

“A Comparative Study of Employee Wellness among Teaching Faculty and IT Employees”

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ABSTRACT

Employee Wellness is a conscious, self-directed and evolving process of achieving employee full potentials. It is multi-dimensional, holistic, encompassing lifestyle, mental, spiritual well-being, and the environment. Further, employee wellness is an active process through which people become aware of, and make choices toward, a more successful existence. This paper tries to addresses about the employee wellness among the teaching faculty members and the employees in IT sector. A sample group of teaching faculty members and IT employees serving in Mysore city area were considered and the data has been collected by convenient sampling technique. The wellness such as Physical Wellness, Intellectual Wellness and Occupational Wellness are very much significant for the teaching faculty among other selected wellness and on the other hand except the Intellectual Wellness, all the other wellness are effectively offered to the employees of IT sector and they are considered to be more productive.

Key Words: *Physical, Intellectual, Occupational, Spiritual, Environmental, Social, Employee Wellness*

1. Introduction

Employee Wellness is a new buzzword which came into existence in the post globalization era after the progress of mentioning the importance of employees in various sectors. Employee Welfare already existed in different variations in many of the sectors to promote the wellbeing of employees in their day today work life. The workplace has changed due to globalization and technology advancement which is making a great impact on the lives of the employees (Allen, 2001)¹. Employees in IT industry and in the educational sector are knowledge driven and stress is existent in reality. The reason can be pressure from seniors, target oriented approach, relationship with co-workers, and lack of personal time, stress from spouse, children and the list goes on.

This stress can create many mental and health issues which would affect the performance and productivity of the employee in any sector and most especially in the field of academics. The personal weaknesses of the employees due to stress may lead to lack of time management, poor relationships, low assertiveness, deviation from the goals, lack of confidence etc. Employees can face many chronic health diseases (Parker, 2019)². Employee wellness have potential to support positive changes in employee health, thereby improving productivity and mitigating the rise in health care costs. The long term goals of these employee wellness are to improve employee health, well-being, and productivity by focusing on decreasing sedentary behavior, increasing physical activity, improving dietary habits, and reducing stress (Lloyd, 2017)³.

2. Employee Wellness: A Conceptual Review

Wellness are defined as the designed to maintain or improve employee health before health problem arises. Employee Wellness is a simple and effective way for

most of the companies to increase fitness of their workforce and reduce cost, helping to reduce stress and increase the quality of life for valued employees along with being a recruiting and retention tool (Allen, 2001)¹. Employee wellness helps employees to manage and maintain good health. Mental and physical health problems create an impact on the productivity and work-life balance. EWP may increase employee engagement in several ways. When EWP is communicated properly, it confirms to the employees that the company cares about their wellbeing. This can improve retention and turnover as well as an increase in discretionary effort from the employees. In addition, the health improvements will lower absenteeism, allowing for more time which can be invested for full productivity. Lastly, healthier employees are more likely to have increased morale, which translates into a more enjoyable and more effective work environment (Dhobale, 2013)⁸.

Employee wellness is an integral part of any organization and the topic which the researcher has chosen would study the overall employee wellness in educational sector (Melondie R. Carter DSN, 2011)⁴ and also in IT industry and its impact on employee engagement and work life Balance. It also studies the EWPs and suggests improvement for the same by understanding the views of the employees and employers. Effectively designed, implemented and managed EWPs can significantly reduce the cost of employee healthcare and reduce absenteeism rate (Dhobale, 2013)⁸. Organizational leaders rely on employees to assist in achieving their objectives by performing effectively and efficiently and helping to implement strategies for outperforming their competition and employee satisfaction can predict their degree of work performance (LeCheminant, 2017)⁷.

2.1. Components of the Wellness

1. Physical Wellness: In this study, this wellness are termed as the benefits provided by the organization or the institutions, such as Health clubs / health weeks / medical insurance / health education at work / on-site doctor etc.

2. Psychological Wellness: Addresses about the designed by the organization or institution to make employees come out of stress and other related issues by undergoing Stress Management Training / behavioral training / conflict resolution / Counseling



Fig 1: Conceptual Model of the Study

3. Spiritual Wellness: Explains about the spiritual related aspects practiced by the employer like, Art of Living sessions / Tie up with organization like Oneness University etc.

