

An Overview of Employees Wellness and Business Productivity

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Abstract

The progress of an organization not only depends on the amount of capital and the resources but also the quality of employees. Employees play a role in the success of an organization. The lifestyles of people in the workforce are important both for the sake of their own health and for the organizations productivity. When one look at the current scenario at the workforce and the business environment, one get to see a clear picture on how demanding the job is and what kind of stress the employees undergo. In addition, in the process of reaching the targets and achieving the goals they do suffer with many issues. In order to get over such consequences, aspects like motivation, engagement, support and strategy are the keys to creating a successful wellness atmosphere. Therefore, an effort is made to highlight the various issues and what may be the possible strategies, which will give mutually beneficial results for both the employees as well as the organization. The present paper aims to study the effect of employee wellness on business productivity and their inter-dependency.

Keywords: Wellness, Stress, Lifestyle, Quality, business productivity

1. Introduction

The success of any organisation depends intensely on the exhibition of its employees. The capacity to work and perform at a reliably abnormal state is needy upon employee wellness. A large portion of the organisations see expanded creation out of more beneficial representatives. The wellbeing prgorammes are directed to deal with employee's wellbeing, which reduces the work stress. Wellbeing programmes are conducted around the physical and mental health of the employees prosperity of representatives, promoting the individual health as a top need. In return, organisations will get the higher level of productivity from the employees.

2. Wellness

Wellbeing is a functioning procedure of getting to be mindful of and figuring out how to settle on decisions. Health implies more than not being sick, it centers around keeping once body in great condition so it runs all the more productively and can remain well more. Genuine health is proactive, perceives the psychological, physical and social needs to work at top. A wellbeing project is any program actualized by a business to improve the soundness of his/her work power. A decent wellbeing program additionally enables singular workers to defeat explicit wellbeing related issues like making necessary of preparing or physical activities after the available time, these projects associations can offer it to the outsiders to direct more viably. Regularly, bosses are happy to pay since wellbeing and health straightforwardly influence profitability and benefits. Jason S. Swayze and Lisa A. Burke (2013) said that businesses profit by having sound representatives. Representatives profit by being sound and having the help they have to address and keep up close to home wellbeing. Numerous workers show weight decrease and improved physical wellness and stamina through organization health programs. It additionally prompts increment in prosperity, mental self view and confidence, while in the meantime bringing about a reduction in stress. Beyond worry for the strength of the representatives, wellbeing projects bode well for simply down to earth reasons. Not long after commencement of a wellbeing program, it brings up that there is drop in non-attendance and days off. Wellbeing programs likewise diminish the quantity of business related wounds and monotonous strain wounds and even it sets aside back up plan cash. Wellbeing projects can cover a wide scope of wellbeing related issues. It is totally dependent upon the association to tailorits projects to address the issues of the

representatives. Most projects offer probably a portion of the accompanying alternatives: sustenance, physical wellness, a quit-smoking system, physiological testing, for example, cholesterol and circulatory strain screening, and stress the executives.

3. Business Productivity

Productivity describes various measures of the efficiency of production. A productivity measure is expressed as the ratio of output to inputs used in a production process, i.e. output per unit of input. Productivity growth also helps businesses to be more profitable. By providing good work place health services can see the difference, it can make to an organisation's bottom line and the impact it can have on employee morale and motivation. It offers a "win-win" all around.



Business productivity and employee wellness are interdependent to each other. To increase the productivity of the company and to attain profits and sustain with the competition, every organization sets targets that must be achieved in a certain span of time. In the process of obtaining these targets, employees tend to face a lot of stress and be in a state of pressure and that state would lead to lot of health-related issues, which may be acute or chronic. These issues are such, which are unavoidable. In order to overcome or to prevent these health issues, the corporate world introduced certain programmes named as wellness programmes, which mainly focus on the wellbeing of the employees. These programme focus on creating a healthy and friendly environment in the organization. Wellness programs are a good means to improving the health of employees, which further increase the productivity of the business.

- Some of the factors that commonly cause work related stress are
 - Long hours work
 - Heavy workload
 - Changes within the organisation
 - Tight deadlines
 - Changes to duties
 - Job insecurity
 - Lack of autonomy
 - Not interested on work
 - Insufficient skills for the job
 - Over-supervision
 - Inadequate working environment
 - Lack of proper resources
 - Lack of equipment
 - Few promotional opportunities
 - Harassment
 - Discrimination
 - Poor relationships with colleagues or bosses
 - Crisis incidents, such as an armed hold-up or workplace death

The signs or symptoms of work-related stress can be physical, psychological and behavioural.

