

Workforce Health and Wellness

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Abstract

A workforce that is healthy is bound to be more productive. Many companies have started to work on this aspect and have consequently developed several wellness programs. Wellness programs motivate workers towards a healthier lifestyle as a healthy mind resides in a healthy body. Therefore, this study was conducted in order to analyse the satisfaction with wellness programs. Further, the study found the relationship between social support and wellbeing. The study also analysed the problems that exist with health and wellbeing. It was found that the employees were satisfied to some extent with the wellness programs but there was scope for improvement. The study also found that social support was significantly related to wellbeing. Lastly, it was found that the employees were not so adversely affected by the problems that persisted. This may be due to the existence of wellness programs which helped them to cope with the problems.

Keywords Workforce, Health, Wellness

1. Introduction

Employers in the United States were expected to incorporate their wellness program by 2018, 13 million fitness devices were used in their wellness program at the end of 2018. That number of fitness devices show that in the wellness program so much focus was taken by the organization. This is essential, considering an examination distributed in National Science Foundation indicated individuals tend to over gauge how much exercise they get every week by over 50 minutes, and they think little of inactive time by over two hours. Individuals who utilize wearable gadgets are better ready to screen and consider themselves responsible for their physical movement (Thierer, 2015). The wellness programs are concerned with workforce health and wellness. The three terms “workforce”, “health” and “wellness” are described below:

According to Harper Collins “Workforce is the total number of workers employed by a company on a specific job project.” The economy is growing rapidly and the total number of people who could be employed in the country’s workforce is also growing rapidly.

In the expressions of René Dubos, “Health is a quality of life, involving social, emotional, mental, spiritual and biological fitness on the part of the individual, which results from adaptations to the environment”.

“Wellness is the quality or state of being healthy in body and mind, especially as the result of deliberate effort. It is an approach to healthcare that emphasizes preventing illness and prolonging life, as opposed to emphasizing treating diseases.”

Integrated health

In the integrated health, the life cycle of the employees as before and starting time to joining a company and it is thought every condition related to employee health aspect during his employment until retirement. There is also a focus on how employers provide the best resources to employees every time. Then the employers survey that both employee related issues and employee benefit related issues together to protect joined up and thinking about employee's health-related situation. The small ticket was using for the avoided big-ticket health-related cost of the employee sickness because of big-ticket or very expenses for every type of the company than for less cost coming of the company, company using the small ticket for the pre-employment screening.

The scale of the challenge

Government and every employer think that the challenge is not to find efficient people for fulfilling every post with those available in the health and social care services. The new entrants need to be educated and trained but old staff needs continuous education and training also for new opportunities, to upgrade the skill and knowledge for more development in the organisation. That all the need, skill and knowledge take the place for changing demand on the workforce and for taking the right place in the team. This is the big motive in the terms of both the size of the workforce and efficient organization along with modernization. Things should be better organized so employee's workforce planning prevails for many years.

Time to pay more

The rising undertakings try to make a large workforce size and characteristics expected to convey better administration. It will be a colossal errand to make a workforce of the size and quality expected to convey better administrations. That won't be simple when the economy is moderately light and full work in many parts of the nation confines the pool of workers willing and ready to work in wellbeing and social administrations. Now and again like this exchange associations and expert affiliations definitely press their cases for better pay. Their convincing contentions with respect to the need to draw in and hold staff seems, by all accounts, to be overcoming – at any rate on account of wellbeing administration specialists. Government has as of late incurred pay expands well above swelling for them. Up until this point, social labourers and care aides have fared less well, in spite of the way that such huge numbers of the latter get to pay at or near the lowest pay permitted by law level.

Workability

Work capacity has three fundamental measurements portrayed in the writing: physical, mental and social. The physical measurement depicts work capacity from a physical point of view; that individuals have the physical capacity to work. The mental measurement incorporates emotional well-being, while the social measurement contemplates both social variables at the work environment and the home condition. A person's capacity to work isn't just an after effect of his or her ability, yet in addition to the work itself. Work capacity can hence be viewed because of the cooperation between singular abilities and the requests at the work environment. In this angle work capacity is a measure of specialists' capacity to perform, which is a consequence of their workplace, state of mind and wellbeing.