4. Intellectual Wellness: Speaks about the assistance provide by the employer to benefit the employees in various dimensions like Higher Education Assistance / seminar and workshop / training.

5. Environmental Wellness: It is one of the important wellness as it concentrates on the physical related aspects of the employees by making them following the practice of Ergonomics, Walking tracks etc.

6. Occupational Wellness: This wellness enlightens the employees about the concern of employer by considering Safety at work / Employee Feedback.

7. Social Wellness: This explains about the relationship between the employer and employees along with their families by organizing various events such as Family get together / sports league / fun at work Events.

(Source:

<https://www.gallup.com/workplace/237020/five-essential-elements.aspx>)

Employee or job satisfaction relates to employees' feelings and perceptions about different aspects of their jobs, for example, satisfaction with supervisors. Employee dissatisfaction with work has associations with psychological and physical well-being. Dissatisfied employees will often seek ways to avoid work and evade their responsibilities. Organizations that create efficacious wellness anticipate that for example, a wellness can increase employee satisfaction and performance. Employers' goals are to design a work environment that cultivates a psychosocial climate in the organization characterized by the opportunity for career growth. Considering that employers adopt wellness in

order to improve work relationships and to encourage employees to live a healthy lifestyle, more research on the topic of employee wellness is necessary (Richemond, 2020)⁵.

Finally, in the present stage wellness is considered as a topic of intellectual study in the world and it is considered as an active process of becoming aware of and making choices toward healthy and fulfilling life (Ganesh Bhat, 2014)¹⁶. Hence the face of the workplace has drastically changed over the past decade. An increasingly empowered and diverse workforce, technological advancements, increased competition and globalization have created a new workplace reality that is totally different from the past workplace in the field of academics (Parsons, 1987)⁶. Helping employees to take care of their health has become the moral and business need for the organization and institution by following the wellness in all dimensions. Hence, this study on measuring the effectiveness of employee wellness among the teaching faculty and IT sectors employees is found significant in all dimensions.

3. Literature Review

The study of measuring the effectiveness of employee wellness is studied by various researchers across the globe. A brief account of such studies have been given below:

Parsons (1987), in their study explains that employees are assets and human capital of the organization as all the jobs are knowledge based, so organizations have to take care of the employees.

Ho (1997), in this study signifies the importance of corporate wellness has been recognized by many countries. It is only in recent years that organizations in Singapore have begun to implement wellness on an organization-wide scale.

Melodie R. Carter DSN (2011), in their study have considered active approach in understanding and monitoring employees' modifiable health risk factors and chronic care conditions by developing strategies to encourage employees to start and sustain healthy behaviors.

Alice V. Edwards, (2018), in this study helps in understanding the various measures of the effectiveness of well-being in the workplace is important for optimizing the return on investment and selection of that meet organizational objectives.

Richemond, (2020), in this study examines the impact of wellness on employee job satisfaction in Colleges and Universities it was found that interaction analyses indicated a relationship between gender and job satisfaction.

Lloyd, (2017), this study helps in understanding a theory-driven approach to systematically planning, developing, and implementing a comprehensive university employee wellness.

Parker, (2019), in this study helps in to determine the feasibility and effectiveness of an onsite fitness facility with a structured integrative wellness to improve health-related outcomes among teachers and staff at an urban elementary/middle school.

LeCheminant, (2017), in this study tries to examine the health behavior changes and mental-health and job-related outcomes of school-based employees over 2 years while participating in a worksite wellness.

Passey, (2018), in their study the aim of this integrative literature review is to synthesize the existing evidence regarding managers' support for employee wellness.

Jennifer L. Hall, (2016), in this study the primary aim of this study is to estimate workforce participation characteristics and employees' attitudes regarding participation in workplace wellness.

Edries, (2013), in this study it addresses the prevalence of health risk behaviours is growing amongst South African employees. Health risk behaviours have been identified as a major contributor to reduced health related quality of life.

Navya Kumar (2022), in this study examines effects of personal and job-related factors on wellbeing for 301 Indian employees placed under work from home during COVID lockdown of early-2020 and longer.

S. Riasudeen (2021), in this study the purpose of this article is to examine the relationship of leadership effectiveness and psychological well-being with the work outcomes of intention to quit, job involvement and organization-based self-esteem (OBSE), and whether workplace spirituality plays a role in mediating the associations of leadership effectiveness and psychological well-being with work outcomes.

