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Executive summary

An initiative called "Employee Well-Being and Productivity" focuses on the mental, emotional, and physical health of workers in an effort to improve organizational performance. This project aims to enhance employee health through a comprehensive strategy, acknowledging that well-being is a critical component of overall job satisfaction, engagement, and productivity. The project focuses on a number of crucial areas, such as the creation of wellness programs that include food, exercise, and mental health support, as well as regulations that support flexible work schedules, work-life balance, and mental health service accessibility. Furthermore, the project encompasses training for managers to identify and promote employee well-being, the development of peer support networks, and efforts to cultivate a positive workplace atmosphere. By tackling issues like stress management, burnout prevention, and job satisfaction, the initiative aims to lower absenteeism, enhance morale, and boost retention. The company anticipates that by taking these steps, productivity will rise noticeably, healthcare costs will drop, and employees will become more engaged and dedicated, which will enhance organizational performance and create a sustainable work environment. This initiative aligns with the company's larger objectives of nurturing a healthy, resilient workforce while achieving business success.

CHAPTER 1

INTRODUCTION

1.1 Back ground

In the current dynamic and competitive landscape, organizations are continually seeking methods to enhance performance, lower costs, and boost efficiency. A crucial element that influences an organization's success is its workforce—the employees who manage daily operations and contribute to the company's growth. Employees are more than just laborers; they are the organization's most valuable resource. Their motivation, satisfaction, energy, and overall well-being can significantly affect a business's success. This is why employee well-being and productivity have garnered increased attention in recent years. Companies have begun to understand that when employees are healthy—physically, mentally, and emotionally—they perform better, remain longer, and assist the organization in achieving its objectives more effectively.

The state of an employee's physical, mental, emotional, and social health at work and in their personal life is referred to as their overall well-being. It involves their level of happiness at work, the extent of their stress, their ability to balance work and life effectively, and the support they receive from their managers and co-workers. Beyond physical health, which includes eating right and exercising, well-being also includes mental health issues, such managing stress, avoiding burnout, and establishing emotional stability. Employees who are in good health are more likely to be motivated, show up for work regularly, and stay committed to their jobs. Conversely, poor well-being can result in stress, fatigue, increased absences, and health issues, all of which can diminish productivity and adversely affect the organization.

Productivity measures how effectively employees perform their tasks and achieve the company's objectives. A high-performing employee completes their assignments on schedule, meets or surpasses expectations, and frequently goes above and beyond their fundamental responsibilities to ensure the success of the team or organization. In the past, businesses have attempted to enhance productivity through various means, such as implementing new technologies, upgrading equipment, providing training, and enforcing stricter regulations. Although these strategies can be beneficial, there is increasing evidence that prioritizing employee well-being is equally, if not more, crucial for boosting

productivity. If an employee is fatigued, dissatisfied, or mentally exhausted, no amount of supervision or advanced technology can truly enhance their productivity. On the other hand, workers are much more likely to approach their task with energy and zeal when they feel content, healthy, and encouraged.

The link between employee wellness and productivity is significant and tightly intertwined. Studies indicate that when workers are happy in their roles, they tend to be more innovative, more invested, and more inclined to assist colleagues. Moreover, they are less prone to illness-related absences or leaving their positions. All these factors lead to enhanced productivity and improved business results. For instance, organizations that prioritize employee wellness initiatives frequently experience decreased healthcare expenses, reduced staff turnover, and increased customer satisfaction. Conversely, businesses that overlook employee well-being may encounter elevated stress levels, diminished morale, and recurring conflicts in the workplace. This demonstrates that prioritizing employee wellness is not only ethically sound but also a wise business decision.

In recent times, the expectations within workplaces have evolved. Workers now encounter various pressures, such as extended working hours, job uncertainty, approaching deadlines, and at times, the requirement to stay connected even after hours. This situation has resulted in heightened stress and anxiety among employees, impacting their performance and overall health. The COVID-19 pandemic also transformed workplace dynamics. Numerous organizations embraced remote or hybrid models, presenting both advantages and challenges. Some workers appreciated the flexibility, while others faced difficulties with feelings of isolation, lack of boundaries, and inadequate communication. These issues have highlighted the necessity for organizations to prioritize the comprehensive well-being of their workforce, regardless of their work arrangements.

The fact that today's workers, especially the younger ones, place a higher priority on work-life balance and mental health than ever before is another factor making this topic important. They seek workplaces where they feel appreciated, respected, and cared about—not just where they receive a pay check. Organizations that neglect to foster such environments may struggle to attract and retain skilled individuals. Conversely, companies that emphasize employee well-being are likely to cultivate stronger teams, enhance workplace culture, and foster greater levels of trust and loyalty. These attributes contribute to long-term success and sustainability.

This initiative intends to investigate the connection between employee well-being and productivity in depth. It will examine the true definition of employee well-being, the factors that impact it, and the ways organizations can effectively enhance it. Additionally, the study will analyse how employee well-being influences various dimensions of productivity, including work quality, speed, creativity, collaboration, and problem-solving abilities. By gaining a deeper understanding of this relationship, the project aims to offer valuable insights that can assist companies in fostering healthier and more efficient work environments.

Assessing employee well-being poses a challenge that this initiative will investigate. Numerous organizations depend on basic surveys or sporadic feedback, yet these approaches might not capture the complete situation. There is a necessity for improved tools and techniques to monitor well-being over time and to comprehend its connection to productivity. This project will examine how companies can evaluate success more precisely, whether through employee performance, engagement rates, or health metrics.

In summary, the connection between employee well-being and productivity is a vital issue for all organizations. An employee who is content and healthy is more likely to be engaged, effective, and committed, whereas an employee who is stressed or dissatisfied may find it challenging to perform well and could negatively impact team morale. As the workplace continues to change, organizations must prioritize employee well-being not only as a means of demonstrating care but also as a tactic to enhance performance and promote sustainable growth. This project will examine the various aspects of well-being and offer practical recommendations for how employers can foster positive, supportive, and productive work environments for all.

1.2 Dimensions of Employee well being

The idea of employee well-being is complex and goes beyond simple physical health. Financial security, social ties at work, job happiness, and mental and emotional stability are all included. Physical well-being includes access to healthcare, ergonomic workspaces, and regular exercise. Psychological safety, work-life balance, and stress management are all components of mental health. Having good relationships at work, getting acknowledgment, and feeling appreciated are all examples of emotional well-being. Job security, equitable compensation, and perks that lessen financial stress are all components of financial well-being. A worker's total level of happiness and contentment is influenced by all of these factors, which eventually affects how well they can perform. A workforce

that is more resilient, devoted, and productive is fostered by organizations that promote all facets of well-being.

1.3 The Link between wellbeing and productivity

Employee well-being and productivity are closely and directly related. Workers who feel good about themselves are more likely to be involved in their jobs, be more creative, and work more effectively. Additionally, they are better able to adjust to change and are more resilient when faced with obstacles. Conversely, workers who are underappreciated, overworked, or under stress frequently exhibit disengagement, make more mistakes, and take more sick days. Several studies that demonstrate how businesses that engage in employee health initiatives report increased productivity and better financial results support this link. By reducing turnover, improving well-being also helps to maintain institutional expertise and cut down on recruitment expenses.

1.4 Strategies to enhance employee well being

Both proactive and reactive tactics can be used by enterprises to enhance well-being. Offering health and wellness programs, encouraging professional development, fostering a happy work atmosphere, and supporting flexible work hours are examples of proactive tactics. Programs including counselling, ergonomic evaluations, meditation sessions, and gym memberships have all shown promise. Reactive techniques include responding quickly to employee concerns, distributing tasks sensibly, and helping in times of crisis or stress. Furthermore, leadership is essential. Supervisors should receive training on how to spot burnout symptoms and promote an environment of open communication and empathy. Employee commitment and productivity are higher when they feel valued and heard.

1.5 Technology and its impact on well being

Technology has significantly improved connectedness and efficiency, but it also presents problems for worker well-being. Burnout can result from constant connectedness that blurs the lines between work and personal life. However, by facilitating remote work, lowering commute stress, and automating repetitive tasks to free up more time for meaningful work, technology can improve well-being. In distant teams, tools like communication software, wellness applications, and employee engagement platforms can also be used to monitor morale, get feedback, and promote connection. Therefore, maintaining productivity and fostering well-being require the thoughtful and balanced use of technology.