Healthy Workplaces

The healthy associations additionally called solid working environments or word related wellbeing, return to the start of the twentieth century. Everybody utilized alternate points of view to investigate how associations can add to solid, roused and viable workers. Logical administration depends on the suspicion that individuals are driven by extraneous rewards, for example, compensation, advancement, and status. Late speculations propose that associations that objective individuals' need can profit by expanded responsibility and profitability. An organization that is financially fruitful will have the capacity to pull in individuals into its association, compose and coordinate their end moves toward generation, and make a benefit. In the event that workers' full capacity and potential are taken advantage of and supported, authoritative adequacy will move forward.

The Profound Impact of Health in the Workplace

In this new condition, where the weight on the workers and employees is extreme and where health costs are soaring and unending sickness and security and ecological risks posture new dangers, wellbeing advancement, and wellbeing insurance measures went for the country's workforce could have a huge long-haul effect, conceivably sparing billions in costs. A developing assemblage of research exhibits the association between enhanced healthy and useful status, worker productivity and brought down aggregate expenses.

Employee Health Promotion as a Business Imperative

Representative health and health programs enhance the general health status of workers and in some cases even representatives' relatives through aversion, instruction, and wellbeing mediations. Organizations in the United States started to utilize working environment wellbeing and health programs to a great extent because of declining worker health status and rising medical coverage costs. Along these lines, while wellbeing and health programs at work are a generally new improvement, they have quickly diffused and assumed a vital part in firms' endeavours to end up more focused.

So, for what reason do associations think about the well-being of their representatives? This is definitely not a basic inquiry to reply, as various developing social powers have brought about an expanded spotlight on enhancing representatives' wellbeing as opposed to on simply treating their ailments. Results from more than 22 years of research of wellbeing and health, including in excess of 100 experimental kinds of researches considered, recommend that these projects give enhanced wellbeing results and a positive degree of profitability for business associations (Pelletier, 2005). As needs are, these projects have appeared to be advantageous to workers as well as to the businesses that use them. Wellbeing and health programs have additionally been appeared to affect authoritative money related execution. Wellbeing programs have been usually credited with being "at any rate halfway in charge of abating the expansion in medical coverage premiums" (also, they have been appeared to diminish truancy and increment representative efficiency), for instance, city workers in Garland, Texas, participated in a half-year wellbeing and health program in which they, by and large, lost around 800 pounds, prompting a yearly social insurance cost lessening for the city of around \$700 per worker funds brings about a decreased weight on citizens and in addition, expanded administrations gave by the city to better address its subjects' issues.

Wellbeing and health projects may turn out to be progressively essential later on because of the aggressive idea of the worldwide commercial centre. In an extraordinary market for human capital, any preferred standpoint upgrades firm aggressiveness. The degree to which

wellbeing and health projects can enhance representative resolve and friends picture makes an edge in worker maintenance (Conrad, 1987). Higher assurance and enhanced notoriety can serve to make existing workers more gainful as well as to make it less demanding to pull in quality representatives later on. For instance, furnishing workers with a corporate exercise centre isn't phenomenal, and this training can be seen as a device for enhancing representative wellness levels, as well as representative enrolment.

