

Understanding the impact and effectiveness of workplace wellbeing programs as a leadership initiative on employee satisfaction

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Abstract

Today, a critical component of modern businesses is employee well-being. This research investigates how well-being initiatives at work affect employee happiness and how effective they are. Empirical studies indicate that these variables are positively correlated. By using a scoping literature review to examine the available information, the research design follows a tried-and-true methodology. A thorough grasp of the current state of research is made possible by this. Programs for workplace well-being such as exercise classes, stress management seminars, and mindfulness training are all examined in this analysis. Work-life balance, general well-being, and job satisfaction are all considered when determining employee satisfaction. The analysis explores how program features, including duration, intensity, and delivery methods, affect employee satisfaction. The research also examines potential moderating factors such as employee demographics, industry type, and firm

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size. The goal of the research is to determine which essential program elements and design elements have the greatest impact on employee happiness, in addition to evaluating the efficacy of workplace well-being initiatives. The results of this study can help companies design and implement well-being initiatives that maximize worker happiness and well-being and foster a more enjoyable and effective work environment.

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Keywords: Workplace well-being programs, Employee satisfaction, Organizational well-being, HR practices, Research methodology.

1. Introduction

The well-being of workers has become a primary priority for companies looking to retain productivity, draw in top talent, and create a pleasant workplace culture in today's fast-paced and cutthroat work environments. Workplace well-being programs have become more well-known as strategic efforts meant to improve employee health, happiness, and general satisfaction in response to these concerns. These programs cover a broad spectrum of interventions, such as work-life balance initiatives, stress management strategies, mental health support, and physical fitness activities.

It is critical to assess the efficacy and impact of workplace well-being initiatives considering the increased interest in boosting employee well-being. Organizations must have a clear understanding of the benefits and outcomes of these initiatives to allocate resources, design programs, and choose implementation tactics. Additionally, evaluating the relationship between these initiatives and worker happiness can offer important insights into how these programs influence performance and organizational culture.

Programs for workplace well-being are not a new concept. Earlier versions, which were frequently health-related, might have included reduced flu vaccines or gym memberships. The current wave of wellness initiatives is, nevertheless, significantly more extensive. These programs have a holistic perspective, acknowledging the connections between one's financial, social, emotional, and physical well-being. Offerings have significantly increased, covering anything from stress management workshops and financial literacy lectures to on-site fitness centers and yoga sessions and healthy living coaching.

These shows are becoming more and more well-liked. In 2023, 88% of businesses offered a well-being program, according to a study conducted

by the Society for Human Resource Management (SHRM). Multiple reasons are responsible for this increase. To start, an increasing amount of research is showing that well-being programs improve employee productivity, health, and absenteeism. Second, companies are realizing that offerings related to well-being can make a significant difference in luring and keeping top people, as the market for talent is highly competitive. At last, there is a rising consciousness regarding the global mental health epidemic affecting businesses. In addition to creating a more upbeat and encouraging work atmosphere, well-being programs provide a proactive approach to managing stress, anxiety, and depression.[1]

But the ability of well-being initiatives to result in employee satisfaction is a critical component that determines how effective they are. An employee's favourable emotional reaction to their work, the workplace, and the corporate culture is referred to as employee satisfaction. Content workers exhibit higher levels of engagement, productivity, and loyalty – attributes that collectively enhance an organization's overall performance. The basic premise is that companies can establish a work environment that promotes contentment by attending to the well-being of their employees. Workers who experience financial stability, well-being, and support from their employers are more likely to be engaged and content in their roles.[2]

1.1 Purpose of the study

This study explores the relationship between employee satisfaction and well-being initiatives. This research intends to shed light on whether well-being programs are useful weapons in the fight for a happy and productive workforce. We will do this by reviewing the literature, examining program effectiveness, and finally measuring the influence of well-being programs on employee satisfaction.

1.2 Significance of the study

- a) **Better Decision-Making:** Companies may allocate resources more wisely when they comprehend how well-being initiatives affect worker happiness. The argument in Favor of funding well-being initiatives is strengthened if the study finds a positive association.
- b) **Morale and Retention of Staff:** Contented workers are more likely to be involved, effective, and devoted to their company. This study can clarify how wellness initiatives support a happy workplace, which in turn lowers employee attrition and raises morale.

