



The Impact of Wellness Programme on Employees Health

Sunil Aaba Shinde

Assistant Professor

Department of Psychology

Waghire College, Saswad, Pune (M.S.)

sunilshinde4321@gmail.com

Abstract:

Employee wellness programme is designed to keep employee mentally and physically healthy. it involves nutrition awareness, smoking cessation, personal counseling, weight control, physical fitness. Thus this article aimed at the impact of employee wellness program on employee's mental and physical health. Absenteeism, job satisfaction, self confidence, productivity, occupational stress these variables are also affected by employee wellness programme. Research showing that employees who are exposed to wellness programme are good in mental health, job satisfaction, self confidence and productivity.

Key Words: Employee wellness programme, physical health of the employee, mental health of the employee.

Introduction:

In the field of HR, wellness programs assist organizations with containing health uses among their employees. A century prior, one of the first worksite-based entertainment and work out schedules were framed in Pullman Company in 1879. In any case, the development of worksite

The Impact of Wellness Programme on Employees Health

amusement and work out regimes more slow down for quite a few years until the National Employee Services and Recreation Association (NESRA) was framed in 1941 and led more noteworthy enthusiasm for employees' health. As of now, over portion of all fair size and huge American organizations offer at any rate one kind of corporate health advancement movement with a developing number of littler bosses getting on (Chenoweth, 1998). The commitments of corporate health advancements have been perceived by numerous organizations in worldwide market. However, after effect of this investigation should be advocated because of different contrasts between created nations and creating nations.

A few analysts have been endeavoring ponders on how wellness program could assume its key job. For instance, as per Johnson and Johnson considers (Janice, 1997), they demonstrated positive open door costs, specialty unit-wide of health advancement programs. From his examination, constructive outcomes on wellness program were found on customary exercise interest, wellness levels, patients therapeutic cost, employee fulfillment, smokers' very rates and on and aberrant proportion of efficiency. Other than that, Connors (Janice, 1997) likewise found that a few organizations have additionally delighted in elusive advantages, for example, improved employee confidence, health and efficiency, employee fascination and maintenance, and improved picture for enterprises. The points of this investigation were to recognize the noteworthy distinction between employees who have gone to wellness program and the individuals who have not gone to wellness program with employee's activity fulfillment, stress and non-appearance.

We are living in a worldwide town, the worldwide town is a term that mirrors the condition of organizations in our reality Business today doesn't have national limits, and it stretches far and wide. There are different sorts of associations or enterprises. Individuals work there, one thing is sure on occasion employees will have individual issues , whether that issue is work pressure, legitimate, conjugal, budgetary or health related, one shared characteristic exists that if an employee experience an individual issue, at some point or another. It will show itself at the working environment as far as brought down profitability, expanded non-appearance, or turnover (social manifestations of worry) to assist employees with managing these individual issues, organizations are executing employee wellness programs.

The Impact of Wellness Programme on Employees Health

Employee Wellness Program is any sort of program that is intended to keep employees mentally and physically healthy. These projects are center around such things as smoking end, weight control, stress the executives, individual directing, physical wellness, nourishment training, etc.

Mental health is a condition of prosperity where the individual understands their own capacities, can adapt to the ordinary worries of life, can work beneficially and productively, and can make a commitment to their community (WHO). There are a few factors that identifies with mental health such as fearlessness, profitability, work fulfillment.

Fearlessness is a person's trust in their very own capacities, limits, and decisions, or conviction that the individual in question can effectively confront everyday difficulties and requests.

A profitability measure is communicated as the proportion of yield to inputs utilized in a creation procedure, for example yield per unit of info. Profitability is a urgent factor underway execution of firms and countries.

Occupation fulfillment is characterized as "a person's response to the professional training" (Berry, 1997).

The reason for this article is to audit the examinations investigating the connection between employee wellness program and health of the employees.

Objective:

To explore the relationship between employee wellness programme and employees mental and physical health.

Review of the findings related to relationship between employees wellness programme and employees health:

Worksite wellness and health advancement programs have developed exponentially in the previous 15 years. To analyze the effect of these projects, the writing through 1988 was looked

The Impact of Wellness Programme on Employees Health

into. When all is said in done, wellness and wellness programs bring about expanded degrees of wellness and a decrease in the hazard factors for coronary illness. Ongoing exploration utilizing control bunches has discovered relations between decrease in health care costs, non-attendance, and turnover and execution of complete health advancement programs. Issues identified with investment rates, program execution, and assessment is additionally tended to. (PsycINFO Database Record 2016APA). Natacha Emerson, Kelly Shedd and Robert Bilder (2016) contemplated 281 members in the school's Bruin Health Improvement Program. A working environment wellness program that indicated a reasonable connection between progress in physical health and upgrades in mental health, personal satisfaction, stress, and vitality,"

Cahill and Perera, (2011) Osilla et al.,(2012) examined that monetary motivating forces may pull in people to select or take an interest in smoking suspension projects and increment introductory quit rates, however they for the most part don't accomplish long haul conduct change .