Different factors, for example, urbanization, robot nation, and a wealth of moderately cheap nourishment have added to the general marvel of poor physical wellbeing in the United States. From a business' viewpoint, the expanding normal time of workforce members amplifies the negative impacts of these progressions, as wellbeing and physical wellness tend to decrease with age. These societal and statistic changes have prompted increments in ailments, for example, tumour, cardiovascular diseases, and diabetes. These conditions are debilitating to workers, as well as be extremely costly to bosses in the types of lost efficiency and protection cost. Protection benefits are an imperative arrangement of issues for U.S. firms, as they regularly pay a critical segment of the human services expenses of their workers. As needs are, expanding and conceivably avoidable medicinal services costs have come about because of representative sicknesses related to these societal patterns. From a business' viewpoint, the expenses incorporate expanding protection premiums, loss of worker time because of sickness, and diminished profitability. Organizations with higher use rates are subjected to expanded protection premiums. The representative ailment is expensive to bosses as it brings about representatives not playing out their occupations successfully due to not "feeling 100%" while at work, which lessens efficiency or even makes representatives remain home from work, which implies they are totally inefficient. Taken together, these extra expenses can consume the net revenues of business associations. Each dollar spent on representative social insurance is one dollar less that can be spent on adjusting clients, putting resources into innovative work (R&D), or came back to financial specialists as a benefit. Along these lines, it is critical for organizations to consider the immediate expenses, as well as the aberrant expenses of diminished profitability and the open-door expenses of poor representative health.

Employee and organization performance

Worker and association execution battle that immaterial resources. Human asset advancement in associations, arranging and overseeing worker entertainment has now been valued. American Council on Exercise (2000) battles that making some recreation time over the span of the day enables representatives to revive themselves mentally and sincerely which can prompt enhanced employment execution. Therefore, an expanded inclusion in recreation exercises and wellbeing programs by associations both in the private and open segments, in an offer to advance workers' physical and emotional health has been seen over the globe. As indicated by Taylor (2008), the interest in man-made extra assets for entertainment is more noteworthy now than previously. Despite the fact that there are numerous mushrooming of amusement and games clubs, numerous associations have contributed huge aggregates of cash to give such offices inside the work environment. Other than being characteristically useful to representatives, such activities can make a noteworthy commitment to lessening non-attendance and raising profitability

Worry in associations is a developing problem among administration specialists due to its useless consequences for hierarchical viability. World Labour Report from the International Labour Organization, push has turned out to be a standout amongst the most genuine medical

problems of the twentieth century. In the USA, work pressure has been evaluated to cost businesses around US\$200 billion every year, and in the United Kingdom, the stretch is thought to cost up to 10 for each penny of the gross national item. There is evidence that reliably connects work-related worry with certain physical wellbeing side effects and sicknesses. Employment fulfilment has likewise turned into a noteworthy worry in the working environment. Past examinations demonstrated that activity fulfilment, due to its outcomes for the association, influences the prosperity of workers and applies an impressive effect on the association.

Along these lines, it can be proposed that an exceptionally fulfilled workforce will be advantageous for associations. Research has demonstrated that workers with enhanced resolve are probably going to be more painful because of an expanded awareness of other's expectations to the business and an enhanced general activity fulfilment. The inquiry, at that point, is in the case of approaching corporate wellbeing projects would have the capacity to help representatives' spirit adequately to bring about higher occupation fulfilment? Putting resources into representative wellbeing is anything but another idea for bosses. In 1974, the Employee Retirement Income Security Act (ERISA) was set up, setting the base guidelines for most intentionally settled benefits and wellbeing designs in private industry to give assurance to people in these plans. Also, a few bosses have been putting forth wellbeing related administrations and health projects to their workers for over 50 years (Owens, 2006). What is new, nonetheless, is that before, the restorative network drove the charge to put resources into wellbeing advancement programs. Networks of individuals with incapacities teach the restorative network and the worksite wellbeing program industry that people with disabilities can defer or avoid interminable conditions by taking an interest in wellbeing and health programs.

Health and wellness working group

The start of any workforce and wellness and health program is frequently determined by the intrigue and excitement of one worker. Be that as it may, for working environment wellbeing and health projects to be fruitful and feasible the program should be driven by utilizing a group approach, including administration. The group is in charge of getting exercises going, giving thoughts, sourcing suppliers and signposting to outer assets (for instance, nearby smoking discontinuance suppliers).

Workplace audit

A workforce review is a valuable method for understanding the working workforce framework and in addition what strategies and systems are as of now set up or should be tended to. It will likewise advise what is down to earth when arranging a wellness and health program and will turn into a pattern to quantify changes. A workforce review ought to be led all the time to feature zones of change and advance that have been made.

