



EMPLOYEE WELL-BEING: TAKING CARE OF THE WORKFORCE

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ABSTRACT

Employee well-being is an important aspect of a healthy workplace and organisation. Companies that support employee well-being make it easier for them to handle stress while still maintaining a happy and productive work environment. Mental and physical health, as well as more complicated issues like satisfaction and engagement levels, are all examples of well-being. In this context, the study attempts to explore the concept of Employee Wellbeing.

Key Words: Employee Wellbeing, Mental Health, Work Environment

INTRODUCTION

When talking about employee happiness, employers used to focus on health benefits. Employee well-being encompasses more than just the absence of illness. The goal of employee wellbeing is to improve the health of all employees. When discussing healthy and well-functioning persons or employees, it is not only about physical well-being, but also about other aspects of well-being that must be considered. In a nutshell, employee wellbeing refers to how a person's job, expectations, and work environment influence their overall health and happiness.

To put it another way, the term "employee wellbeing" has evolved beyond the traditional perspective of providing medical care to employees. Employers are more aware of the myriad factors that contribute to employee happiness and health, and they are working to make their employees happier and healthier.

Employee wellbeing is described as your employees' total mental, physical, emotional, and financial health. Various factors influence it, including their relationships with co-workers, the decisions they make, and the tools and resources they have access to. Employee happiness is influenced by hours worked, compensation, and workplace safety.

OBJECTIVES OF THE STUDY

The major objective of the study is to explore the concept of Employee Wellbeing.

- i. To understand the concept of employee wellbeing and its various dimensions.
- ii. To identify the significance of employee wellbeing in the workplace.
- iii. To understand the ideas for improving the employee wellbeing.

I. Dimensions of Social Wellbeing

Social Wellness

In simple terms, it's about making connections with co-workers. Building and maintaining healthy relationships should be done on a regular basis since it helps employees feel more connected to the community.

Emotional Wellness

Organizations must assist their employees in coping with and dealing with workplace issues. Long hours can have a negative impact on everyone. The emphasis should be on frequent breaks to assist people. Recognizing mental health at work should be the first step, as most companies do not do so.

Environment Wellness

Everyone is affected by their work environment. Employees flee for their lives in a poisonous atmosphere, but an open and flexible culture enhances employee satisfaction.

Physical Wellness

An employee's journey at the organisation can be derailed by unexpected health issues. It is also linked to mental health. Sleep deprivation causes weariness, which leads to a lack of creativity and productivity.

II. Significance of Employee Wellbeing in the Present Scenario

With the recent COVID-19 outbreak, many organisations have realised the influence that employee happiness has on their performance and, as a result, on the bottom line. Employees were distressed and concerned, and companies needed to figure out how to meet the growing demand for empathy toward their workers. Employee well-being, on the other hand, was a major concern even before COVID-19.

Reduced absenteeism and healthcare costs

Companies began to recognise that preventing issues related to poor employee wellbeing, such as burnout, stress, and illness, was more profitable than reacting to all of these issues after they occurred. The employees' sedentary lifestyle, in particular, increases risk of diabetes, high blood pressure, and other ailments. That is to say, employee happiness is linked to absence and its cost to employers.

Increased employee engagement

Employees feel more connected, their health improves, and their happiness rises as a result of implementing an employee wellbeing programme. All of these elements contribute to a better degree of employee engagement. Employee engagement, on the other hand, is influenced by employee recognition and appropriate feedback processes. When seeking to improve employee engagement in the firm, make use of a holistic approach.

Improved employee productivity

On the one hand, studies suggest that smokers are twice as likely to miss work, while obese workers lose three to six sick days per year more than those of normal weight. Employees who handle stress effectively, on the other hand, are less susceptible to burnout. Employees are more focused on their work and their productivity rises when their well-being is improved.

Improved employee morale

It is clear that how critical it is to maintain employee morale throughout the COVID-19 crisis. Employee morale can be considerably improved by implementing employee wellbeing programmes such as mental health workshops or a fitness competition across departments or teams.

Attractive employer branding

The competition for the greatest talent on the market is strong, and high-quality candidates have a lot of options when it comes to choosing their next employment. If the company want to recruit the greatest individuals who will ensure company's success, the company must provide employee wellbeing benefits that are in line with the future workforce.

III. Measures to Improve Employee Wellbeing

There are numerous techniques that a firm can adopt to promote the well-being of its personnel. What matters most is that organisations are aware of all of the benefits of employee wellbeing in the first place, and build employee wellbeing programmes to target specific concerns in the organisation.

Health Screening

Giving the staff a health exam once a year is a wonderful method to address any health issues they may have. It also improves the odds of preventing infections by allowing them to be detected early on. Furthermore, scheduling multiple check-ups in a short period of time will likely increase the likelihood of the employees visiting a doctor's office and taking care of their health.

Health Insurance

Organisations should provide health insurance to the employees as a benefit. What matters most is that employers offer employees a number of insurance options from which they can choose the one that best meets their needs.

Gym Membership

A gym membership is an excellent employee benefit that will not only make more appealing company, but will also help the employees keep in shape. Going to the gym can also assist the staff relieve stress and is a fantastic way to keep them healthy.

Provide Healthy Meals

The bad health of many employees can be traced back to their eating habits. Many employees choose fast food for lunch because preparing meals takes a long time. Employers can assist the staff stay healthy and focused at work by providing healthier meals in cafeteria or negotiating discounts for restaurants that serve healthy food.

Mental Wellbeing Apps

There are a variety of mindfulness and meditation apps that organisations can explore and promote to their employees if they are effective. Helps staff learn about these apps and how meditation and mindfulness may help them cope with stress in their daily lives.

Psychological Counselling Services

Employers can send a message to employees that their mental health is a priority for them as well by giving psychological care. Your employees will have access to mental health professionals who can help them deal with their problems, and the stigma associated with requesting psychological help will be reduced.

Flexible Work Options

When employer offer flexible working hours or remote work choices, it will help the employees achieve a better work-life balance. Furthermore, given the growing popularity of remote work, this is one of the simplest and most sought employee wellness benefits a company might provide.

Financial Benefits

Many employees nowadays are looking for life insurance, pension plans, or ways to pay off school loans. Assisting employees in making sound financial decisions for their future might also make the employer more appealing.

CONCLUSION

Employee well-being is more vital than ever because organisations have finally grasped the power it has to alter their employees' lives, cut absenteeism and healthcare costs, and foster a healthy corporate culture. Employee well-being benefits will become more diverse in the future. Employee disengagement, absenteeism, and healthcare expenditures are far too large to be overlooked. As a result, businesses will progressively see the value of employee well-being and begin to provide for their emotional, physical, and financial well-being.

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