1.6 Problem Statement

The need for a better knowledge of how employee wellbeing affects productivity in a particular industry or kind of company, as well as how businesses may successfully apply measures to improve both, is the issue this study attempts to solve.

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CHAPTER 2

LITERATURE REVIEW

Employee physical well-being encompasses their health, which includes aspects such as fitness, nutrition, and the frequency of illness. This can affect overall job satisfaction and productivity (Goetzel et al., 2014).

Mental well-being pertains to the psychological factors, including how individuals manage their emotions, their resilience, and overall mental health. Achieving a high degree of mental well-being results in increased job satisfaction, reduced stress, and enhanced coping mechanisms (Warr, 2007).

Social well-being encompasses an employee's workplace relationships, the quality of their social interactions, and their feeling of belonging within a team or organization (Keyes, 1998).

The job demand resources model (JDR model) states that stress and decreased productivity may result if job demands—such as workload and pressure—are not balanced by job resources, such as autonomy, support, and feedback. Elevated levels of well-being, backed by resources, serve as protective factors that enhance productivity (Bakker & Demerouti, 2007).

Social exchange theory suggests that positive work environments boost employee motivation, leading to enhanced performance. Employees who feel they are treated fairly, recognized, and supported by their employer are more inclined to be engaged and productive (Cropanzano & Mitchell, 2005).

Elements such as workplace layout, leadership approach, team unity, work-life balance, and employee independence significantly influence employee well-being (Kabat-Zinn, 2003). The importance of social connections, competence, autonomy, and intrinsic drive for employees' well-being is emphasized by self-determination theory. Employees who feel more competent and have more control in their jobs typically perform better. (Deci & Ryan, 1985).

Mental well-being plays a crucial role in an employee's cognitive abilities and overall performance at work. Mental health issues like depression and anxiety are associated with decreased productivity due to absenteeism, presenteeism, and reduced quality of work (Harter et al., 2003).

Organizations that allocate resources to physical wellness initiatives (such as gym memberships, ergonomic office designs, and health insurance) have seen enhancements in employee productivity, fewer instances of sick leave, and reduced health-related expenses (Goetzel et al., 2014).

High levels of job satisfaction, a critical component of wellbeing, are strongly correlated with improved job performance. Employee motivation and productivity rise when they are happy in their workplace.
(Judge & Bono, 2001).

Healthy work-life balance increases the likelihood that employees will report feeling less stressed, happier, and more productive. It has been demonstrated that flexible work arrangements, such as remote work and adjustable schedule, improve productivity and well-being (Greenhaus & Allen, 2011).

Private counselling and support services for mental health, financial stress, and substance misuse are offered to employees through Employee Assistance Programs (EAPs). These initiatives encourage a healthier workforce and boost productivity by addressing personal issues. Attridge (2009).
Organizations such as Google and Nike encourage physical health through initiatives like exercise programs, meditation spaces, and health clinics. These efforts are connected to decreased absenteeism and heightened engagement (Kabat-Zinn, 2003).

A workplace culture that emphasizes recognition, support, and teamwork contributes to social well-being and can boost productivity. Employees who feel valued and acknowledged typically exhibit greater motivation and involvement (Seligman, 2011).

Offering flexible schedules, remote working options, and job sharing is linked to enhanced employee well-being and better performance. Flexibility allows workers to balance their personal and professional commitments, which lessens stress and improves job satisfaction (Hill et al., 2008).

RESEARCH GAP

Research Gap 1 -- Research has shown that employees who experience happiness are generally more productive than those who are unhappy or less satisfied with their work (DiMaria et al., 2020). Nonetheless, a review of the current literature has uncovered a lack of studies specifically examining the link between psychological well-being and job performance (Salgado et al., 2019; Turban and Yan, 2016). It is also still unclear how psychological health and job performance are related. Few aspects of well-being, particularly psychological well-being, have been examined in connection with employee performance. In order to better understand how psychological well-being impacts workplace dynamics, this study looks at the relationship between psychological well-being and job performance in a professional setting. Acquiring such knowledge will not only help managers enhance organizational performance during challenging periods but also identify strategies to foster employee happiness and satisfaction (DiMaria et al., 2020).

Research Gap 2 –We have dedicated a significant amount of time to studying employee's feelings in the workplace, examining aspects such as their stress levels, fatigue, and job satisfaction. This area of focus is often referred to as "psychological wellbeing." However, other crucial elements in life that also influence our overall happiness, such as our physical health, financial stability, and the strength of our social and family relationships, have not been explored as thoroughly.

Two sets of researchers, Grant, Christianson, and Price in 2007, along with Fisher in 2014, highlighted that our perspective on psychological wellbeing might be too narrow. It's similar to viewing just a single piece of a larger puzzle. For instance, an individual may find their job quite enjoyable, yet if they frequently face health issues or financial concerns, their overall wellbeing is likely to be compromised. In the same way, having meaningful connections with others can provide support during difficult times, even if one is dealing with job-related challenges. By primarily concentrating on work-related emotions, we may overlook the broader picture of what genuinely contributes to a person's happiness and wellbeing. It's critical to consider all of these different facets of a person's life and how they interact with one another in order to obtain a thorough grasp of their circumstances.

Research Gap 3-- Numerous research efforts focus on office roles within large corporations; however, they often overlook other forms of employment, such as blue-collar

work, gig jobs, public service, or healthcare. There is insufficient emphasis on wellbeing in the Indian service and public sectors. (Warr (2007), Rathi & Barath (2013))

Research Gap 4 -- There is a notable deficiency of research focusing on non-Western and developing countries in wellbeing-productivity studies. The majority of studies are concentrated on Western nations (such as the USA, UK, and Australia), resulting in a scarcity of research from regions like Asia, Africa, or Latin America. Cultural values play a significant role in shaping workplace behavior, yet much of the existing wellbeing research lacks a cross-cultural perspective. (Hofstede (1991), Rathi & Barath (2013)).

Research Gap 5 – Inadequate Assessment of Wellbeing Initiatives. There is a scarcity of empirical evaluations regarding the effectiveness of organizational wellbeing programs on productivity. While businesses allocate resources to wellness initiatives, there are few scholarly studies that thoroughly examine their impact on enhancing productivity. (Nielsen & Miraglia (2017), De Neve et al. (2019)).

Research Gap 6 -- Insufficient investigation into individual factors affecting the relationship between wellbeing and productivity exists. Elements like age, gender, personality traits, life stage, and socio-economic status can shape how employees perceive wellbeing and productivity, yet these aspects are frequently overlooked. (Bakker et al. (2006), Warr (2013)).

Research Gap 7 -- There is insufficient research on reverse causality – specifically, how pressures related to productivity impact employee wellbeing. While the majority of studies focus on the ways in which wellbeing affects productivity, limited attention has been given to how heightened demands or pressures for productivity can diminish employee wellbeing. (Sonnentag (2015), Bakker & Demerouti (2007)).

Objectives of the Study

1) To comprehend how employee's feel about their well-being within the company.

2) To investigate the connection between productivity and employee well-being.

3) To analyse the relation between age, gender, qualification, type of industry, work experience with the extent of satisfaction through the wellness program provided by the organisation to make employees productivity and satisfaction level high.

4) To analyse the impact of mental health, physical health, working stress, and general wellbeing on the productivity of employees.

CHAPTER-3

RESEARCH METHODOLOGY.

3.1 Research Design.

Because structured questionnaires were employed as a way to collect primary data through survey techniques, the study design is descriptive. The survey form was completed by staff members from a number of organizations. The variables pertaining to mental health, physical health, general well-being, and job stress were measured using a five-point Likert scale, where 1 indicates strong disagreement and 5 indicates strong agreement. The impact of corporate policy on well-being has been measured using a 10-point scale, where 1 represents extreme unhappiness and 10 represents extreme satisfaction. Google Forms, an online platform, was used to create the questionnaire so that responders could easily complete it.