Work Environment and Employee Health

The issue of poor working conditions and how to enhance worker wellbeing isn't just a subject identified with Swedish conditions. Research inside this field is done far and wide and vast global associations, for example, WHO, have brought up the significance of enhancing the workplace for labourers' health. The European Union (EU) has made a move

for a typical methodology on health and security at work to avoid sick wellbeing and advance wellbeing at work environments, and has additionally settled the European Network for Workplace Health Promotion. The point of the system is to distinguish cases of good routine with regards to workforce and health advancement. In doing this, the EU features the significance for part nations to work with these issues. On the off chance that organizations can bolster their representatives in remaining sound and propel, it is conceivable that they will expand organization efficiency through an expansion in singular execution.

Improvement in Employee Health

Upgrades in employee health and diminished creation misfortune are identified with changes in psychosocial work factors. A decent workplace adds to enhanced employee health, which thus influences hierarchical creation. Making a solid healthy workforce isn't accomplished by a solitary intercession. Rather, it is a procedure that should be kept up and always saved. This concentration must be a piece of the authoritative culture, structure, and atmosphere. The consequences of the examination done here, and additionally of past research, recommend that a solid work environment isn't just of significant worth to organizations, yet in addition to the general population who work for those organizations.

2. Review of Literature

Satisfaction with Wellness programs

Cherrington (1989) suggested that a workforce that is highly satisfied is very beneficial for every organisation. The researcher also saw that employees also like more productivity as a result of every employer take responsibilities and improved overall job fulfilment. Putting resources into representative wellbeing is definitely not another idea for bosses. In 1974, the Employee Retirement Income Security Act (ERISA) was set up, setting the base measures for most deliberately settled benefits and health designs in private industry to give assurance to people in these plans. Additionally, a few managers have been putting forth health-related administrations and health projects to their representatives for over 50 years. **Ngeno and Sma (2014)** proposal conclusion of representative welfare offices ought to be adaptable and nonstop development should be done to enhance these offices consequently make an all the more fulfilling condition for the employee and the association all in all. **Froeschle and Sinkford (2009)** decided the impacts of the positive and negative employee in the employee condition on profession fulfilment. The outcome mirrored the adaptable working timetable and arranged it as a positive perspective adding to the maintenance of the lesser workforce in the scholastic dentistry field. It presumed that the majority of the dental employees were eager to stay in the organizations with the arrangement of adaptable planning rehearses. **Saiyadain (2009)** work environment health programs for the most part incorporate any wellbeing advancement intercession, strategy, or movement in the working environment intended to enhance wellbeing results of specialists in spite of the fact that we know little exactly about different projects or their related results (Common cases of health activities incorporate instructive undertakings, for example, bulletins or courses, health training, health screenings, wellbeing related fairs, nearby wellness offices, or potentially solid nourishment alternatives in candy machines. Often bosses will offer motivators to urge labourers to take an interest; review discoveries propose that near 73% of businesses utilize some sort of impetuses to connect with representatives in health change programs. **Pacey (2010)**

workforce administration started when the change of the health workforce started to be viewed as a piece of more extensive financial change motivation. Governments can impact the work market of health experts through affecting instruction and preparing openings, and through more extensive health framework change and direct control. The point was to analyze the long-haul maintainability of government funds as the populace matured. **Baicker et al. (2010)** detailed that the normal quantifiable profit for wellness programs was about \$3 for each dollar contributed to both therapeutic cost and cost of non-attendance. This is a colossal motivation as far as both the span of the workforce and the need to streamline the divided arrangement of workforce arranging that has won for a long time. **McLean et al. (2003)** reviewed a delegate test of organizations (50-499 representatives) from the German assembling industry which offered or arranged WHP. Health advancement exercises were or had been executed in 36 percent of the organizations overviewed. The greater part recognized the needs of day by day business (61 percent) and absence of assets for WHP (56 percent) as hindrances to successful WHP. **Menezes and Kelliher (2011)** characterized adaptable planning as the working course of action that allows the employee to plan his working hours separately. Timetable adaptability is a representative advantage which helps in retaining human capital that is talented. The issues prerequisites of human capital are addressed which help their endeavors, diminish the activity non-appearance, and eventually improve their activity fulfillment.