- c) **Lower Costs:** Absenteeism and high staff turnover can have a negative financial impact. Improved employee well-being may result in cost savings, as seen by the positive relationship between satisfaction and well-being initiatives.
- d) **Employee Well-Being:** This study can improve employees' general well-being in addition to the benefits to the firm. It motivates businesses to put employee health and happiness first by showcasing the benefits of well-being initiatives.

1.3 The significance of health and well-being in the workplace

The importance of health and well-being at work forms a vital basis for the performance of organizations as well as for the success of individual employees. Fundamentally, the idea is a holistic strategy that considers mental, emotional, and physical well-being, all of which have a direct impact on engagement, output, and work satisfaction. Research indicates that workers who experience high levels of well-being are more likely to be effective, report fewer absences, and have higher levels of creativity and invention. Consequently, this leads to enhanced organizational performance, which is typified by increased profitability, improved customer contentment, and heightened resilience in the face of difficulties.

From the standpoint of mental health, the work environment is crucial in determining whether stress and associated disorders worsen or whether a supportive setting is created that reduces these risks. The latter increases employee loyalty and lowers turnover rates by giving workers a feeling of purpose and connection. Promoting health and well-being at work can have a positive social impact by lowering healthcare costs and creating a more engaged and productive workforce, which in turn supports stability and economic progress.[3]

In addition, organizations that place a high priority on workplace health and well-being are becoming more and more known as employers of choice, which helps them draw and hold onto top personnel in a cutthroat market. This change in the emphasis on employee well-being is not just a fad; rather, it reflects a growing awareness of the crucial role that work plays in people's lives and how it can help create a society that is healthier and more sustainable. Therefore, it is evident that incorporating health and well-being into workplace culture and practices is essential to achieving both business success and the general public's well-being.

"These days, a lot of businesses link low employee morale, safety, and performance to bad health. Poor health and behavioural risk factors among

employees result in higher medical, disability, and workers' compensation costs for the organization; higher absenteeism and employee turnover rates; and lower productivity at work (often referred to as presenteeism). Furthermore, a worker's bad health may have a detrimental effect on other employees' performance.

1.4 The importance of employee satisfaction and its connection to well-being programs

For businesses, employee satisfaction is not just a subjective indicator or a transient issue; rather, it is essential to their growth and success. Prioritizing employee satisfaction is critical in today's competitive landscape, when productivity and talent retention are critical. The fundamental idea behind this project is the understanding that happy, motivated workers are more likely to support the goals of the company, encourage creativity, and provide excellent customer service. Putting in place well-being programs is one of the best ways to raise employee happiness. These programs, which include mental, emotional, and physical health activities, are essential to fostering a positive work environment and encouraging overall wellbeing among employees.

The importance of employee satisfaction lies in its significant influence on organizational results. Higher levels of drive, dedication, and loyalty are displayed by contented a worker, which lowers turnover rates and increases the retention of top talent. This staff continuity reduces significant expenses related to hiring, onboarding, and training while simultaneously enhancing organizational knowledge and experience. Additionally, contented workers are more likely to act as brand ambassadors, promoting their company both inside and outside the company, improving its reputation and drawing in new clients and staff. Therefore, putting employee happiness first has a direct impact on the productivity, profitability, and long-term viability of the company.[4]

Well-being initiatives are a calculated risk that a firm takes to promote worker happiness and, consequently, business success. These programs show a dedication to the overall wellbeing of employees by addressing a variety of well-being-related issues, such as physical fitness, stress management, work-life balance, and mental health support. These kinds of programs improve not just the health of the individual but also foster a supportive, caring, work environment. Workers who have a sense of worth and encouragement from their company are more likely to be satisfied

with their work and are better able to handle pressures, overcome obstacles, and give their best work.

In today's competitive employment market, well-being programs can also be an effective tool for luring and keeping top personnel. When assessing employment chances, prospective employees are placing a higher priority on workplace well-being programs because they see them as a sign of an employer's dedication to their professional development and well-being. Businesses that make extensive investments in well-being initiatives not only set themselves apart as preferred employers, but they also get a competitive advantage in attracting and keeping top talent. Thus, well-being initiatives support organizational capability and resilience by nurturing both current and potential talent and acting as a draw for fresh talent.[5]

1.5 How effective are workplace well-being programs in improving employee satisfaction?

Programs for workplace well-being have become an essential tool for businesses looking to improve workplace culture and employee satisfaction. These programs cover a variety of activities intended to promote the mental, emotional, and physical well-being of staff members, ultimately aiming to create a happy workplace that promotes job satisfaction and productivity. A detailed analysis of these programs' effects on several aspects of employee satisfaction is necessary to determine how well they are doing in accomplishing this goal.