3.2 Sampling techniques

Non-probability convenient sampling was used for the sampling.

3.3 Sample size – Have collected a sample of 42 respondents in total, of employees from a variety of companies, including those in the manufacturing and service sectors.

3.4 Data collection

Employees in a variety of industries, such as manufacturing, power, logistics, etc., were asked to complete a standardized questionnaire to determine how they felt about the connection between organizational efficiency and worker well-being.

3.5 Data Analysis techniques

The many methods employed for speculative analysis of the data gathered are listed below.

1. Pearson chi-square test
2. One-way Annova
3. Multiple linear regression
4. Independent sample T-test

CHAPTER 4

ANALYSIS AND RECOMMENDATIONS

5.1 Data Analysis.

Hypothesis wise analysis

1. Null Hypothesis
2. Alternate Hypothesis

Hypothesis--1

Ho (Null hypothesis): Mental health has no significant effect on worker productivity.

Ha (alternative hypothesis) -- Employee productivity is significantly impacted by mental health.

Ho (Null hypothesis): Employee productivity is not much impacted by workplace stress.

Ha (alternative hypothesis) -- Workplace stress has a major effect on employee productivity.

Ho (Null hypothesis): Employee's productivity is not much impacted by physical well-being.

Ha (alternative hypothesis) – Employee's physical health significantly affects their productivity.

Ho (Null hypothesis): Employee productivity is not significantly impacted by general well-being.

Ha (alternative hypothesis) -- Employee productivity is significantly impacted by general well-being.

Using productivity as the dependent variable and mental and physical health, stress management at work, and overall wellbeing as the independent variables, multiple linear regression has been used. Its analysis is below.

Descriptive Statistics

	Mean	Std. Deviation	N
productivityimpactaverage	3.1756	.51175	41
Generalwellbeingaverage	3.1931	.67119	41
stressaverage	3.3293	.79929	41
Physicalhealthaverage	3.2622	.90821	41
mentallhealthaverage	3.1829	.81399	41

Correlations

		productivityimpactaverage	Generalwellbeingaverage	stressaverage	Physicalhealthaverage	mentallhealthaverage
Pearson Correlation	productivityimpactaverage	1.000	.389	.349	.645	.383
	Generalwellbeingaverage	.389	1.000	.706	.502	.744
	stressaverage	.349	.706	1.000	.597	.662
	Physicalhealthaverage	.645	.502	.597	1.000	.582
	mentallhealthaverage	.383	.744	.662	.582	1.000
Sig. (1-tailed)	productivityimpactaverage	.	.006	.013	.000	.007
	Generalwellbeingaverage	.006	.	.000	.000	.000
	stressaverage	.013	.000	.	.000	.000
	Physicalhealthaverage	.000	.000	.000	.	.000
	mentallhealthaverage	.007	.000	.000	.000	.
N	productivityimpactaverage	41	41	41	41	41
	Generalwellbeingaverage	41	41	41	41	41
	stressaverage	41	41	41	41	41
	Physicalhealthaverage	41	41	41	41	41
	mentallhealthaverage	41	41	41	41	41

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	mentallhealthaverage, Physicalhealthaverage, stressaverage, Generalwellbeingaverage[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: productivityimpactaverage

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.660[a]	.435	.372	.40549

a. Predictors: (Constant), mentallhealthaverage, Physicalhealthaverage, stressaverage, Generalwellbeingaverage

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.556	4	1.139	6.928	.000[a]
	Residual	5.919	36	.164		
	Total	10.476	40			

a. Predictors: (Constant), mentallhealthaverage, Physicalhealthaverage, stressaverage, Generalwellbeingaverage

b. Dependent Variable: productivityimpactaverage

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.893	.327		5.794	.000
	Generalwellbeingaverage	.159	.158	.209	1.006	.321
	stressaverage	-.103	.125	-.161	-.826	.414
	Physicalhealthaverage	.377	.093	.668	4.064	.000
	mentallhealthaverage	-.034	.128	-.054	-.267	.791

a. Dependent Variable: productivityimpactaverage

Analysis

It is evident from the model summary table that Independent variable are explaining 66% variability in the dependent variable, which is an indication of high correlation among the dependant and independent variables. Therefore, the model is robust for the further analysis.

Annova

The value of 6.928 for the F-statistic for four degrees of freedom is less than 0.05. Consequently, the independent variable reliably predicts the primary variable of the study.

These situations are shown to have a strong P-value.

Coefficient

Here as per coefficient table result, there is maximum impact of physical health on productivity followed by general wellbeing, but mental health and work stress has no impact on productivity.

If somebody is not physically well, then he may be on leave or may be not attend the office then definitely the productivity hampers.

1 The regression's findings show that the significant value for general well-being is greater than 0.05. As a result, the null hypothesis is confirmed. Employee productivity and general well-being do not significantly correlate, as a result. The significance value for work stress management is greater than 0.05, which supports the null hypothesis. Thus, stress management at work has little effect on employees' productivity.

The significance value in the case of mental health is more than 0.05, indicating support for the null hypothesis. Therefore, there is no meaningful connection between mental health and worker productivity. The significance value in case of physical health is less than 0.05, hence alternate hypothesis is supported. Therefore, there is a significant impact of physical health on the productivity of employees, as the person will be absent if he is not physically well, which will directly affect the productivity.

INDEPENDENT SAMPLE T-TEST

Hypothesis-2

Ho (Null hypothesis): Employee productivity is not much impacted by gender.

Ho (Alternate hypothesis): Employee productivity is not much impacted by gender.

Group Statistics

	Gender	N	Mean	Std. Deviation	Std. Error Mean
productivityimpactaverage	1	36	3.1722	.54280	.09047
	2	5	3.2000	.20000	.08944

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
productivityimpactaverage	Equal variances assumed	3.071	.088	-.112	39	.911	-.02778	.24731	-.52801	.47246
	Equal variances not assumed			-.218	14.622	.830	-.02778	.12722	-.29955	.24399

Interpretation

Consequently, the significance value exceeds 0.05. Therefore, the productivity of an employee is not affected by their gender.

ANNOVA

Hypothesis-3

Ho (Null hypothesis): Employee productivity is not significantly correlated with the industry they work in.

Ha (alternate hypothesis) -- Employee productivity and the industry they work in are significantly correlated.

ANOVA

productivityimpactaverage

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.212	4	.303	1.177	.337
Within Groups	9.264	36	.257		
Total	10.476	40			

Interpretation-

The Annova table above indicates that the significance value is greater than 0.05, supporting the null hypothesis. As a result, productivity and department type do not significantly correlate.

ANNOVA

Hypothesis-4

Ho (Null hypothesis): Their productivity and work experience do not significantly correlate.

Ha (alternative hypothesis) -- Their productivity and work experience are significantly correlated.

ANOVA

productivityimpactaverage

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.212	4	.303	1.177	.337
Within Groups	9.264	36	.257		
Total	10.476	40			

Interpretation-

The null hypothesis is supported since the above Anova table shows a significance value greater than 0.05. As a result, their productivity and work experience do not significantly correlate.

ANNOVA

Hypothesis-5

Ho (Null hypothesis): The productivity of an employee is not much impacted by their current position.

Ha (alternative hypothesis): The productivity of employees is not much impacted by their current employment.

Descriptives

productivitvimpactaverage

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1	10	3.1500	.66542	.21042	2.6740	3.6260	1.50	3.80
2	5	3.0400	.47749	.21354	2.4471	3.6329	2.20	3.40
3	21	3.2238	.44934	.09805	3.0193	3.4283	2.60	4.00
4	5	3.1600	.58992	.26382	2.4275	3.8925	2.40	4.00
Total	41	3.1756	.51175	.07992	3.0141	3.3371	1.50	4.00

ANOVA

productivitvimpactaverage

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.149	3	.050	.177	.911
Within Groups	10.327	37	.279		
Total	10.476	40			

Interpretation-

The null hypothesis is supported because the significance value is greater than 0.05, as can be seen in the Annova table above. As a result, there is little effect on the employee's current role's efficacy.

