

Ensuring Good Health and Well Being Among the Employees at Work Place in IT Companies in Chennai City -An Analytical Study

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Abstract: Private sector interest in employee wellbeing is being growing steadily from the past years. The most visible manifestation of this interest is workplace health promotion and wellbeing (Work Well) programs, which can be found in various guises within many contemporary organizations. This study aims towards finding out the various factors through which organizations are promoting good health and well being among the employees in IT sectors, also the study aims at finding out the determinants which employees recommend to the organization towards well being and ensuring good health. This study will examine the current scenario of well being of young employees in private sector. Structured questionnaire is used in order to collect the required primary data from 60 respondents from IT companies in Chennai. Furthermore, the study shows that good health and wellbeing of employees towards their job performance. Some recommendations for supporting and promoting the health and wellbeing of employees in organizations are made on the basis of the reviews and, where gaps in knowledge are identified, recommendations for further research are made.

Keywords: Employee Morale, Ethical behavior, motivation, well being, Fringe Benefits and working Environment

I. INTRODUCTION

Work represents an important context for studying the well-being of individuals, especially because it provides different sources that impact on mental health, optimal social functioning and performance, and because it demands a significant portion of employees' time and effort. Wellbeing is the core element of overall well being and is connected to Physical health, mental health, longer lives for individual employees. People are happy when they subjectively believe themselves to be happy. Psychologically well beings experience positive vibrations than negative vibrations. According to circumflex model of emotion, psychological well being measures the two dimensions of individual feelings, the hedonic or pleasantness. Psychologists have experienced the role of pleasantness dimension in the individual's life. Consideration of workplace wellbeing and health in the workplace is an increasing preoccupation for organizations. This preoccupation is mainly attributable to the positive links that have been found between the health and

wellbeing of employees and productivity and performance. Because of this relationship there are incentives for employers to intervene to support and promote the health and wellbeing of their employees. Employee wellbeing is a key issue that companies are striving to address to ensure that their employees remain happy and motivated at work. After all, a happy workforce is a productive workforce. Employee well-being also has important implications for productivity and work relationships. Wellbeing is not just the absence of disease or illness. It is a complex combination of a person's physical, mental, emotional and social health factors. Wellbeing is strongly linked to happiness and life satisfaction. In short, wellbeing could be described as how you feel about yourself and your life. A Health and wellbeing programme involves investing time and resources in supporting employees' physical and mental health. Implementing a workplace health and wellbeing programme is a long-term commitment. Workplace Wellbeing relates to all aspects of working life, from the quality and safety

of the physical environment, to how workers feel about their work, their working environment, the climate at work and work organization. This Study aims at bringing out the factors through which organizations contribute towards ensuring good health & well-being of employees.

II. REVIEW OF LITERATURE

Gordon B. Spence (2015) In the study “Workplace wellbeing programs: If you build it they may NOT come because it’s not what they really need!” found out the factors that surrounds participation in workplace health and wellbeing programs. And concluded that Work Well programs do not seem to provide the type of support that employees most value from their employers. It is also suggested that employee receptivity might be an important factor in making decisions about the implementation of such programs.

Agota Kun, Peter Balogh, Katalin Gerakne Krasz (2016) From this study it is found that Employees’ well-being or the lack of it can play a critical role in the life of organizations. It may influence rates of absenteeism, or fluctuation, workplace conflict and cooperation, as well as personal performance. All in all, it has a significant impact on organizational success. Hence it is strongly recommended that well-being at workplaces should be assessed from time to time.

Usman Alvi (2017) This Study is about comparison between a pure projectized and a pure non-projectized organization. Another interesting comparison could be carried out between the psychological wellbeing and job performance in the different phases of the projects, i.e., initiation, planning, executing, monitoring and finishing so that one could gauge the change and can take appropriate measures to maximize the output of the employees by addressing the issues pertinent to each phase of the project cycle. Study it is concluded that there is no difference in the strength of the relationships of psychological wellbeing and job performance with the change in their organizational structures.

Richa Aryan, Deepika Kathuria (2017) The researcher in his study found that in order to

enhance wellbeing employees should engage in recreation, meditation, yoga or just have a good holiday. It will bring efficacy, hope, optimism and resilience among workers. Healthy workforce signifies improved performance by employee that in turn helps the management to achieve its higher goals which will help to create a strong community also. Enhancing well-being in the workplace accelerate performance and profitability by having employees who are psychologically healthy and happy at workplace.

Eva Hagelstam (2017) In this study it is found Productivity, performance and motivation are interesting concepts considering sales representatives, who often are result driven. For instance, the work itself was not among the most important motivators in this group. This kind of setting is potentially risky from the motivation and well being at work point of view. Even if the employee performs his job well, the result might still be unsatisfactory due to external factors, such as unfavorable economic, political or market related conditions. The Respondents in this study experience wellbeing at work and the most prominent contributors of well being at work appear to be affiliation and leadership.

III. STATEMENT OF THE PROBLEM

Human resources are the most important resources of any organization. Here it is the duty of the management to look after the welfare measures of the employees. If the employees are satisfied with the provided welfare measures, the production will increase. The welfare measures of the employee are essential because of the nature of the industrial system. Today workers are an essential element contributing to the growth of the organization. If we make an overall survey of the living and working condition of industrial workers, the necessity of labour wellbeing measures would be apparent. Hence the present study is conducted to learn the level of satisfaction of the employees regarding the healthiness and security measures.

IV. OBJECTIVES OF THE STUDY

- To find out the factors through which organizations are ensuring well being and

Good health among the employees in IT companies in Chennai City.