An investigation in 2017 completed by the University of California Riverside found that organizations offering employee wellness programs saw a noteworthy addition in profitability among laborers.

John et al (1993) endeavored to assess the adequacy of an Employee Fitness Program (EFPs) at the central station of the ING bank in Amsterdam. The outcomes demonstrated that participating in an EFP could prompt a noteworthy reduction in truancy among both standard and unpredictable members.

Jagdish (1983) examined the connection between word related worry with work fulfillment and mental health of first level managers. He announced that 65 word related anxieties emerging from job over-burden, job uncertainty, job strife, gathering and political weights, obligation regarding people, under investment, weakness, poor friend relations, natural impoverishment, low status, strenuous working conditions and unprofitability.

Loretto, Platt &Popham, (2010) Due to innovative advances and quickly developing worldwide challenge, associations are always advancing and evolving. Subsequently, current workplace has gotten progressively aggressive and flimsy, yet more prominent requests are

The Impact of Wellness Programme on Employees Health

forced on employees to perform and adjust to changes while employer stability is only from time to time ensured – which can without much of a stretch lead to noteworthy increments in stress. Peterson, Michael EdD, Dunnagan, Tim EdD, (1998), examined that health advancement programs don't fundamentally affect work fulfillment. Rather work structure and the mental parts of the workplace perhaps increasingly compelling in improving employment fulfillment. Associations endeavoring to improve employee health ought to give health advancement projects and address the activity itself. To improve work fulfillment, thoughtfulness regarding the activity itself is required.

Cynthia J. Sieck Max Heirich Christine Major (2004) contemplated, Alcohol Counseling as Part of General Wellness Counseling, Alcohol utilization is inconsistently included as a focal point of health advancement crusades. Since liquor consumption impacts numerous other health dangers, it is consistent and viable to incorporate liquor chance decrease when all is said in done wellness directing. It presents proof that consolidating liquor directing brings down liquor hazard and brings down the danger of other constant illnesses. It likewise gives instances of ways attendants and other health professionals can examine liquor chance decrease with regards to general health, in this way helping evacuate the disgrace related with liquor chance and connect with customers in endeavors to bring down their liquor hazard.

Shadi S. SalehMohamad S. Alameddine Dan Hill Jessica Darney-Beuhler Ann Morgan (2010) considered, The Effectiveness and Cost-Effectiveness of a Rural Employer-Based Wellness Program, Rural worksite wellness programs have indicated extraordinary potential in their adequacy and cost-effectiveness. Such projects need not be excessively forceful, repetitive, and exorbitant to produce a good return for bosses and funders. Be that as it may, managers ought to be urged to explore different avenues regarding various degrees of wellness program powers until an increasingly good result can be figured it out.

In the course of the most recent quite a few years way of life illnesses has created in everywhere throughout the world, unhealthy ways of life, for example, poor sustenance, smoking, liquor utilization. This ways of life leads interminable ailments, these incessant conditions have become a significant weight as they lead to diminished personal satisfaction, diminished employment fulfillment and expanded health care cost.

The Impact of Wellness Programme on Employees Health

Work environment wellness program can do bit of leeway to employees, for instance; empowering an eating regimen with low fat to keep away from diabetes.

Conclusion:

In light of the above looked into thinks about and significant writing following ends are drawn, Research demonstrating that employees who are presented to wellness program are great in mental health, work fulfillment, self-assurance and profitability. A fit employee populace can be made with best fit execution of wellness program. By actualizing such program, it gives employees a sentiment of being in excess of a standard asset of association. This program additionally shows employees that the association recognizes that both manager and employee share some obligation towards employee's health. Employees are spine of the associations. In the event that employee remains healthy, then associations can without much of a stretch accomplish their objectives. Nonetheless, these ends are not outright as they depend on survey of set number of studies.

1. Employee who attended wellness programme become more productive.
2. Employee who attended wellness programme feel less stress.
3. Employees are become more job satisfied after attending wellness programme.
4. Employees self confidence level increases after wellness programme.
5. Relationship between wellness programme and mental health is positive.
6. Relationship between physical health and wellness programme is positive.

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The Impact of Wellness Programme on Employees Health

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