PEARSON CHI-SQUARE TEST

Hypothesis-6

Ho (Null hypothesis): The industry an individual works in and their qualifications do not significantly correspond.

The qualifications of a person and the industry they work in are substantially associated, according to the alternative hypothesis.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
qualification * industry	41	97.6%	1	2.4%	42	100.0%

qualification * industry Crosstabulation

Count

		industry					Total
		1	2	3	4	5	
qualification	1	0	0	12	0	4	16
	2	2	3	10	1	8	24
	3	0	0	1	0	0	1
Total		2	3	23	1	12	41

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	7.031[a]	8	.533
Likelihood Ratio	9.424	8	.308
Linear-by-Linear Association	.133	1	.715
N of Valid Cases	41		

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
What is your age? * What is your position in the company?	45	100.0%	0	.0%	45	100.0%

Interpretation-

The relationship between an employee's credentials and the industry they work in has been examined using the Pearson chi-square test.

At the 95% CI level, the significance value is greater than 0.05 (0.533), supporting the null hypothesis and rejecting the alternative.

As a result, the qualifications of a person and the industry they work in do not significantly correlate.

PEARSON CHI-SQUARE TEST

Hypothesis-7

6 Ho (Null hypothesis): There is no discernible relationship between an employee's current position and their qualifications.

Ha (alternative hypothesis) -- There is a considerable correlation between an employee's current role and their qualifications.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
qualification * current_position	41	97.6%	1	2.4%	42	100.0%

qualification * current_position Crosstabulation

Count

		current_position				Total
		1	2	3	4	
qualification	1	4	4	7	1	16
	2	6	1	13	4	24
	3	0	0	1	0	1
Total		10	5	21	5	41

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.450[a]	6	.487
Likelihood Ratio	5.837	6	.442
Linear-by-Linear Association	1.171	1	.279
N of Valid Cases	41		

Interpretation-

The Pearson chi-square test is used to analyse the link between an employee's qualifications and the position they currently hold.

1 Since the significance value at the 95% CI level is higher than 0.05 (0.487), the null hypothesis is maintained and the alternative hypothesis is rejected.

Therefore, an employee's qualifications and the position they now have do not significantly correlate.

PEARSON CHI-SQUARE TEST

Hypothesis-8

Ho (Null hypothesis): There is no discernible relationship between an employee's age and level of industry experience.

Ha (alternative hypothesis) -- There is a considerable correlation between an employee's age and work history in the sector.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Age * work_exp	41	97.6%	1	2.4%	42	100.0%

Age * work_exp Crosstabulation

Count

		work_exp				
		1	2	3	4	Total
Age	1	3	0	0	0	3
	2	5	8	11	4	28
	3	1	0	0	9	10
Total		9	8	11	13	41

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	32.359[a]	6	.000
Likelihood Ratio	32.354	6	.000
Linear-by-Linear Association	14.843	1	.000
N of Valid Cases	41		

Interpretation-

The relationship between an employee's age and industry work experience has been examined using the Pearson chi-square test. The significance value at the 95% confidence level is less than 0.05 (0.000), indicating that the alternative hypothesis is accepted and the null hypothesis is rejected.

As a result, an employee's age and industry work experience are strongly correlated.

PEARSON CHI-SQUARE TEST

Hypothesis-9

Ho (Null hypothesis): Industry and business turnover do not significantly correlate.

Alternative hypothesis (Ha): Industry type and firm turnover are significantly correlated.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
industry * Turnover	41	97.6%	1	2.4%	42	100.0%

industry * Turnover Crosstabulation

Count

		Turnover				Total
		1	2	3	4	
industry	1	0	0	1	1	2
	2	0	1	0	2	3
	3	1	3	2	17	23
	4	0	1	0	0	1
	5	1	1	0	10	12
Total		2	6	3	30	41

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	14.231[a]	12	.286
Likelihood Ratio	10.859	12	.541
Linear-by-Linear Association	.033	1	.855
N of Valid Cases	41		

Interpretation-

Using the Pearson chi-squared test, the relationship between industry type and turnover was examined.

Given that the 95% CI significance level is higher than 0.05 (0.286), the null hypothesis is maintained and the alternative hypothesis is rejected.

Consequently, there is no significant correlation between the type of industry and the amount of business turnover.

PEARSON CHI-SQUARE TEST

Hypothesis-10

Ho (Null hypothesis): Gender and employee position in the industry do not significantly correlate.

Ha (alternative hypothesis): A significant correlation exists between an employee's gender and industry rank.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Gender * current_position	41	97.6%	1	2.4%	42	100.0%

Gender * current_position Crosstabulation

Count

		current_position				Total
		1	2	3	4	
Gender	1	8	4	20	4	36
	2	2	1	1	1	5
Total		10	5	21	5	41

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.221[a]	3	.528
Likelihood Ratio	2.348	3	.503
Linear-by-Linear Association	.552	1	.458
N of Valid Cases	41		

Interpretation-

Using the Pearson chi-square test, the relationship between an employee's gender and its position within the industry was examined.

Given that the 95% CI significance level is higher than 0.05 (0.528), the null hypothesis is maintained and the alternative hypothesis is rejected.

Consequently, there is no meaningful correlation between an employee's gender and their role inside the company.

CHAPTER 5

Findings

Ten potential hypotheses were put out, and each one was examined using the appropriate statistical technique while taking the characteristics of the independent and dependent variables into account. It is observed that,

Research questions/Hypothesis	Test conducted	Interpretation found
Does mental health, physical health, work-place stress, general well-being has any impact on the productivity of an employee in an organisation?	Multiple regression/ Annova	1) It is evident from the model summary table that Independent variable are explaining 66% variability in the dependent variable, which is an indication of high correlation among the dependant and independent variables. Consequently, the model is strong enough to support additional research. Consequently, the model is strong enough to support additional research. 2) Annova— It is determined that the F-statistic value of 6.928 at 4 degrees of freedom is less than 0.05. As a result, the independent variable in the study may be accurately predicted. The P-value is determined to be significant in these situations.

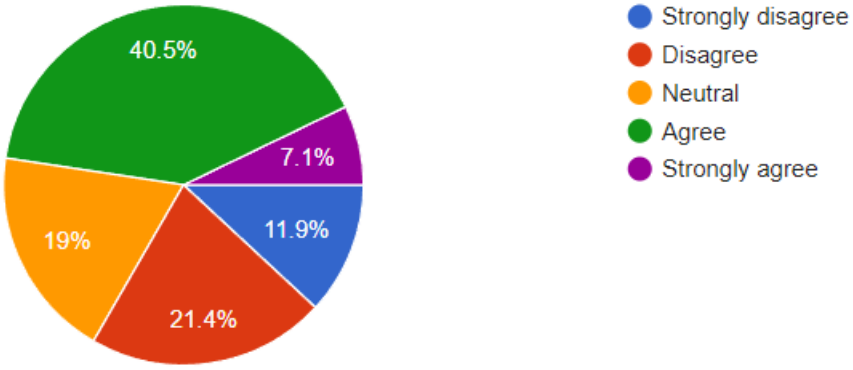
		3) Here as per coefficient table result, there is maximum impact of physical health on productivity followed by general wellbeing, but mental health and work stress has no impact on productivity. If somebody is not physically well, then he may be on leave or may be not attend the office then definitely the productivity hampers. 4) The significant value for overall well-being is higher than 0.05, according to the regression results. The null hypothesis is thus validated. Employee productivity is therefore not much impacted by their general well-being.
Does gender have any significant impact on productivity of an employee?	Independent sample T-test	According to the results, the significance level is larger than 0.05. As a result, an employee's gender has no effect on their productivity.
Is there a strong relationship between an employee's work experience and productivity?	One-way Annova Test	Support for the null hypothesis is provided by the significance value being higher than 0.05. Consequently, there is no meaningful correlation

		between productivity and work experience.
Is there any significant impact of employee's current position on its productivity?	One-way Annova Test	Since the significance threshold is higher than 0.05, the null hypothesis is supported. Therefore, there is no discernible effect of an employee's current job on productivity.
Is there a strong relationship between an employee's qualifications and the industry in which they work?	Pearson chi-square test	The null hypothesis is maintained and the alternative hypothesis is rejected since the significance value at the 95% CI level is higher than 0.05 (0.533). There is no discernible correlation between an employee's industry of employment and their qualifications.
Is there a strong relationship between an employee's qualification and their position in the industry?	Pearson chi-square test	The null hypothesis is supported and the alternative hypothesis is rejected since the 95% confidence level for significance is higher than 0.05 (0.487). Consequently, there is no significant correlation between an employee's present position and their qualifications.