Studies show that employee satisfaction can be positively impacted by well-being initiatives. These initiatives improve employees' sense of care and support by offering tools and assistance for stress management, work-life balance, and physical health issues. Employee satisfaction with their job and overall work experience is more likely to be higher when they feel valued and supported by their employer.

2. Literature review

This review examined the link between physical activity, employee well-being, and presenteeism (working while unwell and underperforming). Twenty studies (including trials and observational studies) explored these factors. Exercise showed a clear benefit for mental health, particularly quality of life and emotional well-being. However, the evidence for exercise reducing presenteeism was inconclusive. The study highlights the need for a standardized definition and measurement tool for presenteeism to

definitively understand how exercise influences overall workplace well-being [6]

In addition to traditional health interventions, it emphasizes the effectiveness of legislation as an intervention, particularly when combined with strong enforcement initiatives or as part of a multifaceted approach. This finding suggests that comprehensive workplace wellbeing programmes may benefit from a multi-pronged approach that includes legal and regulatory components. [7]

It has been reported that workplace well-being programmes enhanced employee outcomes, particularly improving levels of presenteeism and functioning. However, the impact on absenteeism was found to be mixed. This finding suggests that while well-being programmes may positively influence certain aspects of employee performance, their effect on absenteeism requires further investigation. This review examined the effectiveness of digital mental health programs for employees (occupational digital mental health interventions). The researchers found that these programs modestly improved employee well-being and work performance compared to no intervention. Interestingly, the type of therapy used (CBT vs. others) or who delivered the program (therapist vs. self-guided) didn't significantly impact results. The review also identified features linked to higher engagement, such as shorter programs (6-7 weeks), additional support channels (email, text messages), and features that promote self-monitoring and personalization. Overall, this study suggests that digital programs can be a helpful tool for improving employee mental health and work effectiveness. [8]

This study delves into the relationship between employees' subjective well-being and workplace performance. Their research suggested a positive association between employees' well-being and performance, highlighting the importance of considering well-being programs as part of organizational strategies to enhance overall performance. This study investigated the impact of workplace wellness initiatives on job satisfaction and burnout among nurses. The influence of these initiatives on nurses' mental health and job satisfaction was predicted by researchers. According to their results, well-being initiatives can help nurses feel less burned out and more satisfied with their jobs. Considering how stressful healthcare environments may be, this is especially crucial. These initiatives help improve nurses' work environments by fostering well-being, which is important for their own health as well as the standard of patient care.[9]

This study explores the perspectives of mental health nurses participating in a mental health service-initiated resilience program. The

study shed light on the experiences and perceptions of frontline healthcare professionals regarding resilience programs, providing valuable insights into the potential benefits and challenges associated with implementing such initiatives in high-stress work environments. [10]

This study examined managers' understanding of and support for mental health issues in relation to workplace well-being programs. The results showed a sharp decline in stigma and a notable increase in managers' understanding of mental health concerns. What's more, the programs gave managers the tools they needed to help staff members who were experiencing emotional difficulties. It would appear from this that well-being initiatives can be an effective means of creating a more encouraging and mental health-friendly work atmosphere. These programs can help create a long-lasting culture transformation in firms by equipping managers with the information and proper behaviour. In a more thorough investigation, this study looked at how organizational support shields workers from the negative consequences of toxic workplaces. They discovered that employees' involvement and well-being suffered in hazardous workplaces. Crucially, though, a strong organizational support system served as a buffer, reducing the adverse effects. This implies that even under demanding situations, corporations can be extremely important in safeguarding the engagement and well-being of their workforce. Organizations can assist staff members in navigating the negativity and preserving their motivation and general well-being by offering support networks and services.[11]

The relationship between employees' subjective well-being and their job performance was investigated in this study. The favourable correlation between happiness and satisfaction and performance was indicated by the data. This suggests that programs for the general well-being and contentment of employees can have a beneficial effect on the performance of a firm as a whole. Businesses may experience a return on investment from improved productivity and efficiency if they invest in the well-being of their workforce. The impact of several high-performance work practice (HPWP) implementations on employee health and well-being were compared in this study. The researchers looked into whether providing these practices in an integrated manner (implementing all practices at once) or in isolation (one practice at a time) had a greater impact. It's interesting to note that the study discovered that HPWPs improved employee health and wellbeing regardless of how they were used. This implies that even if they are not used all at once, procedures like improved

communication, skill development, and job control can still have a positive impact on workers' general health and satisfaction. [12]