Problem related to Health and Wellness

Richardson and Rothstein (2008) concern are that health care workforce and wellness are compared with the other different industries and not only with the high level of health and all employees and worker safety risks, and in another affect efficiency to send quality health care. High rates of absenteeism, injury, and work stress are healthy workplace indicators. When there is a higher level of environmental unpredictability and nurses also aware about their donation to every both patients take care and organization consequence is undervalued. In that situation, every nurse very takes about every patience for the consequence is undervalued. **Aldana (2001)** studies the work done in the health promotion program in the past for showing the positive result and calculated the new return on investment. During 2000 and 2005 total 12 new studies are published and when that outcomes collected then very positive result are coming in both term like a health and safety term increment and in the economic benefits also have an increment. In the methodological examined new studies are published. **Kinnie et al. (2003)** defined the intangible assets as a filling or people and motivational skills or people and competence and social influence between individuals and groups are progressively being viewed as a wellspring of quality in strengthening execution which is normal for firms which join employee and procedures together. In the association have a need to submit in space and which are gone for guaranteeing representatives to boost their potential at the work? Association put all the contribution for the worker expansion use at the work put. **Torjman (2004)** argued that well-being facilitate and specially make a new service and account only for every beside increment in their happiness and their emotional and physical quotient because when every employee of the organization are happy, then every employee have a positive attitude about the work and every employee think about the taking the leading from the other employee and like as employee deliver higher service within the organization. **Finger and Mayfield (2005)** contended that change of employee assurance and soul should be possible by catering to the issues of confidence. Employee welfare measures identify with certain additional activities which are given by an association like lodging offices, change offices, therapeutic offices, recreational offices, social offices

libraries, red centers, and health clubs among others with the expectation of winning the fulfillment record of workers. **Chapman (2005)** inspected the monetary effects of worksite health advancement projects to utilizing a blended plan of clear and connection to clarify what exists in the examined associations and in addition to test the relationship between's the health programs executed and the normal after-effects of decreased Medicare costs, diminish non-attendance, representative burnout and stress and occupation fulfilment. Stratified examining is proposed to be utilized to distinguish the classifications of respondents including chiefs, representatives themselves at different frameworks in the working environment however utilize purposive inspecting to recognize the particular respondents of every stratum. **Zurn et al. (2005)** investigation of London national health organization staff showed that when prosperity experts were asked for suggestions to upgrade their working lives, 'better pay' situated only fourth on their 'rundown of things to get', behind 'more staff, 'better working conditions' and better workplaces'. Regardless, there is creating an affirmation that definitive and normal factors (e.g. work design, constant stream, organization style, ward structure, hullabaloo/warm levels) ought to in like manner be tended to remembering the true objective to stop the growing twisting of workplace violence. **McGuire et al. (2008)** proposed that the worker welfare offices help fundamentally in upgrading the fearlessness and scholarly level of a representative which inevitably increment worker profitability. The normal rate of profitability for wellness programs was about \$3 for each dollar contributed to both medicinal cost and cost of non-attendance. **Heinen and Darling (2009)** contemplate on workforce wellness and health programs have concentrated on the viability of the wellbeing intercession exercises (among them advancing physical action, controlling weight and others) Findings gave enough confirmation to propose that there was the straight connection amongst security and health, retirement designs, adaptable planning, and administration conveyance. **Burton et al. (2008)** provide confirmation of the relationship between health dangers and the work environment monetary measures of the time far from work diminish efficiency at work and medicinal services cost pharmaceutical expenses. A solid assortment of confirmation exists which demonstrates that health dangers of specialist are related to medicinal services cost and pharmaceutical cost. A developing group of writing likewise affirm that health dangers are related to the efficiency measures.