Is there a strong relationship between an employee's age and sector experience?	Pearson chi-square test	Since the alternative hypothesis is supported and the null hypothesis is rejected, the 95% confidence level for significance is less than 0.05 (0.000). Consequently, there is a significant relationship between an employee's age and their level of industry expertise.
Is there a strong association between industry type and firm turnover? Is there a strong association between industry type and firm turnover?	Pearson chi-square test	The null hypothesis is supported and the alternative hypothesis is rejected since the 95% confidence level for significance is higher than 0.05 (0.286).
Does an employee's position within the industry have a substantial correlation with their gender?	Pearson chi-square test	Given that the 95% CI significance value is greater than 0.05 (0.528), the null hypothesis is upheld and the alternative hypothesis is rejected

Organizational culture

Recognition and rewards are fairly distributed within the organization.



Interpretation – A sample study with 42 respondents revealed that the majority of them agreed with the above statement.

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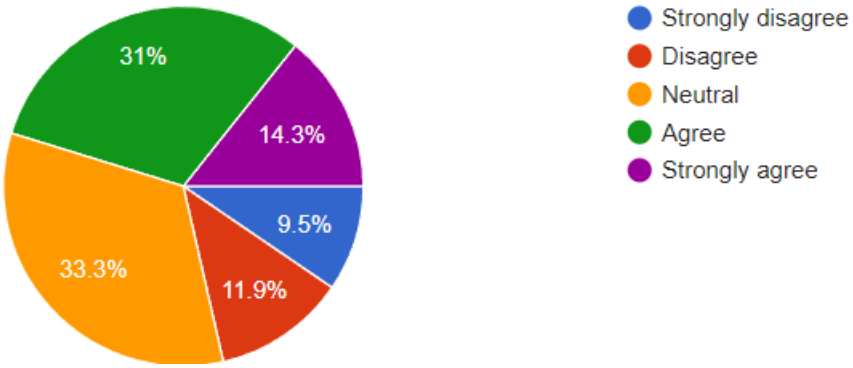
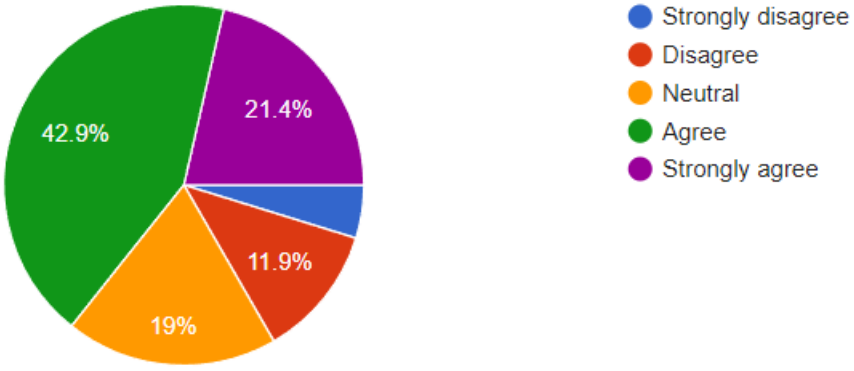
Organizational culture

Leadership communicate openly and transparently with employees



Interpretation – Based on a sample survey of 42 respondents, it was discovered that the majority of them had no opinion about the statement above.

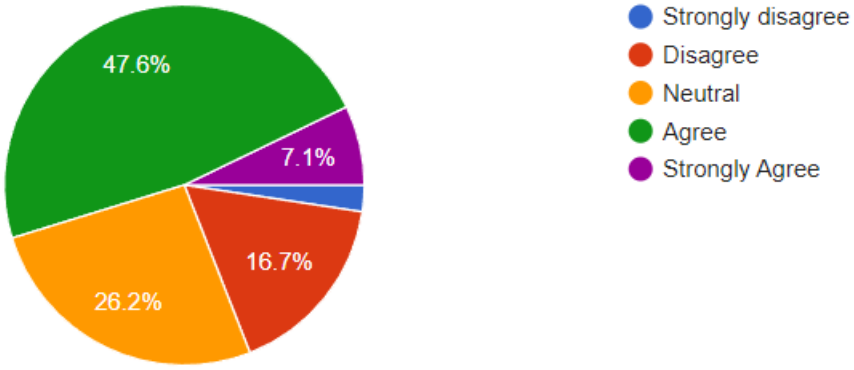
Remote and hybrid work models had increased the productivity of employee in the organization.



Interpretation –A random survey of 42 respondents revealed that the majority of them agreed with the above statement.

General well being

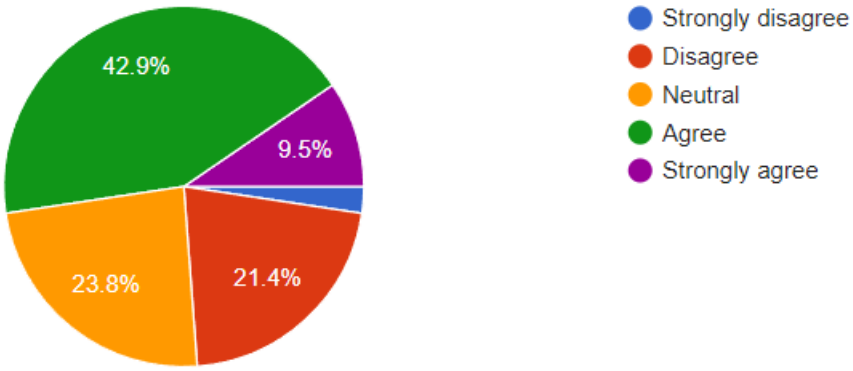
I feel generally satisfied with my current work-life balance.



Interpretation –The majority of respondents to a sample study with 42 participants said they were happy with the balance of their lives as it was.

General well being

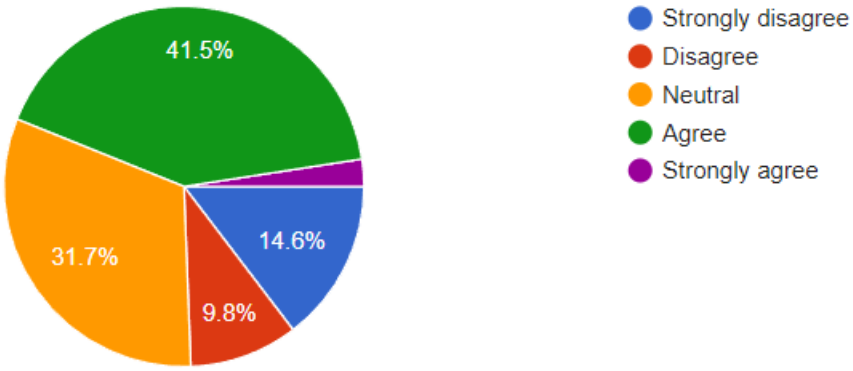
I believe my company actively promotes employee well-being through various initiatives.



Interpretation –A sample survey of 42 respondents revealed that while the majority (43%) agreed with the statement above, some respondents (23%) were indifferent and some respondents (21.4%) disagreed.

General well being

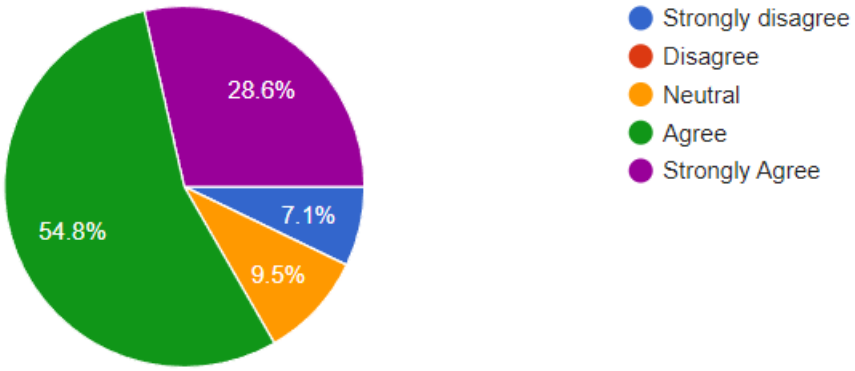
I feel comfortable discussing personal challenges with my manager.



