

## A Study of Various Stress Indicators and Existing Employee Wellness Programs in Companies of Pune Region

Prof. Akshata Sakhawalkar<sup>1</sup> Dr. Anand Thadani<sup>2</sup>

---

**Abstract:** *Wellness is generally used to maintain a healthy balance of the mind, body and spirit that results in an overall feeling of well-being. Employee Wellness Programs are created and maintained to encourage physical, mental and emotional health. A Successful wellness program is how well the program helps employees to change negative habits and create and maintain a healthy lifestyle. For current research work three types of industries viz. IT, Non IT and IT enabled will be considered. A common questionnaire covering maximum stress causing reasons are taken for consideration. As today there is cut throat competition, stress levels are more alarmingly rising and hence it is difficult for the employees to maintain their work life balance. Hence the organizations should focus on nurturing the employees and care their most valued asset which is the employee.*

**Keywords:** *Wellness, Stress Indicators, Employee Wellness Programs.*

---

### I. Introduction

Research is the systematic process of collecting and analyzing information based on intellectual application in the investigation of matter. The primary purpose of research is discovering, interpreting, and the development of methods and systems for the advancement of human knowledge on a wide variety of scientific matters of our world and the universe.

Employee Wellness programs are an investment in the corporation's most valuable asset—the workers. Employee Wellness Programs are created and maintained to encourage physical, mental and emotional health. A Successful wellness program is how well the program helps employees to change negative habits and create and maintain a healthy lifestyle. The organizations today have to focus intensely on the employee wellness program. An employee should be nurtured and cared for as he is the most vulnerable part of the organization.

A comprehensive workplace wellness program ideally consists of Prevention, Recognition, and Assistance. Employee questionnaire helps to determine the success of the program. Employees have a better attitude toward their employer and they feel like a valued and important member of the corporate team.

Problems related to work stress have increased significantly over the past two decades and is now one of the key problems faced by organizations globally. Wellness is generally used to maintain a healthy balance of the mind, body and spirit that results in an overall feeling of well-being. Wellness is an active process of becoming aware of and making choices toward a more successful existence.

A wellness program aims to reduce these risk factors among the employees. However, for a Wellness Program to be successful in the long term, it must have a plan to ease employees from external motivators, or incentives, to internal motivation such as the honest desire to be healthier and the dedication to making changes.

### II. Literature Review

Studies are generally highly optimistic about the short and long term cost cutting capacity of Workplace Wellness Programs. (Goetzel, et al 2002, 417). A comprehensive literature review of seventy-two studies published in The American Journal of Health Promotion, for example, found that in three to five years, Workplace health promotion activities may expect to realize approximately \$4 in lower health care expenses and \$5 in improved productivity for every dollar spent. (Aldana 2001, 296-320). The federal government uses these reported successes as the foundation for its Healthy Workforce 2010 campaign. The methodologies of these studies, however, are troublesome. As long as statistically rigorous proof of program effectiveness for broad populations is lacking, federal recommendations advising Worksite Wellness Programs may be misguided.

ANN ARBOR, Mich. Sept. 8, 2008 Con-way Freight has launched a major expansion of a successful wellness program that is improving the health and physical fitness of its employees while reducing incidences of workplace injuries and their associated costs. Initially rolled out at 14 company facilities across eight states, the company is expanding the initiative into an additional 52 facilities, reaching 4,100 more employees in another 13 states. By the close of 2008, the program, provided in collaboration with Wellness Coaches USA, will be available to a total of 6,400 employees at 66 facilities in 21 states. Con-way Freight is a subsidiary of Con-way Inc. (NYSE: CNW).

According to a survey conducted by Statistics Canada, in which respondents were asked to indicate their level of stress at work, 38.8% of Canadians between the ages of 15 and 75 are slightly stressed at work,

25% are relatively stressed at work, while 5.4% are extremely stressed at work (Statistics Canada, 2002 – updated in September 2004).

### **III. Research Methodology**

#### **The Problem**

Due to the demanding nature of the organizations, the stress level of the employees is increasing. An employee who is stressed does not give full output and this is the reason of low productivity. Research needs to be done on different causes of stress. Exploratory type of research would be carried out to identify the stress indicators at first, secondly the factors responsible for causing stress and then the awareness and existence of any type of wellness programs offered in selected organizations.

#### **Objectives of Study**

1. Identify factors causing stress.
2. To find correlation between age and stress level.
3. To find correlation between working hours and stress level.
4. To find correlation between designation and stress level.
5. To find correlation between gender and stress level.
6. To find which Employee Wellness Programs are more frequently implemented in the companies.
7. To find some popular suggestions made by the employees so as the wellness program will be more effective.

#### **Hypotheses**

1. Employees have high stress levels
2. Level of stress has relationship with age, working hours, designation.
3. Male and female employees face different type and/or levels of stress.

#### **Conceptualization**

The concept of stress is measured using these different parameters

- Health Issues due to Work Tensions
- Health Issues due to Job Nature
- Health Problems due to Workplace Conditions etc.

#### **Measurement of variables**

The respondents were given a questionnaire which consisted of the following

1. Dichotomous Scale
2. Ranking scale from 1 to 5 for some questions
3. Multiple choice questions ranging from min 2 to max 14 multiple choices.