- To find out whether employees are contented and satisfied by the well being activities initiated by the organization.
- To recommend the organizations about the improvement they should bring towards ensuring employees Good health and well being.

V. NEED OF THE STUDY

The main purpose of the research articles is to study the existing happiness measures and hence to measure its effectiveness and satisfaction level among the employees. This study helps to identify the areas of shortcomings in the existing welfare measures where improvements can be made. As a result of which implementation of effective welfare measures would help boost the employee morale and loyalty towards the organization and also improve the efficiency and hence the productivity. Also since loyalty is increased the attrition rate decreases. As technology advances, brings extra strain on employees working in IT industry, the organization should find innovative practices to promote the well being of the employees and ensure good health, in order to enhance happier professional life wellbeing at workplace.

RELIABILITY TEST

Reliability Statistics

Cronbach's Alpha	N of Items
.988	40

Inference:

The Cronbach's alpha coefficient for 40 items is 0.988 suggesting that the items have high level of internal consistency

CHI – SQUARE TEST

Null hypothesis (H₀): There is no association between the age of the employee and initiatives

VI. SCOPE OF THE STUDY

The scope of this study is to get insight into how IT companies in Chennai city perceive wellbeing at work workplace health promotion and employee satisfaction towards the job. The aim is also to investigate if and how the employer can support employee productivity with workplace health promotion.

VII. RESEARCH METHODOLOGY

In this research study, a Descriptive Research design is adopted. The source of data is primary and secondary. This research took a period of one month during which data was collected from the field, organized, analyzed and presented in analytic form. The study employed the use of self structured questionnaire to collect the required primary data. Descriptive statistical analysis technique was employed to obtain useful summary of responses. Simple random sampling is used and total sample population of 60 employees. Simple random sampling was used as only few complexities were involved while Data collection.

VIII. DATA ANALYSIS AND INTERPRETATION

taken towards well being of employees gives them a feeling of safety and improves their performance. **Alternate hypothesis (H₁):** There is association between the age of the employee and initiatives taken towards well being of employees gives them a feeling of safety and improves their performance.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.557a	2	0.278
Likelihood Ratio	2.67	2	0.263
Linear-by-Linear Association	2.454	1	0.117
N of Valid Cases	60		

a. 1 cells (16.7%) have expected count less than 5. The minimum expected count is 4.33.

Inference: From the above test it is inferred that that there is a significant association between the age of the employees and initiatives taken towards well being of employees gives them a feeling of safety and improves their performance.

ONE SAMPLE T TEST

Null Hypothesis (Ho): There is no significance difference between the age of the employees and

the medical facilities provided by the organization is beneficiary.

Alternate Hypothesis (H1): There is significance difference between the age of the employees and the medical facilities provided by the organization is beneficiary.

T - TEST

One-Sample Test

	Test Value = 0		
	t	df	Sig. (2-tailed)
Age	32.678	59	0
Medical facilities provided by the organization is beneficiary	31.38	59	0

Inference: It is inferred from the above T Test that that there is significant difference between the age of the employees and the medical facilities provided by the organization is beneficiary.

ONE WAY ANOVA TEST

Null Hypothesis (Ho): There is no significance difference between Gender of the employees and their interpersonal relationship with Peers.

Alternate Hypothesis (H1): There is significance difference between Gender of the employees and their interpersonal relationship with Peers.

ONE WAY ANOVA

ANOVA					
Gender	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	4.706	1	4.706	26.555	0
Within Groups	10.278	58	0.177		
Total	14.983	59			

Inference:

From the above ANOVA test it is inferred that there is a significant difference between the Gender of the employees and their interpersonal relationship with Peers.

IX. FINDINGS OF THE STUDY

- The Cronbach's alpha coefficient for 40 items is 0.988 suggesting that the items have high level of internal consistency
- From the above test it is inferred that there is a significant association between the age of the employees and initiatives taken towards well being of employees gives them a feeling of safety and improves their performance.
- It is inferred from the above T Test that there is significant difference between the age of the employees and the medical facilities provided by the organization is beneficiary.
- From the above ANOVA test it is inferred that there is a significant difference between the Gender of the employees and their interpersonal relationship with Peers.

X. SUGGESTIONS OF THE STUDY

Some of the things and areas actually required some sort of improvement. For this some of the suggestions are:

- Special program must be started for creating awareness among the employee related to labour laws and there is a need of promoting the present educational assistance for the workers children.
- Measures should be taken to make the employees more health consciousness. Health related counselling sessions can be organized on regular basis.
- Moreover, employees recommend that organization should make arrangements for On – site fitness, flexible working arrangements, mindfulness training, emotional intelligence development training, incentive-based trips. Hence, it is suggested to the management to make

arrangements towards giving importance towards these activities.

- Finally, it is suggested that the company starts a new scheme i.e., “FTAR” (Free Treatment after Retirement) especially to the retired employees and this benefit can be enjoyed by the employees and as well as by the company.

XI. CONCLUSION

From this study it is concluded that there are several factors that are involved in workplace health and wellbeing programs. After presenting a review of relevant literature and analyzing pilot data taken from an employee wellbeing research, it is concluded that Work Well programs do not seem to provide the type of support that employees most value from their employers. The employees are expecting more support from the management in order to ensure them to work peacefully, they also suggested that the organization should provide more innovative activities like On – site fitness, flexible working arrangements, mindfulness training, emotional intelligence development training, incentive-based trips as It will bring efficiency , hope, optimism and resilience among workers. Healthy workforce signifies improved performance by employee that in turn helps the management to achieve its higher goals which will help to create a strong community also. Enhancing well-being in the workplace accelerate performance and profitability by having employees who are psychologically healthy and happy at workplace.

XII. REFERENCE

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