Interpretation –A random survey of 42 respondents revealed that while the majority of respondents agreed with the aforementioned statement, some (31.7%) disagreed.

General well being

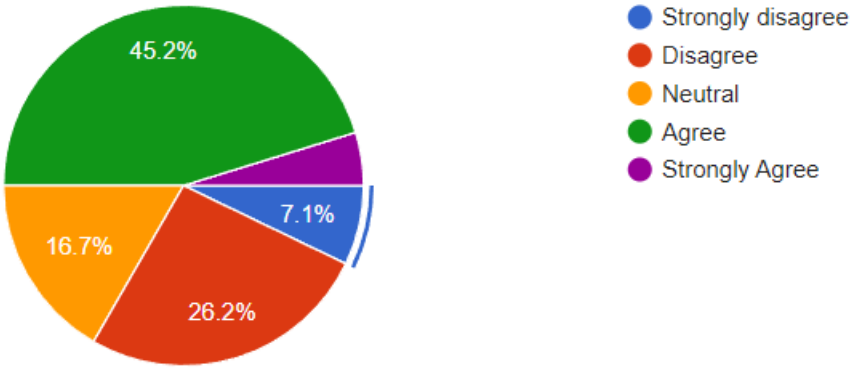
I feel physically and mentally capable of performing my job duties effectively.



Interpretation –A sample survey of 42 respondents revealed that the majority of them (54.8%) agreed with the aforementioned statement.

Workplace Stress Management

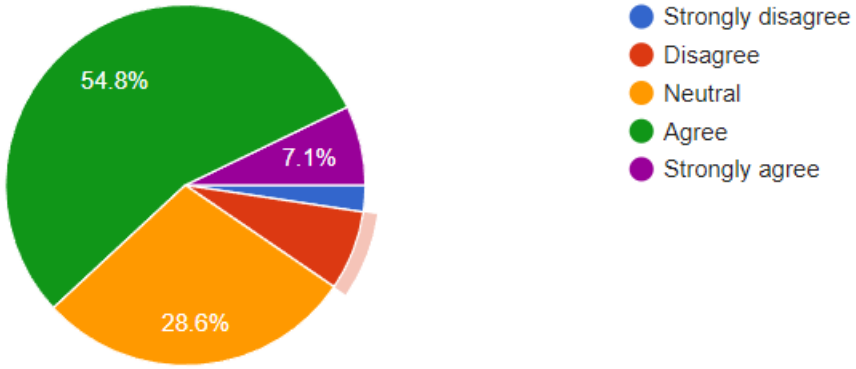
My workload is manageable and does not regularly lead to excessive stress



Interpretation –A random survey of 42 respondents revealed that while the majority of respondents (45.2%) agreed with the aforementioned statement, 26% disagreed.

Workplace Stress Management

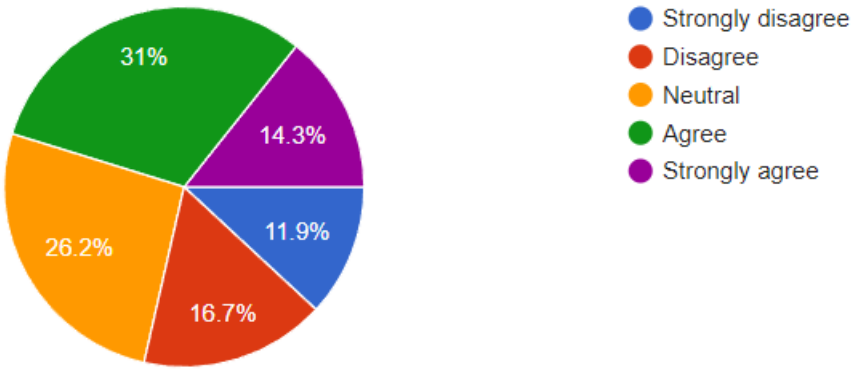
I feel supported by my team when experiencing high-pressure situations



Interpretation –42 respondents sample survey was taken and found that majority of the respondents (54.8%) agrees with the above statement, but there are 28.6 % respondents which still disagree with the statement.

Workplace Stress Management

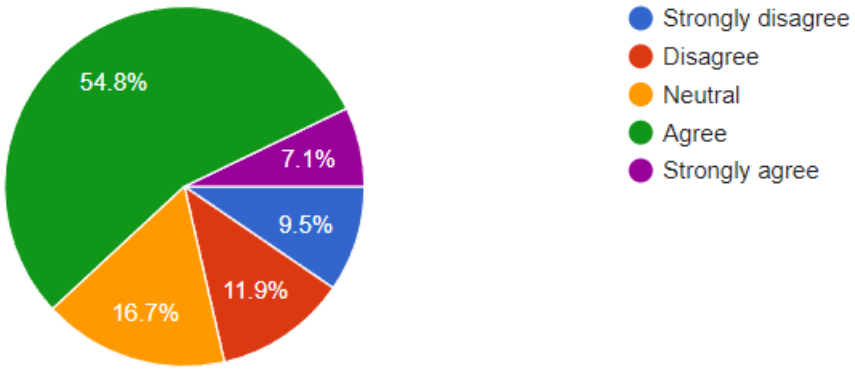
The company provides adequate opportunities to take breaks during the workday.



Interpretation –The majority of respondents (31%) agreed with the statement above, according to a representative survey of 42 respondents; however, 26.2% of respondents were ambivalent about the statement.

Workplace Stress Management

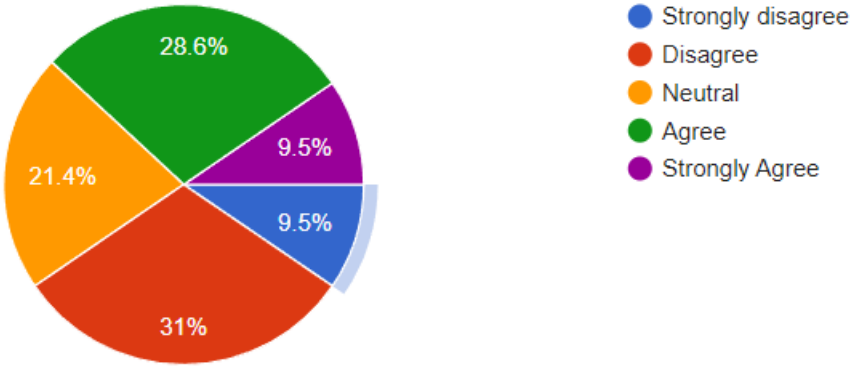
I feel comfortable discussing work-related stress with my manager.



Interpretation –A sample survey of 42 respondents revealed that the majority of them (55%) agreed with the aforementioned statement.

Physical Health and Wellness

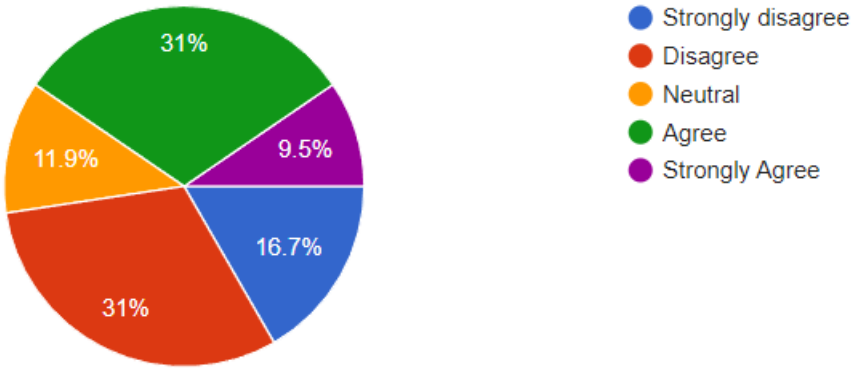
My company encourages healthy eating habits by providing nutritious food options



Interpretation –The majority of respondents (31%) disagree with the aforementioned statement, according to a sample survey of 42 respondents.