Anjali Majumdar (2022), this research paper reports the relationship of organizational justice, work engagement, and psychological capital of employees with their well-being. The predictive strength of organizational justice was tested for employee well-being.

Neelam Nakra (2023), this study attempts to investigate how career adaptability predicts psychological well-being (PWB) among employees based on career construction theory (CCT).

4. Significance of the Study

This piece of research tries to understand the depth of employee wellness in higher educational institutions and IT companies in Mysuru district. As the institution and

IT company workforce constitutes of the knowledge workers who face stress, this leads to physiological and psychological health problems. Employee Wellness is a boon in disguise for employee illness. Hence, this study is beneficial to management of institution and HR managers, wellness managers to understand contribution of employee wellness towards employee engagement and work life balance. It would also provide insight about contribution of globalization towards Employee Wellness.

5. Objectives of the Study

The primary objectives of the study are as follows:

1. To understand the concept of various employee wellness across sectors.
2. To analyze the employee wellness among on the teaching faculty and IT employees.
3. To suggest the best measures to increase the wellness among teaching faculty and IT employees.

6. Hypotheses of the Study

Based on the objectives of the study the following hypotheses are drawn:

Null Hypothesis: 1: (H0): There is no statistical significance between demographic factor and employee wellness among teaching faculty.

Alternative Hypothesis: 1: (H01): There is a statistical significance between demographic factor and employee wellness among teaching faculty.

Null Hypothesis: 2: (H0): There is no statistical significance between demographic factor and employee wellness among IT employees.

Alternative Hypothesis: 2: (H02): There is a statistical significance between demographic factor and employee wellness among IT employees.

Null Hypothesis: 3: (H0): There is no statistical significance on employee wellness among teaching faculty.

Alternative Hypothesis: 3: (H03): There is a statistical significance on employee wellness among teaching faculty.

Null Hypothesis: 4: (H0): There is no statistical significance on employee wellness among IT employees.

Alternative Hypothesis: 4: (H04): There is a statistical significance on employee wellness among IT employees.

7. Research Methodology

The study is based on conclusive research design and it is descriptive in nature, wherein, primary and

secondary data is been gathered with the help of structured questionnaire.

7.1 Sampling and Data Collection

The study area was conducted in Mysore city, which has diversified population. The city consists of teaching faculty and IT employees in various domains and avenues are selected by using the convenient sampling technique from 50 teaching faculty and IT employees across Mysore district.

7.2 Analysis and Interpretation

a. Demographic factor Analysis:

Table 1: Demographic Factor Analysis

Source: Primary Data

SPSS Results

Particulars		Teaching Faculty	IT Employees
Demographic Group	Classes	Frequency	Frequency
Gender	Male	25	25
	Female	25	25
Age	Below 25	0	2
	25 to 40	28	34
	40 to 55	20	14
	Above 55	2	0
Qualification	UG	0	40
	PG	26	5
	Ph.D.	24	0
	Others	0	5
Overall Experience	Below 3 years	3	10
	3 to 6 years	23	20
	6 to 9 Years	21	18
	Above 9 years	3	2

Table 1 describes the demographic factor of the teaching faculty and IT employees selected as respondents across the Mysuru district chosen conveniently. The study consists of equal proportion of male and female employees in both the profession and working in various designation. Similarly the breakdown of other demographic factors are as above, further the Chi-Square test for the demographic factors are analysed,

b. Pearson Chi- Square Analysis:

Table 2: Results of Pearson Chi- Square Analysis

*Source: Primary Data
SPSS Results*

	Teaching Faculty (Sig)	IT Employees (Sig)	Results	Results
Gender	0.533	0.476	Negative	Accepted
Age	0.013	0.001	Positive	Rejected
Qualification	0.474	0.441	Negative	Accepted
Overall Experience	0.000	0.000	Positive	Rejected

The above table 2, demonstrates the gender category of teaching faculty and IT employees selected as respondents across Mysuru district, the chi- square value of 0.533 and 0.476 is greater than 0.05 indicating that, there is no significant relationship among the gender and EWP effectiveness among the teaching faculty and IT employees respectively. Further, age and experience of employees have found significant relationship with the effectiveness of EWP among selected employees. Hence the defined hypothesis have mixed results has stated above in the table.

