

A Study on Effectiveness of Corporate Wellness Program with Reference to Softone Hr Solutions Pvt Ltd

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ABSTRACT

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

Keywords: Diseases, Generalizability, Good wellness

I. INTRODUCTION

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

even work with a third-party provider offering a variety of wellness programs.

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

as retain, the best employees. Many people are strongly influenced by the presence of health offerings and other benefits when they choose an employer.

II. REVIEW OF LITERATURE

1 Ha T. Tu And Ralph C. Mayre 2010, 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.

2 Amber Regalado 2019, 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.

III. OBJECTIVES OF THE STUDY

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

IV. NEED OF STUDY

1. The most significant benefit of introducing a wellness program in a workplace.
2. To increase engagement, improved employee morale and retention, and reduced health risks.
3. Establish a wellness program.

4. The employer can offer compulsory employee training, staff seminars, or even work with a third-party provider offering a variety of wellness programs.

V. SCOPE AND SIGNIFICANCE OF STUDY

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

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

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

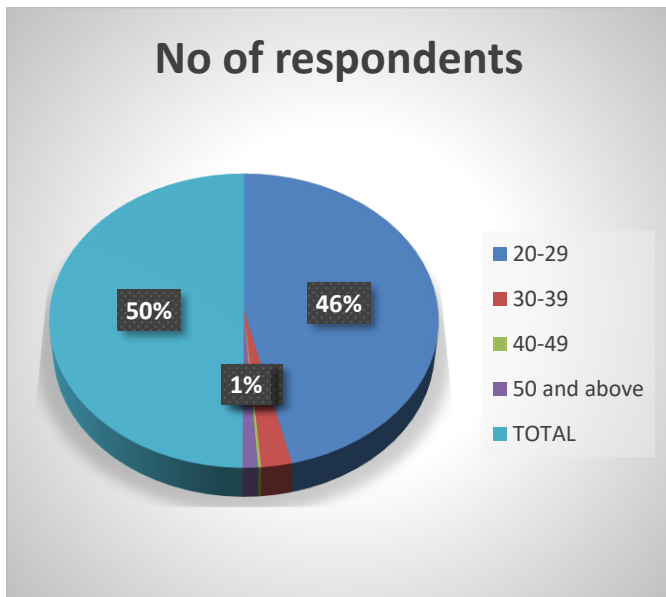
Certainly, enticing such individuals to improve their health by signing up for the services offered by an in-house wellness program pays off in greater worker productivity, less absenteeism reduced health care costs and healthier, happier employees.

VI. DATA ANALYSIS AND FINDINGS

Table Showing age wise classification of respondents

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

Chart showing age of respondents



Interpretation

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

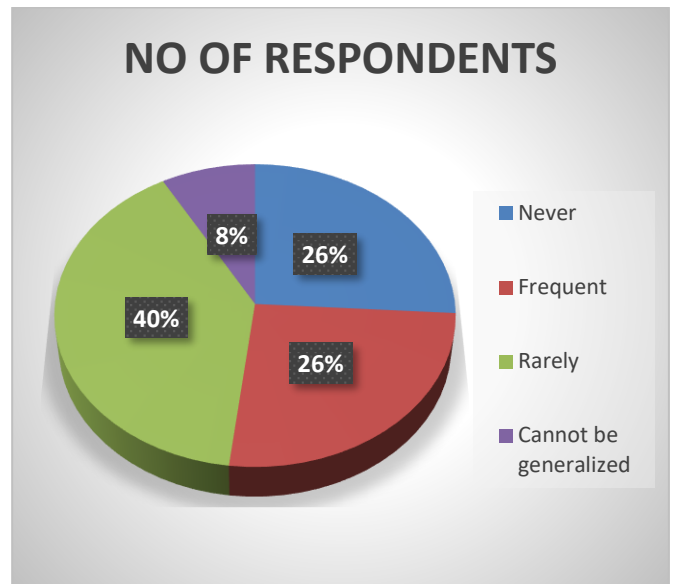
Inference

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

Table showing complain fatigue at work of respondents

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

Chart showing complain with fatigue at work



Interpretation

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

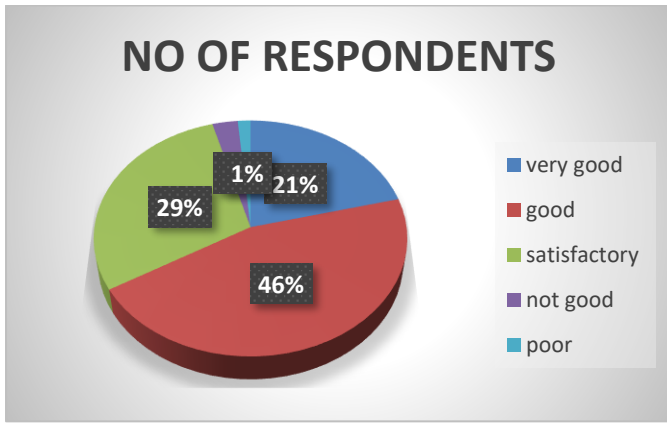
Inference

Majority (39.9%) of the respondents are Rarely.

Table showing overall rating of employee wellness of respondents

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

Chart showing overall rating of employee wellness in your company



Interpretation

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

Inference

Majority (45.2%) of the respondents are Good

CHI-SQUARE TEST

NULL HYPOTHESIS (H0) :

There is no significant relationship between gender and wellness participation.

ALTERNATE HYPOTHESIS (H1) :

There is a significant relationship between gender and wellness participation.

Case Processing Summary

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

Gender * Would you participate in wellness program? Crosstabulation

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

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	1.642a	1	.200		
Continuity Correction ^b	1.286	1	.257		

Likelihood Ratio	1.640	1	.200		
Fisher's Exact Test				.240	.128
Linear-by-Linear Association	1.634	1	.201		
N of Valid Cases	208				

- a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 32.64.
- b. Computed only for a 2x2 table

Inference:

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

CORRELATION TEST

NULL HYPOTHESIS (H0):

There is no significant relationship between age and gender differentiation.

ALTERNATE HYPOTHESIS (H1):

There is a significant relationship between age and gender differentiation.

Correlations

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

VII. INFERENCE

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

VIII. SUGGESTIONS

1. The implementation was considered important; health and wellness of the employee have been the catalyst for their performance and directly contribute to company's competitiveness.
2. Several implications have been drawn from this study; The consideration of company to employee.
3. 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.
4. 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.

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