Physical Health and Wellness

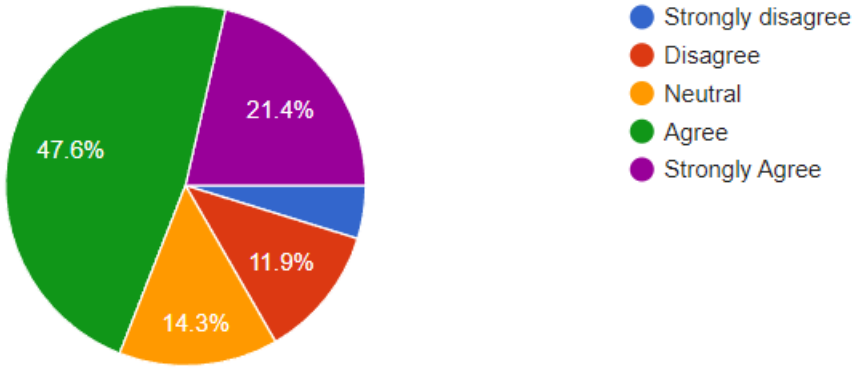
I have access to facilities or programs that support physical activity (e.g., gym memberships, fitness classes)



Interpretation –The majority of respondents (31%) agree with the aforementioned statement, while 31% disagree, according to a sample survey of 42 respondents.

Physical Health and Wellness

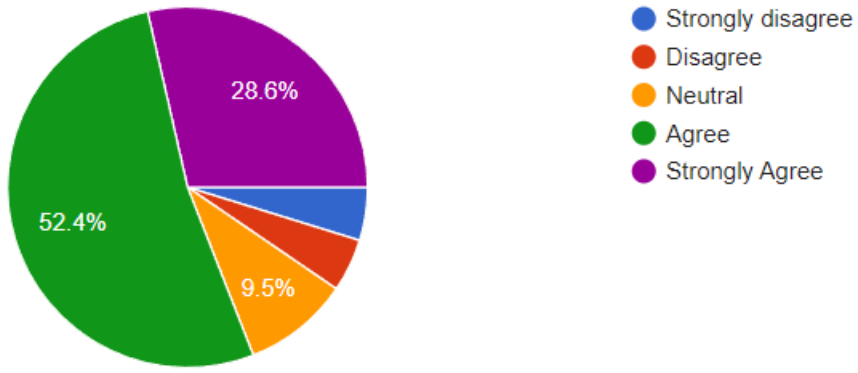
The company promotes regular health check-ups and screenings.



Interpretation –A sample survey of 42 respondents revealed that the majority of them (48%) agreed with the aforementioned statement.

Physical Health and Wellness

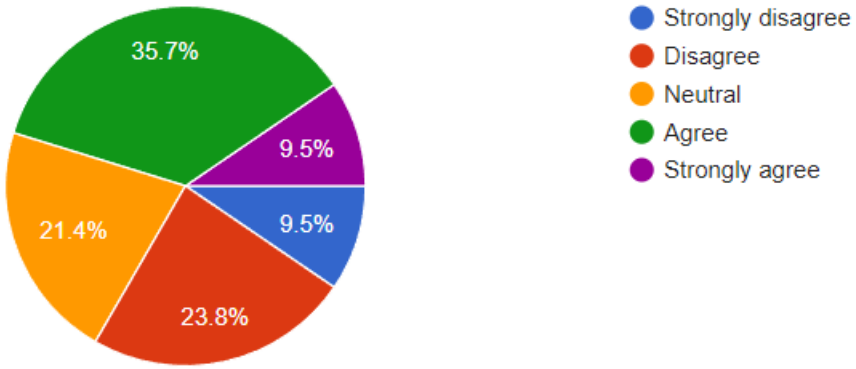
I feel my physical health positively impacts my work performance



Interpretation –A sample survey of 42 respondents revealed that the majority of them (52%) agreed with the aforementioned statement.

Mental Health Support

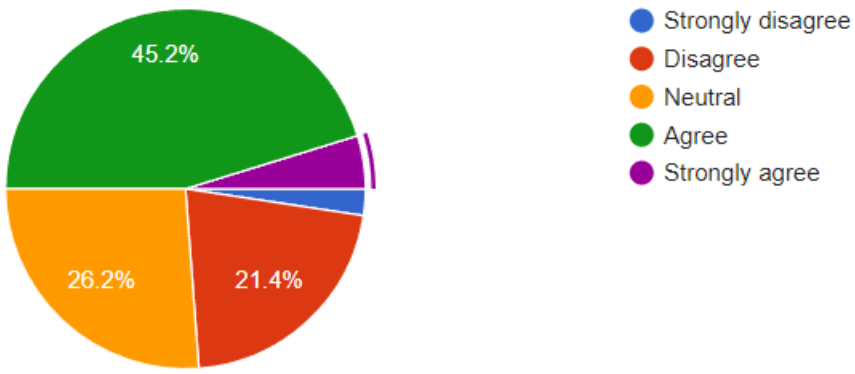
My company offers accessible mental health services (e.g., counselling, employee assistance programs).



Interpretation –A random survey of 42 respondents revealed that the majority of them (36%) agreed with the aforementioned statement.

Mental Health Support

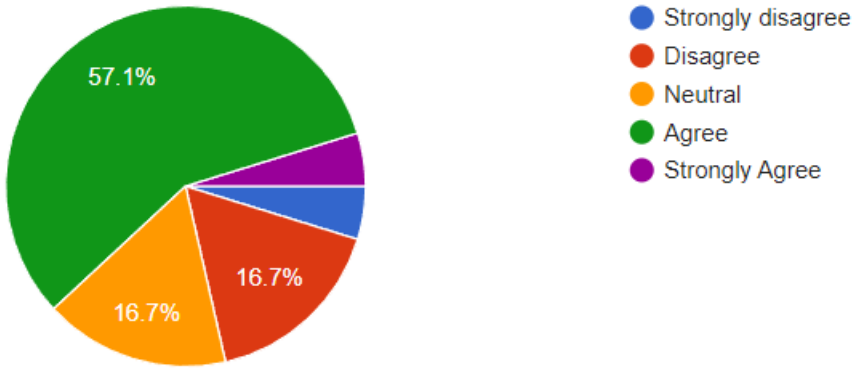
The company culture openly discusses the importance of mental well-being.



Interpretation –A random survey of 42 respondents revealed that the majority of them (45%) agreed with the aforementioned statement.

Mental Health Support

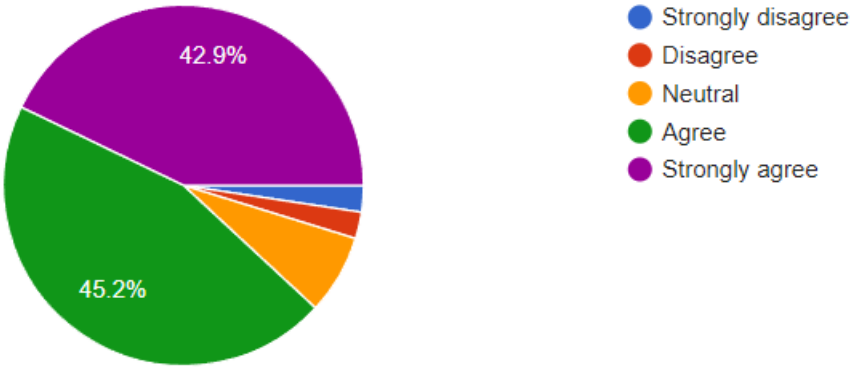
I feel supported by my team and manager when dealing with personal challenges.



Interpretation –A sample survey of 42 respondents revealed that the majority of them (57%) agreed with the aforementioned statement.