Liu et al. (2012) distributed an assessment of PepsiCo's wellness and health program and found that sickness administration yet no way of life administration intercessions determinants of employment fulfillment and inspirations level and also factors beating demonization issues among. **Watty et al. (2013)** on an examination on Malaysian Tertiary Education Institutions, analyzed how working conditions influenced work fulfillment among the academicians. They discovered that adaptable booking was the most essential factor to hold scholarly staff other than the factor of self-rule. **South et al. (2015)** educated and affected the dispatching and conveyance of Leadership and workforce improvement. It sets out bearing and needs for the expansive arrangement of organizations that have duty regarding this motivation broadly and locally. The structure is advising more extensive work on workforce advancement, insight, open psychological wellness, network and resource methodologies and working with businesses. **Rucker (2017)** inspected normal techniques being utilized by SMBs that have work environment health programs that are viewed as both viable and feasible, a contextual investigation approach was utilized. Health flourishes in conditions where initiative passes the obligation regarding its wellness system to somebody all around prepared for the test. Systems that are utilized by organizations with effective and reasonable health programs were recognized over the span of the investigation. **Huettermann and Bruch (2019)** in their study tried to find whether enhancement in employee well-being resulted in an increase in organizational performance. The study was

conducted on 15, 952 employees of 88 organizations. The study suggested that there was a positive significant relationship between employee well-being and Health-related Human Resource Management.

3. Objectives of the Study

- To study the employee's satisfaction with the current workforce wellness programs.
- To study whether multiple sources of social support results in better health and well-being of employees.
- To analyse the role of problems at home and work with regard to health and well-being.

4. Research Methodology

Research Design In this research, exploratory-cum-descriptive research design was used because it describes new ideas and events.

As a descriptive research, it will ensure the minimization of biasness and maximization of reliability of data collected. For this survey is conducted. A survey is “an extensive cross-sectional approach, where a number of cases are considered at a particular time and the data is gathered to study the opinions, behaviour, attitudes, habits, desires, values and beliefs i.e., the characteristics of certain population are studied”.

As an exploratory study, it will explore the problems and solutions for that in the health insurance sector.

Sampling Here non- probability method has been used i.e., convenience sampling. Sampling universe includes mainly those job seekers who desired for a participating in health and wellness program for good health and learn something new and different. This program every type of company can start for employees. Total 200 respondents have been taken for purpose of analysis and interpretation. Sampling area for this research was Delhi NCR (National Capital Region).

An exact investigation was completed, utilizing a survey, which were utilized for this investigation and incorporates 21 questions, which is isolated into two areas. A few reactions depend on five-point scale to demonstrate attitudinal parts of workforce wellness and health frameworks.

The reactions of the tested workforce wellbeing and health were assessed utilizing SPSS software and an arrangement of factors were distinguished and assessed to frame a measurable reaction to the survey. The examining strategy in picking the members for this examination was a basic irregular example.

Data collection method For making analysis and interpretation of data, both primary and secondary methods have been used for collection of data. Primary data was collected through Questionnaire method. Secondary data was collected from various Journals, websites, research papers and thesis related to subject under study. Statistical techniques such as mean, standard deviation and correlation were used for analysis.

5. Data Analysis and Interpretation

Satisfaction with wellness programs

Table 1. Descriptives for Satisfaction with Health and Wellness

	Variable	Mean	SD	Std. error
A1	Current workforce wellness program is satisfactory	3.37	0.751	0.172
A2	Current program meets requirement of employees	3.42	0.81	0.172
A3	Current wellness program helps you reach your wellness goals	3.68	0.981	0.172
A4	Wellness program actually improves employee's lives	3.30	0.632	0.172
A5	You personally enjoy participating in such programs	3.60	0.935	0.172
A6	Good physical working condition are provided in your organisation	3.51	0.885	0.172
A7	Management is interested in motivating the employee	3.56	0.975	0.172
A8	You think you are fit and healthy	3.89	1.052	0.172
A9	Willing to participate in company offered wellness programs	3.80	1.009	0.172
A10	Would you like updated wellness news and event	3.84	1.016	1.72
A11	Willing to share cost with company for health program activity	3.72	1.023	0.172
A12	Interested in participating in company wellness committee	3.68	0.966	0.172

Above table shows that highest mean is 3.89 for the statement that the employees are fit and healthy. The value of mean was lowest for the statement that wellness programs actually improve employee's lives. The value of mean was above 3 for all the statements which suggest that employees were satisfied with the wellness programmes of their companies. However, the satisfaction was not very high which suggests that there is scope for improvement.