c. Anova Analysis to Measure the effectiveness of Employee Wellness among Teaching Faculty:

Table 3: Describing the results of Anova Analysis

*Source: Primary Data
SPSS Results*

Factors	F- Stat	Sig	Hypothesis Result
Physical wellness : Health clubs / health weeks / medical insurance / health education at work / on-site doctor etc.	3.81	.000	Rejected
Psychological Wellness: Stress Management Training / behavioral training / conflict resolution / Counseling	1.94	.471	Accepted
Spiritual wellness : Art of Living sessions / Tie up with organization like	1.61	.145	Accepted

Oneness University etc.			
Intellectual Wellness : Higher Education Assistance / seminar workshop / training s	1.01	.000	Rejected
Environmental Wellness : Ergonomics, Walking tracks etc.	3.78	.121	Accepted
Occupational Wellness : Safety at work / Employee Feedback	1.61	.000	Rejected
Social Wellness : Family get together / sports league / fun at work Events	1.77	.314	Accepted

Table 3, demonstrates the effectiveness of employee wellness among Teaching Faculty selected as respondents across Mysuru district, Anova table shows the significance value which is lesser than 0.05 indicating that, there is a significant relationship among the effectiveness of employee wellness by analysing the various conditions to which the teaching employees are exposed. Hence wellness such as Physical Wellness, Intellectual Wellness and Occupational Wellness are very much significant for the teaching faculty among other selected wellness. The hypothesis results of rejected indicates there is a statistical significance of the employee wellness among the teaching faculty and accepted indicating there is no statistical significance of the employee wellness among the teaching faculty.

d. Anova Analysis to Measure the effectiveness of Employee Wellness among IT Employees:

Table 4: Describing the results of Anova Analysis

Source: Primary Data

SPSS Results

Factors	F- Stat	Sig	Hypothesis Result
Physical wellness : Health clubs / health weeks / medical insurance / health education at work / on-site doctor etc.	2.11	.021	Rejected
Psychological Wellness: Stress Management Training / behavioral training / conflict resolution / Counseling	4.36	.000	Rejected
Spiritual wellness : Art of Living sessions / Tie up with organization like Oneness University etc.	3.14	.001	Rejected
Intellectual Wellness : Higher Education Assistance / seminar and workshop / training s	0.42	.511	Accepted
Environmental Wellness : Ergonomics, Walking tracks etc.	1.71	.000	Rejected
Occupational Wellness : Safety at work / Employee Feedback	3.44	.000	Rejected
Social Wellness : Family get together / sports league / fun at work Events	3.33	.005	Rejected

Table 4, demonstrates the effectiveness of Employee Wellness among IT employees selected as respondents across Mysuru district, Anova table shows the significance value which is lesser than 0.05 indicating that, there is a significant relationship among the effectiveness of employee wellness by analysing the various conditions to which the IT employees are exposed. Hence, except the Intellectual Wellness, all the other wellness are effectively offered to the employees of IT sector and they are considered to be more productive. As discussed earlier, the hypothesis results of rejected indicates there is a statistical significance of the employee wellness among the IT employees and accepted indicating there is no statistical significance of the employee wellness among the IT employees.

8. Conclusions

The study has helped to understand the importance of employee wellness among the teaching faculty and IT employees, wherein, employee wellness is a boon in disguise for employee illness. The survey result in this

study suggests that, chi- square results describes, gender category and qualification of teaching faculty and IT employees selected as respondents across Mysuru district, has no significant relationship with the Employee Wellness . Further, age and experience of employees have found significant relationship with the effectiveness of Employee Wellness among selected employees. This comparative study has helped to understand that, the wellness such as Physical Wellness, Intellectual Wellness and Occupational Wellness are very much significant for the teaching faculty among other selected wellness s and on the other hand except the Intellectual Wellness, all the other wellness are effectively offered to the employees of IT sector and they are considered to be more productive. Hence, this study has helped to understand that, employees of IT sectors are offered with more of wellness and it is seen effective to them in all aspects compared to employees of educational institution. Such that, it gives clear indication to institution management to offer the various wellness to their employees unlike corporate sector to make them more productive.

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