Productivity Impact

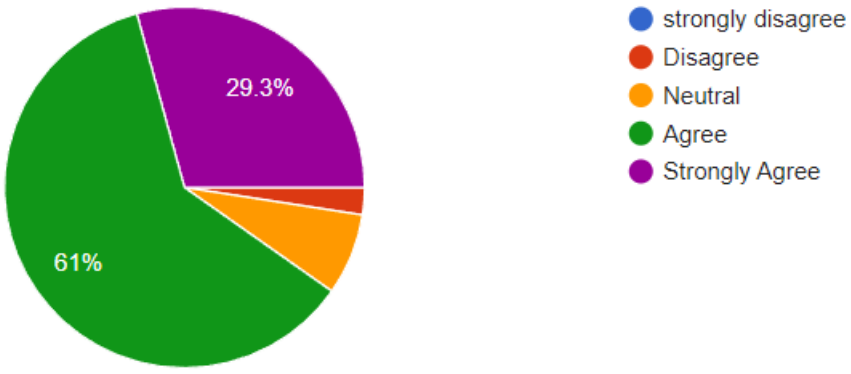
When I feel physically and mentally well, my productivity at work increases.



Interpretation –A sample survey of 42 respondents revealed that the majority of them (43%) strongly agreed with the statement above.

Productivity Impact

I am more likely to be engaged and motivated when my well-being is prioritized



Interpretation –A sample study with 42 respondents revealed that the majority of them (61%) agreed with the aforementioned statement.

CHAPTER 6

CONCLUSION, IMPLICATION & RECOMMENDATION

Conclusion

Research was conducted to find out the perception of employees working in different organisations that whether there is any impact of mental health, physical health, workplace stress, general wellbeing on the productivity level of an employee in an organisation and also the extent employees are satisfied with the wellness program provided by their organisation to make employees productivity and satisfaction level high. Study was conducted and Questionnaire was developed and collected data from the employees working in diverse industries like manufacturing & service sector and analysed the collected data through hypothesis and by applying different analytical tests like Pearson chi-square test, multiple regression, Independent sample T-test and one-way annova based on the collected data, and found that there is maximum impact of physical health on productivity followed by general wellbeing, but mental health and work stress has no impact on productivity. If somebody is not physically well, then he may be on leave or may be not attend the office then definitely the productivity hampers. There is no impact of employee's gender on its productivity. There is no significant relation between type of industry in which the employees are working and its productivity. There is no significant relation between the work experience of an employee and its productivity. There is no significant impact of employee's current position on its productivity. There is no significant relationship between the qualification of an employee and the type of industry they are working in. There is no significant relationship between the qualification of an employee and the current position they are working in. There is a significant relationship between the age of an employee and its work experience in the industry. There is no significant relationship between the type of industry with its turnover. there is no significant relationship between the gender of an employee and its position in the industry

Implications

The results can guide the creation and execution of more impactful strategies and policies that boost both employee wellbeing and productivity. This may result in a more vibrant, involved, and efficient workforce. By tackling the elements that influence both wellbeing and productivity, organizations can enhance essential performance metrics like

profitability, customer satisfaction, and employee retention. Companies that emphasize employee wellbeing frequently enjoy a competitive edge in attracting and keeping high-quality talent. The study can assist people in becoming more productive and efficient at work by determining the elements that influence productivity. The results could emphasize the value of work-life balance and guide the creation of procedures and policies that promote it. The study can add to the body of knowledge already available on the connection between worker productivity and well-being, offering insightful information for further investigation. Future research in this area may be stimulated by the study's ability to pinpoint areas that need more examination.

Limitation and recommendation

1 There were different challenges to reach and collect the data from the employees working in different organisation, as have to follow up a lot for taking responses from the employees. hence leading to low response rate (42 respondents). The first step in enhancing employee well-being and productivity is figuring out what workers need to feel content, healthy, and inspired at work. Utilizing research instruments and questionnaires to gauge their present level of job satisfaction and well-being is crucial. A healthy work environment, flexible scheduling, and mental health support can all help employees stay focused and experience less stress. Establishing a positive workplace culture also heavily relies on effective leadership and transparent communication. Both morale and performance can be improved by teaching managers how to assist their people and by promoting frequent feedback. Finally, providing employees with learning opportunities and acknowledging their efforts can help to maintain their engagement and productivity. Over time, regular monitoring and assessment of these initiatives aid in the development of better decisions.

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Appendix

Below are the questionnaires which was prepared for collecting the data from the respondents.

STUDY ON EMPLOYEE WELLBEING AND PRODUCTIVITY

Dear Respondents, My name is Hitesh Dubey and I am from Delhi school of management, Delhi Technological University. I am doing research project to understand the impact of wellbeing on productivity of employees in the organization. Hence required your input to fulfill the objective of this research.
So, Kindy spare 2 to 3 min. to complete this survey. The information provided by you shall be kept confidential.

What is your age? *

- 18-25 years
- 26- 40 years
- 41-60 years

What is your Gender? *

- Male
- Female

What is your qualification?

- Diploma
- Graduate
- Post graduate
- PhD or Mphil
- others

Which type of industry you are working in?

- Manufacturing
- Logistics and transportation
- Retail
- E-commerce
- Telecommunication
- others

Which current position you are working in ?

- officer
- executive
- Assistant manager
- Manager and above
- others

Which current department you are working in ?

- Finance
- HR
- Supply chain
- Sales and marketing
- IT
- others

What is your company turnover in Rs?

- < than 10 crore
- 11 crore --200 crore
- 201 crore -- 500 crore
- 501 crore and above

What is your work experience in the industry?

- < than 5 year
- 5 -- 10 years
- 11 --15 years
- Above 15 years

General well -being
I feel generally satisfied with my current work-life balance.

- ○ Strongly disagree
- ○ Disagree
- ○ Neutral
- ○ Agree
- ○ Strongly Agree

General well -being
I believe my company actively promotes employee well-being through various initiatives.

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

General well -being
I feel comfortable discussing personal challenges with my manager.

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

General well -being
I feel physically and mentally capable of performing my job duties effectively.

- ○ Strongly disagree
- ○ Disagree
- ○ Neutral
- ○ Agree
- ○ Strongly Agree

Workplace Stress Management
My workload is manageable and does not regularly lead to excessive stress

- ○ Strongly disagree
- ○ Disagree
- ○ Neutral
- ○ Agree
- ○ Strongly Agree

Workplace Stress Management
I feel supported by my team when experiencing high-pressure situations

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

Workplace Stress Management

The company provides adequate opportunities to take breaks during the workday.

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

Workplace Stress Management

I feel comfortable discussing work related stress with my manager.

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

Physical Health and Wellness

My company encourages healthy eating habits by providing nutritious food options

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

Physical Health and Wellness
I have access to facilities or programs that support physical activity (e.g., gym memberships, fitness classes).

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

Physical Health and Wellness
The company promotes regular health checkups and screenings.

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

Physical Health and Wellness
I feel my physical health positively impacts my work performance

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

Mental Health Support
My company offers accessible mental health services (e.g., counseling, employee assistance programs).

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

Mental Health Support
The company culture openly discusses the importance of mental well-being.

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

...

Mental Health Support
I feel supported by my team and manager when dealing with personal challenges.

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

Mental Health Support

I believe the company takes steps to prevent workplace burnout.

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

Productivity Impact

When I feel physically and mentally well, my productivity at work increases.

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

Productivity Impact

I believe employee well-being initiatives positively impact the overall team productivity.

- strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

Productivity Impact

I am more likely to be engaged and motivated when my well-being is prioritized

- strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

Productivity Impact

I am more likely to stay with the company if my well-being is supported.

- strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

Productivity Impact

I feel that my company's wellness programs contribute to improved job satisfaction.

- strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

Organizational culture

Recognition and rewards are fairly distributed within the organization

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

Organizational culture

Leadership communicate openly and transparently with employees

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

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Remote and hybrid work models had increased the productivity of employee in the organization.

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

To what extent you are satisfied with the wellness program provided by your organization to make your productivity and satisfaction level high.

	1	2	3	4	5	6	7	8	9	10	
Very dissatisfied	○	○	○	○	○	○	○	○	○	○	Very satisfied

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