- Physical symptoms include:
 - Fatigue
 - Muscular tension
 - Headaches
 - Heart palpitations
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 - Sleeping difficulties, such as insomnia
 - Gastrointestinal upsets, such as diarrhoea or constipation
 - Dermatological disorders
- Psychological symptoms include:
 - Depression
 - Anxiety
 - Discouragement
 - Irritability
 - Pessimism
 - Feelings of being overwhelmed and unable to cope
 - Cognitive difficulties, such as a reduced ability to concentrate or make decisions
- Behavioural symptoms include:
 - An increase in sick days or absenteeism
 - Aggression
 - Diminished creativity and initiative
 - A drop-in work performance
 - Problems with interpersonal relationships
 - Mood swings and irritability
 - Lower tolerance of frustration and impatience
 - Disinterest
 - Isolation



All the following issues have been identified as potential stressors at workplaces. A risk management approach will identify which ones exist in own workplace and what causes them. They include:

- Organisation culture
- Bad management practices
- Job content and demands
- Physical work environment
- Relationships at work
- Change management
- Lack of support
- Role conflict
- Trauma

4. Self-Help for the Individual

Employees who are suffering from work-related stress can help themselves in a number of ways, including:

- Think about the changes that can reduce the stress levels in the workplace and then take action. Some changes that can be managed by the person himself/herself, while others will need the cooperation of others.
- Talk over the concerns with the employer or human resources manager.
- Make sure everything is well organised, list the tasks in order of priority and schedule the most difficult tasks of each day for times feeling fresh, such as first thing in the morning.
- Taking care of own health by eating a healthy diet and exercising regularly.
- Considering the benefits of regular relaxation like doing meditation or yoga.
- Make sure to have enough free time for self every week.
- Don't take out stress on loved ones. Instead, tell them about the various work problems and ask for their support and suggestions.
- Drugs, such as alcohol and tobacco, won't alleviate stress and can cause additional health problems so better to avoid them.
- Seek professional counselling from a psychologist in case if needed.
- If work-related stress continues to be a problem, despite putting on efforts, one may need to consider another job or a career change. Advice from a career counsellor or psychologist can help further.

5. Work-Related Stress is a Management Issue

It is important for employers to recognise work-related stress as a significant health and safety issue. A company can and should take steps to ensure that employees are not subjected to unnecessary stress, including:

- Ensure a safe working environment.
- Making sure that everyone is properly trained for his or her job.
- De-stigmatise work-related stress by openly recognising it as a genuine problem.
- Discussing all the various issues and grievances with employees, and take appropriate action when possible.
- Devise a stress management policy in consultation with the employees.
- Encourage an environment where employees have more say over their duties, promotional prospects and safety.
- Organise to have a human resources manager.
- Cut down on the need for overtime by reorganising duties or employing extra staff.

- Taking into account the personal lives of employees and recognising that the demands of home will sometimes clash with the demands of work.
- Seeking some advice from health professionals will help monitor one's condition.

6. Reasons to Implement a Wellness Program

The success of any company depends heavily on the performance of its employees. The ability to function and perform at a consistently high level is dependent upon employee wellness. Wellness programs focus on the physical and emotional well-being of employees, promoting the personal health of employees as a top priority. In return, employers should see a higher level of productivity. Employee wellness programs simply make good business sense. Here are some of the major reasons to implement a wellness program in any organization:

6.1. Helps in Improving the productivity: The main goal of implementing an employee wellness program is to encourage employees down the path to a healthier lifestyle. With this as the ultimate purpose for wellness programs, an accompanying bonus is that healthier employees are more likely to have a higher level of energy and increased concentration. These factors will lead to increased employee productivity.

6.2. Contain the company's healthcare costs: One of the most telling benefits from implementing an employee wellness program is lowered overall company costs. While it's difficult to quantify what a company gains through increased productivity and morale, the benefits of decreased sick leave and lower health insurance premiums can easily be tracked and reduce costs for the company measured.

6.3. Increase in the employee engagement and satisfaction: Implementing a wellness program is an efficient way to address a wide range of health initiatives. From fitness and exercise programs, health screenings, nutritional advice, and programs to manage stress, being able to provide these tools for the employees in the organization is a sure way to help the overall well-being and needs of the employees in the organization which leads to healthier employees work harder, or happier, or more willing to help others and are generally more efficient. Unhealthy workers tend to be sluggish, fatigued and unhappy, and their lifestyle can have an impact on their work.

6.4. It will help in boosting the company loyalty: Increased employee loyalty is another big bonus for those organisations with an employee wellness program. One cannot put a price on this intangible benefit. Loyalty among the employees can mean reduced costs for recruitment efforts, training and other costs related to turnover. Happy and engaged employees also promote a more harmonious working environment.

6.5. Attracting the best talent: While factors like the aging baby boomer population and those bouncing back from financial hardships contribute to more and more workers delaying retirement and working well into their 60s, companies still need to court top talent of all generations. This means better benefits are necessary in order to attract and retain talent. Having a wellness program can give the company a leg up when competing for today's top candidates who are looking for more from a potential employer.

With the current economic landscape causing higher health care costs, implementing an employee wellness program is something companies ought to seriously consider. Not only do wellness programs help promote a healthier workforce, they can also have a big impact on the bottom line by helping a company maintain a healthy, productive and satisfied workforce.

7. Wellness Programmes and Initiatives in the Organisations.

- Providing the employees with healthy snacks in office.
- Provision of discounts for healthy food sold in office
- Providing vacation vouchers to the employees to get away from work and relax and refresh themselves.