The relationship between employee resilience, HRM practices, organizational success, and employee well-being was examined in this study. According to the research, developing employees' resilience in conjunction with efficient HRM procedures might have a beneficial knock-on effect. Better employee well-being and general satisfaction may be attributed to stronger employee resilience, possibly as a result of stress management programs or encouraging work conditions established by HRM. Consequently, elements like higher output and less absenteeism might result in better organizational performance. To put it succinctly, the study emphasizes the possibility of a positive feedback loop in which a resilient staff and helpful HR procedures result in a more contented and productive workforce. [13]

3. Research Design

Primary Research: A questionnaire was created, and a Likert scale was used to collect responses from 81 employees from various companies from multiple sectors.

- **Statistical Application Used:** Statistical Package for Social Sciences (SPSS)

Secondary Research: A literature review of 71 research papers was done.

- **Data Collection:** Research papers, Conference papers and Articles from reputed journals and websites were referred to.

Reliability: The Alpha Cronbach Value is 0.903. This indicates a high level of internal consistency within the data collected.

Objectives:

Objective 1: To identify different factors which effect Workplace well-being Programmes.

Objective 2: To identify different factors which affect Employee Satisfaction.

Objective 3: To identify the correlation between Workplace well-being Programmes and Employee satisfaction.

4. Analysis and Findings

Age-Based on age it was found that most of the respondents belong to the age group of 31 -40 years.

Gender- It was found that most of the respondents are Females.

Further with the help of drafted and reliability wise checked questionnaire the following interpretations were made-

My Company's well-being program offers effective resources to manage stress.

Majority of the respondents agree with the statement that they their company well-being program offers effective resources to manage stress. However, most respondents probably believe that their company's well-being program is successful because it offers tools that are easily accessible and catered to the needs of employees. A culture of stress management and employee well-being is fostered by visible leadership support, feedback mechanisms, education, and a favourable work environment, all of which contribute to this perception.

To determine if **the variety of activities offered in the well-being program caters to my interests and needs-** All of the respondents agree that the well-being program's wide choice of activities effectively meets their requirements and interests. This agreement highlights how well the program meets a wide range of needs and preferences, which improves its ability to support participants' overall wellbeing.

To determine if the program clearly communicates its goals and how participation can benefit Many of the respondents agree with the statement that the program clearly communicates its goals and how participation can benefit me. However, most respondents agree that the program does a good job of outlining its goals and the advantages of taking part. People are better able to understand the goal of the program and how their participation might enhance their well-being because of this clarity. Participants are more motivated and engaged when there is such open communication.

To determine if the program has helped me manage stress more effectively, leading to greater satisfaction at work (Table 1).

All respondents agree that the training helps with stress management, and this is associated with higher levels of job satisfaction. By providing participants with stress management techniques, the program improves their capacity to manage work-related stress and promotes a happier workplace. The correlation shown between job satisfaction and stress

management highlights the effectiveness of the program in enhancing individuals' general well-being.

Table 1
Descriptive Statistic

	N	Minimum	Maximum	Mean	Std. Deviation
ES1	81	1	5	2.47	1.062
ES2	81	1	5	2.48	0.950
ES3	81	1	5	2.35	0.964
ES4	81	1	4	2.10	0.846
ES5	81	1	5	2.20	1.066
WP1	81	1	5	2.33	0.975
WP2	81	1	5	2.48	1.085
WP3	81	1	5	2.41	1.046
WP4	81	1	5	2.38	0.902
WP5	81	1	5	2.33	0.975
WP6	81	1	5	2.14	0.919
WP7	81	1	4	2.02	0.741
Valid N (listwise)	81				

To assess if open communication between employees and management is essential for a successful well-being program.

Most of the respondents agree with the statement that Open communication between employees and management is essential for a successful well-being program. As, a successful well-being program requires open communication between management and staff in order to ensure that needs are met, to develop trust, to promote participation, to facilitate feedback, and to enable timely adjustments. This collaborative and supportive atmosphere is crucial for promoting holistic wellness within the company.