#### **Research Design**

For current research work three types of industries viz. IT, Non IT and IT enabled will be considered. A common questionnaire covering maximum stress causing reasons are taken for consideration. Questionnaire will be well researched from different questionnaires used by companies, and a merger of the most relevant items was prepared. A combined questionnaire will be designed for measuring stress level and find the awareness and availability of any type of Employee Wellness Programs. Our concern is to keep the questionnaire short, easy to fill and understand. There would be no subjective or descriptive questions, only multiple choice questions will be asked in the questionnaire. Sample drawn at random will be 100 for the types of industries i.e. (IT, Non-IT and IT-enabled). The respondents would all be from Pune city.

#### **Population and Samples**

Sample size of 100 respondents is analyzed for the research. All the respondents are selected from Pune city and from different companies.

#### **Methods and tools of data collection**

The data is collected by preparing a questionnaire and the Survey Method is used for data collection. The data is sorted on the basis of age, gender, designation etc. The data is filtered for obtaining the classification of the variables. Various charts like pie chart, bar diagram and column diagram are used for data presentation.

**Gender:** Male and Female

**Age:** 21 and above.

**Education:** Diploma, Graduation, PG and PhD.

**Designations:** Manager, Sr. Manager, AGM, DGM, GM.

**Profession:** IT, Non IT and IT enabled.

**Marital Status:** Single, Married, Divorced and Widow/Widower.

These questionnaires are distributed to a random sample of 100 professionals working various types of industries. This made the sample a very good representative of total population.

Data Analysis

After the data processing, Univariate and Bivariate Analysis was done To find correlation between

- age and stress level.
- working hours and stress level
- designation and stress level.
- gender and stress level.

#### **IV. Findings**

- 1) Noisy workplace and centralized AC are major factors causing discomfort to the employees.
- 2) Intense workload is the major job issue causing stress.
- 3) Maximum people under stress are found in the age group 31-40.
- 4) People having a Moderate Stress level that is from the age group 31-40.
- 5) People having a High Stress level that is from the age group 31-40.
- 6) People above the age group 50 are not under much stress as compared to other age groups.
- 7) Very High level of stress is observed in the people working for 9 to12 hours and 12 to 14 hours as compared to the people who work for 8-9 hours.
- 8) 30% males suffer from moderate stress whereas 54%of females suffer from moderate stress.
- 9) Females suffer more from moderate stress. But there are no females who suffer from highest degree of stress as compared to the male counterpart which has 7%of males.
- 10) Many organizations provide healthy food in the company canteen. There are moderate numbers of employees who are provided with fruits or juice availability.
- 11) A Crèche facility which is a new concept has been taken up by the organizations recently.
- 12) Most of the organizations promote Regular Employee Health Checkups and employees do get benefits of the same.
- 13) Some of the organizations have a tie up with Gyms and Phone numbers of the Doctors.
- 14) Less number of organizations has a program for Ensuring minimum health records and allowing arrive/leave 5-10 minutes early if they walk or cycle to office.
- 15) Maximum numbers of People wish to have a Personalized Diet Schedule as an addition in the Employee Wellness Program.
- 16) An adequate number of people wish to have any time food availability and Increase in frequency of Workshops to be added in the Employee Wellness Programs.
- 17) Rest room in the organization is the most preferred choice of the employees; as are frequent relaxation technique sessions and frequent yoga training are secondly preferred options.
- 18) Most of the employees wish to have an increase in health management guidance to be added in the program. Some people wish to have In house medical counseling and Gym facilities in the company.
- 19) Employees do not wish to be disturbed on weekly offs as they want to utilize the time for personal life.
- 20) Frequent time management training should also be provided to the employees Suggestions

Employees prefer the following:

- a) Personalized diet schedules
- b) Rest rooms in the company
- c) Increase in health management guidance
- d) No official calls on weekly holidays

The employees need more time for their personal and family lives. They are keener on spending their time for their personal hobbies. An employee needs personal space from the official hours as they do not prefer official phone calls on their weekly holidays. Managers need more peace of mind so as they can perform productively in their office. As today there is cut throat competition, stress levels are more alarmingly rising and hence it is difficult for the employees to maintain their work life balance. Hence the organizations should focus on nurturing the employees and care their most valued asset which is the employee. In this global scenario of demand of high productivity, the organizations need to intensely work out on the various plans and ways to revive the employees mental and physical stress levels.

### References

- [1]. Ames, G.M., Grube, J.W., & Moore, R.S. (2000). Social control and workplace drinking norms: A comparison of two organizational cultures. *Journal of Studies on Alcohol* , **61**, 203-219.
- [2]. Cook, R., Back, A., & Trudeau, J. (1996). Preventing alcohol use problems among blue-collar workers: A field test of the Working People program. *Substance Use and Misuse* , **31**, 255-275.
- [3]. Cook, R., & Schlenger, W. (2002). Prevention of substance abuse in the workplace: Review of research on the delivery of services. *Journal of Primary Prevention* , **23**, 115-142.
- [4]. Deitz, D., Cook, R., & Hersch, R. (2005). Workplace health promotion and utilization of health services. *Journal of Behavioral Health Services and Research* , **32**, 306-319.
- [5]. Heirich, M., & Sieck, C.J. (2000). Worksite cardiovascular wellness programs as route to substance abuse prevention. *Journal of Occupational and Environmental Medicine* , **42**, 47-56.
- [6]. Kline, M., & Snow, D. (1994). Effects of a worksite coping skills intervention on the stress, social support and health outcomes of working mothers. *Journal of Primary Prevention* , **15**, 105-121.