Relationship between social support and wellbeing

Table 2. Correlations

		Social support	Wellbeing
Social support	Pearson Correlation	1	.400**
	Sig. (2-tailed)		.000
	N	200	200
Wellbeing	Pearson Correlation	.400**	1
	Sig. (2-tailed)	.000	
	N	200	200

** . Correlation is significant at the 0.01 level (2-tailed).

On analysing the relationship between social support and well being using Pearson correlation, it was found that the relationship was significant ($p < .01$, $r = .400$) and positive. This suggests that more social support leads to more well-being.

Problems with health and wellness

Table 3. Descriptives for Problems with Health and Wellness

	Variable	Mean	SD	Std. error
A13	Do you get any support from spouse or family members	2.78	1.003	0.172
A14	Any guidance or support from higher authorities	2.86	1.083	0.172
A15	Stress at work causes health issues	2.91	0.643	0.172
A16	Do you face health issues while working for long hours	2.73	0.996	0.172
A17	Is support from family and friends required for better result	3.36	0.79	0.172

The value of mean was highest for the statement whether support from family and friends was required for better results. The value of mean was lowest for the statement that employees face health issues while working for long hours. These values suggest that employees do not agree that these problems create hindrance in their health and wellbeing. This may be because of their satisfaction with the wellness programs.

6. Conclusion

In the organisations there are many programs of health and wellness for the employees. Many employees are likely to participate in these types of program. When sometimes a company wants to share the cost of the wellness and health program with the employee then a huge number of employees are ready to share the cost with the company for the program. But all employees are not the same, some employees do not like these programs and they never participate in these programs.

While designing the wellness program for employees, a huge number of employees were satisfied with these programs in organizations as these wellness programs completed the requirement of employees. When employee has social support, the employee health is better and wellness program actually helps to improve worker lives.

In the organization employee better work, employee needs the support of family and friends for better result. When employees are working for long periods of time then they face many health issues and to control all these issues organization conducted the wellness and health program. Employees should keep updated with the health and wellness program for their betterment.

Management also motivates the employees for participating in the health and wellness program and huge number of employees are influenced with the management's motivation. The employees who participate in all these health and wellness programs keep fit and healthy for a long period of time and all work of organization is conducted properly.

After participating in the health and wellness program employees get enormous knowledge about work, and personally also, employee enjoys the programs. Organization provides good working conditions to employees so that they work efficiently.

7. Recommendations

From above it can be recommended that many organisations are conducting various health and wellness program and employees should seriously join such program and avail various benefits.

- After conducting proper research on the wellness of workers it can be highly recommended that most of the problems of the workers have been resolved due to such programmes.
- It can be said that different source of social support also plays prominent part in the life of workers and most of the employees agree upon the same. This led to achievement of goal of many employees.
- The participation in such programmes is very high leading to comfortable and healthy life to various workers and employees and giving a charm of beauty, health and safety.
- Many employees faced a lot of health issues during long duration of working so to overcome such problem the programmes are being run and highly supported by peers, family and various superiors.
- The stress of individual varies from occupation and position in the organisation and it can be reduced only through wellness program.

8. Future Research

The study was limited to specific geographical areas. Because of less time and financial curtailment, this research was not able to capture the scenario of the whole country exactly. In the future, more investigations may be done to identify the factors related to workforce health and wellness and examine the causal relationships among the factors. A sample size of only 200 employees was taken. As the sample size was 200, it is not necessary that it truly represents the population or universe. So, in future, the sample size for studying workforce health and wellness may be increased.

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