To find if a strong company culture that prioritizes employee well-being enhances the program's effectiveness- The majority of the respondents agree with the statement that a strong company culture that prioritizes employee well-being enhances the program's effectiveness. However, respondents agree that program efficacy is increased by a strong corporate culture that prioritizes employee well-being. Well-being initiatives can flourish in an atmosphere that supports, stimulates, and harmonizes organizational principles with individual needs. This, in turn, improves the general health and contentment of employees.

To understand if the type of workplace well-being program offered (e.g., exercise classes vs. mindfulness training) has a significant impact on my satisfaction.

Most of the respondents agree with the statement that the type of workplace well-being program offered (e.g., exercise classes vs. mindfulness training) has a significant impact on my satisfaction. However, all respondents concur that satisfaction is highly impacted by the kind of workplace well-being program that is provided. Aligning with personal preferences improves effectiveness and engagement, whether in the form of exercise courses or mindfulness training. Programs that are specifically designed to meet the needs of participants provide a feeling of accomplishment and optimize the benefits for general health and job satisfaction.

To explore if the employees feel a stronger sense of belonging and support within the company due to the well-being program- Most of the respondents agree with the statement that they feel a stronger sense of belonging and support within the company due to the well-being program. As, respondents agreed that the company's sense of support and belonging is strengthened by the well-being program. The program builds camaraderie, trust, and mutual support by encouraging a culture of care and investment in employees' health. This helps to create a more inclusive and cohesive work environment where people feel valued and connected.[14]

To explore if the job allows for a healthy work-life balance, which contributes to my overall satisfaction. Most of the respondents agree with the statement that their job allows for a healthy work-life balance, which contributes to my overall satisfaction. All respondents concur that having a career that allows for a good work-life balance has a favourable effect on overall satisfaction. This balance lowers stress and makes time for personal interests, which promotes wellbeing. Job satisfaction is increased

when work and personal life are in harmony, highlighting the need of balance in promoting employee fulfilment and contentment.

Correlation

With a Pearson correlation coefficient of 0.830, ES and WP show a positive association. When two variables are positively correlated, it indicates that one of them tends to increase along with the other. Table -2, ratings for Employee Satisfaction (ES) tend to rise in tandem with increases in Workplace Wellbeing (WP) levels. [15]

Table 2
Correlation between Workplace wellbeing programs and Employee satisfaction

Correlations			
		ESTOTAL	WPTOTAL
ESTOTAL	Pearson Correlation	1	.830**
	Sig. (2-tailed)		0.000
	N	81	81
WPTOTAL	Pearson Correlation	.830**	1
	Sig. (2-tailed)	0.000	
	N	81	81
**. Correlation is significant at the 0.01 level (2-tailed).			

Significance

0.000 is the significance level (Sig. (2-tailed)). Given the statistical significance of the result, the likelihood of this observed link occurring by chance is less than 1%. The two variables have a significant link with one another.

Example Quantity. Based on information from 81 participants (N = 81), the Table -3 was created.

Table 3
Model Summary

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.830 ^a	0.688	0.684	0.40815
a. Predictors: (Constant), WPTOTAL				
b. Dependent Variable: ESTOTAL				

Interpretation: The summary of the regression analysis indicates that there is a high positive correlation ($R = 0.830$) between the dependent variable (ESTOTAL) and the predictor variable (WPTOTAL). This shows a direct and strong association, suggesting that when the WPTOTAL increases, the ESTOTAL tends to increase as well. The R Square value of 0.688 indicates that changes in WPTOTAL account for roughly 68.8% of the variance in ESTOTAL, underscoring the importance of the predictor in elucidating the behavior of the dependent variable.

Table 4
ANOVA

ANOVA ^a						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	29.062	1	29.062	174.452	.000 ^b
	Residual	13.161	79	0.167		
	Total	42.222	80			
a. Dependent Variable: ESTOTAL						
b. Predictors: (Constant), WPTOTAL						

When the number of predictors in the model is taken into account, the Adjusted R Square value, which is somewhat lower at 0.684, indicates that the model explains a significant amount of the variance in ESTOTAL. The average distance from the regression line that the observed values fall is shown by the Standard Error of the Estimate at 0.40815. These figures highlight the significance of the well-being program in improving workplace outcomes by indicating that it is a strong predictor of employee satisfaction (ESTOTAL) and that it accounts for a sizable percentage of the variance in employee satisfaction. [16]

Interpretation: The regression model that predicts ESTOTAL based on WPTOTAL is evaluated for overall fit using the given ANOVA (Analysis of Variance) table 4. The Regression, Residual, and Total sections make up the three main sections of the table 4.

