

## **Investing in Employee Well-Being**

Dr. Govindaraja A Bhatta, Assistant Professor, Commerce Deptt, R.S. Mundle Dharampeth Arts,  
Commerce College, NAGPUR

### **ABSTRACT:**

Employees and employers are inseparable interdependent organs for an organisation. A perfect balance in relations of both is imperative for organisation stability and sustainability. The study examines the relationship between employee well-being and workplace productivity. The goal of this paper is to portray that business outcomes have overshadowed employee wellbeing and therefore the study seeks to establish a positive correlation between employee performance and the effects of the same of the Human resource practices of the organisations. Focus on employee wellness is a new phenomenon in case of Indian Companies. The reality that employees are happier, satisfied and efficient if there is a constant watch on employee welfare and well-being. Their performance increases manifold and this fact is in limelight these days. Organisations are presently focusing beyond the boundaries of employee fitness and concentrating more on employee wellness including mental health, fitness and family welfare. Wellness has a direct effect on job satisfaction and performance which will raise morale, output and holistic performance.

**Key words:** Well-being, Mental Health, Morale, Positive correlation.

### **Introduction:**

Organisational employees and work force are the most important cluster in the organisational structure as they form the most vital group taking the organisation on path of progress through completion of tasks and targets in time. The employees put in their best efforts and take extra caution at work place to bring out the maximum excellence in work. The employees always look forward for bettering their work style to place themselves in the work mould. As the employees are expected to carry out work with maximum caution and learn new methods of performance, similarly the employers are also duty bound legally and from humanitarian view point to enhance the welfare and well-being of employees. Presently employers are taking steps to support health and wellbeing in the workplace, with 72% organisations placing greater importance on this Employee well-being post COVID-19 period. While this is the right thing to do from a people-centric perspective, businesses also hope to see an improvement in employee and business performance as a result. Based on this fact the question arises is, how does employee health affect business performance? In this article, we propose and try to discuss the relationship between them and consider how employee well-being and investing in these programmes/ schemes impacts aspects of business performance.

### **What is the relationship between employee wellbeing and performance?**

This big question needs to be answered keeping in view the wide angle. The relationship between employee health and business performance is significant and well-documented. Broadly speaking, good employee health improves business performance and vice versa. However, looking at this correlation more closely, specific aspects of employee health have been shown to link to different aspects of business performance. For example, a study suggests that good mental health can improve an employee's cognitive flexibility and their ability to problem solving. It also indicates that a more positive mental state enables employees to build better interpersonal relationships, which enables them to seek support and knowledge from others more effectively.

- **Employee health impacts various aspects of business performance:** Productivity, job satisfaction, presentism, motivation, recruitment, sickness and profitability of business are affected. Employee mental health

has a significant correlation to business performance. There are many other ways in which employee health affects business performance, Some of the most widely recognised are:

**Productivity:** The link between employee health and productivity has been continuously studied. When the employees are physically and mentally fit and healthy, they are more likely to have higher energy levels, positive outlook focus and cognitive abilities. Good health always allows employees to perform to their maximum potentials and churn out their best, leading to increased productivity.

**Motivation:** It is a known fact that When employees are healthy, they generally feel better and have higher levels of wellbeing. Good health enables employees to approach their work with enthusiasm, energy and a positive attitude. On the contrary, poor health can result in low motivation and reduced commitment to tasks.

**Sickness:** Employee health directly impacts the frequency and duration of sickness. In 2022, approximately 185.6 million working days were lost due to sickness, injury or employee health issues. When employees are in good health, they are less likely to experience frequent illnesses, resulting in fewer sick days. This, in turn, contributes to maintaining productivity levels and minimising the costs associated with sick leave.

**Presenteeism:** It refers to employees who are physically present at work but not fully engaged or more productive due to health related issues. Poor employee health can lead to increased presenteeism, where employees may struggle to perform at their best due to illness, chronic conditions or mental health challenges and uneasiness or lack of concentration. This can significantly impact overall productivity and performance

**Job satisfaction:** Employee health is closely linked to job satisfaction. When employees are in good health, they tend to experience higher levels of job satisfaction. Good health enables employees to perform their tasks effectively, experience less stress, and have a better work-life balance. All these factors contribute to higher job satisfaction levels. The link between job satisfaction and health appears to be cyclical. Some studies suggest that employees who have better job satisfaction feel healthier and are less likely to experience health deterioration.

**Profitability** Employee health has a significant impact on the organisation's profitability. Healthy employees are generally more engaged, motivated and productive. There is Reduced absenteeism, fewer sickness-related costs, and improved overall performance that directly contribute to increased profitability. It is seen that those organisations which prioritise employee health and wellbeing often foster a positive work environment, This surely aids higher employee retention rates and attracts customers It has been observed that in those situations where companies prioritise employee health, wellbeing and safety they experience better stock performance and employee retainability.

### **Areas of Investing in Employee well-being:**

Well-being needs maximum attention in present scenario and as such the areas where investment can be made needs to be discussed more sincerely. Knowing how to support employee wellbeing isn't always easy, especially given that employee health and wellbeing are multi-faceted. Creating an employee health and wellbeing strategy will help determine the support you provide and how you deliver it. The investment in training, educational, health, social insurance programmes must be strongly put forward in all organisations. Some important areas where investment needs to be discussed are as follows:

- **Physical:** gym membership, health insurance, Critical disease care, dental and eye care, health screenings, general health camps for the employee family
- **Mental:** counselling, CBT, app subscriptions, support groups
- **Financial:** Debt advice, retirement planning, discounts and vouchers, cost of living support

- **Social:** meet-up groups, volunteering opportunities, community initiatives, Social exposure through group activities.
- **Employee training:** outdoor training, training camps, training sessions and schedules, education and qualification enhancement seminars.

The employees will certainly benefit in their career if these and many more well being areas are followed.

- 1] Improves Employee health behaviour
- 2] Increases employee productivity and Employee engagement
- 3] Boosts Morale and reduces stress levels
- 4] Improves employee attendance and fosters teamwork

**Conclusions:**

Employees are the real strength of any unit. Carefully tackling them and trying to make them comfortable in the job requires time to time investment in welfare activities which need to be meticulously done. At the same time care must be exercised that the well being measures initiated by institutions reach the real beneficiaries. welfare measures must aim at long term benefits and reap long lasting advantage for both employers and employees. Employers must think of introducing and implementing such schemes which will reduce absenteeism, overlapping and stress. This will lead to all round satisfaction among workforce.

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