- Playing some good soft music during work can help employees enjoy and work
- Arrangement for installation of various outdoor/indoor multi sports court
- Post maps for outdoor walking routes or trails
- A smoke free policy for work and provide cessation resources
- On site fitness centres and weight loss challenges

8. Employee Wellness and Its Relation with Business Productivity

While it can realize that work environment wellbeing programmes offer numerous advantages to organisations and people, (for example, diminished truancy and medical coverage costs), the effect of these programmes on a employee productivity is astonishing. A good number of studies suggest that the normal specialist is gainful for just around 3 hours per day, boosting efficiency is a key objective for some organizations. Seeing how working environment wellbeing activities help improve profitability can help acquaint programmes or openings with improve employees health and enhance efficiency as well. Besides, in a workplace that demands increasingly more from employees to keep pace with increasing technologies and higher desires, stress can negatively affect prosperity and on productivity. Wellbeing is more than basically appreciating an ailment free life. Wellbeing programmes bolster representatives' physical, mental, and monetary wellbeing. At the point when employees' needs are met or potentially [employees] are given assets to progress by means of a wellbeing program, managers see high commitment, confidence, presentism, maintenance, and by and large, improved wellbeing results. So how does this mean improved efficiency? Efficiency is mind boggling there is non-attendance, presentism (being physically present at work however being rationally occupied), and the impacts of employee turnover. Health programs, including monetary wellbeing programs, help in increasing efficiency by diminishing non-attendance, presentism, and by holding employees. A decent wellbeing programme can enable workers to get and remain more advantageous physically and inwardly. These programme can result in representatives taking less days off, feeling less worried at work and being increasingly centered around the job needing to be done. It enhances the employee commitment. Strong and happy workers are more productive.

A wellness program aimed to increase productivity should offer every day, accessible tool for employees to manage their time more effectively, and release negativity and anxiety that often hinders focus. Danna, K., & Griffin, R. W. (1999), said workplaces should also offer opportunities for employees to visualize “the larger picture” that might inspire them to work smarter, not harder in their roles to feel accomplished.

9. Some Companies Providing Good Wellness Programmes to their Employees.

9.1. Accenture

Accenture cares about both the minds and bodies of its employees. The business management consultant company offers employee assistance programs, which provide confidential support for issues like stress, substance abuse, depression, and anxiety. Additionally, employees are offered Teladoc services, where they can ask a physician any health-related question 24/7. As for fitness, Accenture’s innovative wellness program allows employees to set health goals and offers rewards for completing healthy activities. They make it pretty easy to do, too, as the company offers special rates and discounts for gyms and fitness centres as well as an online fitness program, so employees can work out anytime.

9.2. Draper

Draper understands that working out and being healthy isn’t fun if you’re the only one. Perhaps that’s why the manufacturing company holds 10-week weight loss challenges that include cash prizes and weekly gift cards as well as regular walking contests to keep things fun and competitive. Additionally, Draper offers onsite Zumba and Weight Watchers classes and holds annual health fairs filled with fun activities.

9.3. Google

Google's campus offers an all-encompassing wellness program featuring onsite healthcare services, including physician, chiropractic, physical therapy, and massage services, as well as access to fitness centres, classes, and community bikes. One can even pick up new personal and professional skills by taking cooking classes, coding degree programs, or guitar lessons, to name a few of the cool classes Google offers. The campus cafés and micro kitchens are stocked with nutritious, color-coded meals and snacks, and provide smaller plates to help with portion control. The search engine powerhouse also offers its workers financial wellness resources, such as access to financial advisors and financial planning services. Not to mention, employees are granted flexible hours, vacation time, and volunteer time, helping Googlers achieve work-life balance.

9.4. Microsoft

It is all about health at Microsoft. Not only does the company offer education and resources for smoking cessation, weight management, and fitness training, Microsoft will also fund gym memberships or fitness-related equipment and activity purchases while also providing free Zumba classes, onsite walking and running tracks, along with basketball, volleyball, and baseball courts. Additionally, Microsoft holds "Know Your Numbers" health screening events that provide employees and their spouses with screenings for heart disease, diabetes, cholesterol, and blood pressure, along with mammograms and flu shots. The Microsoft campus also offers health-care services, including onsite clinics, optometrists, and pharmacists. The Microsoft CARES employee assistance program also offers free personal and family counselling, stress management, and referrals for child and elder care. The cafés come stocked with healthy dining options, including a new "Real Easy Wellness" labelling system to help employees easily identify healthy food options. Even better, though, Microsoft offers onsite grocery and dry cleaning delivery, too. Not to mention, Microsoft has a mentorship program, employee source groups, networks, and social groups to build a sense of community and camaraderie among co-workers.

Conclusion

Finally, the paper concludes that workplace wellness programs can play a vital role in wellness promotion and act as a protective factor as long as they can remain accessible and responsive to individual needs and goals. To achieve these aims, those who design workplace wellness programs need to work with all stakeholder groups, as represented in this study, that for the successful wellness programs shall be useful to the organisations and employees. It is important to create ways for everyone regardless of race, socioeconomic status, and ability to adopt healthy behaviours that minimize their risk of, or decrease the burden of, lifestyle influenced diseases.

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