BY YOUR COMPANY

- Providing healthy lunch and snacks
- allocating nap room
- providing free fitness activities
- providing personal mentor
- other

9. WHAT ARE THE REASONS TO START EMPLOYEE WELLNESS PROGRAMS

- Performance degradation of employees
- Not reaching out targets sometimes due to sickness of employees.
- Absenteeism of employees
- To engage employees
- company policy

10.HOW FREQUENTLY YOUR COMPANY WILL CONDUCT WELLNESS PROGRAMS

- Once in a week
- monthly twice
- monthly once
- two months once

- when needed

11. WHAT IS EMPLOYEE PARTICIPATION RATES IN WELLNESS ACTIVITIES

- Less than 20%
- 20-40%
- 40-60%
- 60-80%
- Greater than 80%

12. WHAT STOPS YOU FROM PARTICIPATING IN SUCH WELLNESS PROGRAMS

- Lack of awareness
- Lack of interest
- Lack of time
- Already participated in such programs
- Lack of trust on the impact of these programs

13. WHICH OF THESE FACTORS MOTIVATE YOU TO PARTICIPATE IN THESE PROGRAMS

- Concern about health
- Management pressure
- Peers' participation
- Stress management

14. WHAT IS THE BEST TIME FOR YOU TO PARTICIPATE IN THESE PROGRAMS

- After working hour
- Before working starts
- During break

- Weekends
- Other reason

15. WHAT ARE THE WELLNESS PROGRAMS OFFERED BY YOUR COMPANY

- Physical health
- Mental health
- health centric
- Personal hygiene
- centric Stress management
- another program

16.HOW LONG DO YOU FEEL A SINGLE SESSION WELLNESS PROGRAM SHOULD LAST

- 15 minutes
- 30 minutes
- 45 minutes
- 1 hour
- more than 1 hour

17. STATE THE IMPROVEMENT NEEDED FOR THESE PROGRAMS OFFERED BY YOUR COMPANY

- 25%
- 50%
- 75%
- Present state is good
- A lot to be done

18. WHAT IS THE IMMEDIATE IMPACT OF THESE PROGRAMS ON YOUR LIFE-STYLE

- Work potential improved
- Interest in work improved
- Stress management became easy
- Enjoying work like never before
- Didn't experience any change

19. RATE YOUR OVERALL EXPERIENCE WITH EMPLOYEE WELLNESS PROGRAM

1 2 3 4 5 6 7 8 9 10

VERY BAD

VERY GOOD

20. IS THERE ANYTHING ELSE THAT YOU WANT TO IMPROVE EMPLOYEE WELLNESS IN OUR ORGANIZATION?

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