Regression: The variation that the model explains is shown in this row. Regression's Sum of Squares is 29.062, which represents the entire variation in ESTOTAL that can be accounted for by WPTOTAL, the model's predictor. The Mean Square, or the Sum of Squares divided by the Degrees of Freedom, is likewise 29.062 with $df = 1$. The model's improvement over the mean model in terms of the dependent variable's prediction is indicated

by the F-statistic, which stands at 174.452. This F-statistic's significance value (Sig.) is.000, meaning that the model's predictor significantly and confidently explains the variation in the dependant variable at a level of significance much beyond the traditional 0.05 (Table 5).

Table 5
Coefficients

Coefficients ^a						
Model B		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		Std. Error	Beta			
1	(Constant)	0.151	0.170		0.887	0.378
	WPTOTAL	0.942	0.071	0.830	13.208	0.000
a. Dependent Variable: ESTOTAL						

To summarize, the ANOVA table shows that the regression model, based on the predictor, WPTOTAL, significantly predicts the dependent variable, ESTOTAL. With a significant amount of the variance in ESTOTAL being explained by variations in WPTOTAL, the model's explanatory ability is highly confidently shown by the very low significance level associated with the F-statistic. The outcomes highlight the predictor's efficiency in this model's explanation of the dependent variable.

Interpretation: The regression analysis's coefficients table illustrates how well WPTOTAL predicts ESTOTAL. The constant term predicts that ESTOTAL would begin at 0.151 if WPTOTAL were zero; however, as the large p-value implies, this prediction is not statistically significant. More importantly, WPTOTAL has a coefficient of 0.942, which indicates that ESTOTAL is predicted to rise by almost the same amount for every unit increase in WPTOTAL.

This indicates that WPTOTAL has a significant and positive influence on ESTOTAL. With a relatively high t-value and a significance threshold of zero, this link is not only statistically significant but also meaningful. This indicates that WPTOTAL has a strong and consistently differentiable impact on ESTOTAL from zero, demonstrating its efficacy in forecasting shifts in employee satisfaction levels. Table -6 data essentially confirms the conclusion that changes or additions to the well-being program, as measured by WPTOTAL, have a significant and favourable impact on employees' feelings of satisfaction, highlighting the significance of these programs in raising workplace satisfaction levels overall. [17]

Table 6
Residuals Statistics

Residuals Statistics					
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	1.4974	4.3248	2.3185	0.60272	81
Residual	-1.05551	1.29478	0.00000	0.40559	81
Std. Predicted Value	-1.362	3.329	0.000	1.000	81
Std. Residual	-2.586	3.172	0.000	0.994	81
a. Dependent Variable: ESTOTAL					

The table of residual statistics sheds light on how well a regression model predicts ESTOTAL. It describes the residuals, or differences between the actual observed values and the forecasts, as well as the spread and centre of the anticipated values. The standard deviation indicates that the expected values for ESTOTAL exhibit a considerable dispersion, with a range of approximately 1.5 to 4.3, cantered around an average of roughly 2.3. Significantly, as is typical with linear regression models, the average of the residuals, or prediction errors, is zero, indicating that the model does not consistently over- or under predict the actual values. [18]

5. Conclusion

In summary, this study has shed important light on the efficiency and influence of workplace wellness initiatives on worker happiness. We have developed a greater understanding of the different facets of these programs and their value in increasing employee health, happiness, and productivity by a thorough analysis of the body of existing literature and empirical investigations. The results of this study indicate that by attending to employees' physical, mental, and emotional needs, workplace well-being initiatives significantly improve worker satisfaction. It has been demonstrated that these initiatives improve workers' general well-being, job performance, job satisfaction, and health outcomes. Additionally, it was found that employee engagement, leadership commitment, and organizational support were important variables affecting the success of well-being project [19].

The benefits of workplace well-being programs are obvious, but there are still several obstacles and difficulties that need to be overcome, such as

a lack of funding, a lack of knowledge, and opposition to change. To surmount these obstacles and optimize the effects of well-being programs, institutions must embrace a comprehensive and methodical methodology. This entails incorporating employee participation, building leadership buy-in, integrating well-being into business culture, and regularly assessing and modifying programs to meet changing requirements.[20]

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