Wellness Restoration - A Secret to Employee Productivity

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Abstract:
Companies can use wellness practices to increase productivity by building a culture of health, presenting a monthly wellness seminar, and developing wellness support networks. It is important to give people reasonable goals, such as including their families in activities, to engage and motivate them to reach wellness goals. Businesses are investing in reducing stress and fatigue to increase productivity. Companies have started meditation, yoga, and other stress relief classes to reduce burnout. Additionally, businesses organize events and activities to show appreciation to their employees. These activities can help employees express their creativity and feel valued by the business or company. Employee financial well-being includes good competitive wages, benefits, incentives, bonuses, and overtime pay. Employers who incorporate financial education in the workplace see an increase in productivity. Financial worry can decrease energy and mental capacity, leading to decreased productivity. The study highlights the effect of wellness restoration on employees productivity. It will help to formulate strategies and add to existing literature on wellness and employees' performance in multinational manufacturing companies. Data was analyzed through descriptive statistics and concluded that restoration of physical, mental and financial wellness increases workplace productivity.
Keywords: Wellness Restoration, Physical well-being, mental well-being, employee productivity, multinational engineering companies

Introduction:
Well-being is the state of mental and physical well-being that people experience at work, allowing them to be productive, build positive relationships, develop resilience, cope better with stress, and develop their potential more fully. It is important for people to be in a state of mental and physical well-being in order to be productive, build positive relationships, develop resilience, and cope better with stress. The COVID-19 pandemic has caused a significant shift in the way we work, leading to feelings of isolation and loneliness. This is compounded by wider societal anxieties and the lack of a clear endpoint of the pandemic. Executive leaders and middle management are responding to the challenge of ensuring the well-being of their people and managing productivity levels.

Employers have been marketing a "culture of wellbeing" to attract and retain top talent, bring out the best in their employees, and manage healthcare costs as per Patrick Kulesa and Stephen Young[1]."The probable health benefits of workplace wellbeing programs have been demonstrated in large cohorts for the past four decades, and are also inclusive of engagement, retention, and productivity". This has enabled employers to attract and retain top talent, bring out the best in their employees, and manage healthcare costs.

Wellbeing is not a program, but rather a mindset, ethos, or cultural orientation within the workplace. "According to a Gallup study in 2019, if employees had higher wellbeing in year one, they would tend to have higher engagement at work in year two and increased positive change in wellbeing in year two". Managers highly influence organizational culture, and if managers discuss and promote wellbeing as the norm, then employees get more involved in wellbeing activities. If managers are not engaged, then this cascade to employees does not exist, Grossmeier et al. [2].

Ways to Increase well-being, engagement and productivity in the workplace

Employee engagement is essential for a business to thrive in today's times. Employees are the frontline soldiers who interact with customers directly. When an employee loves their job, they go the extra mile to meet the expectations of the managers and organization. An organization that has a definite engagement strategy records 41% less absenteeism. Enhancing employee experience increases engagement, which provides the advantage of low operating costs to the company. Companies can avoid costs by adopting effective employee engagement strategies.

Continuous check-ins is key to improving employee performance.

Managers provide guidance and direction to the employees, which lowers the chance of the team's failure. A study reveals that many employees quit their bosses, not their jobs, and when managers act as mentors and conduct continuous check-ins, the employees stay motivated and loyal to the company. Engaged employees come up with innovative ideas to help the organization thrive in today's competitive business world. Innovation is the way to lead and grow.

Employees should be encouraged to believe in their own beliefs

Employees who believe in the company's vision and mission should be recruited on priority. This will help them work hard and put effort to achieve the business objective. The ones who love their job will stay engaged and focused on their work, which will automatically increase their productivity. For example, if the company's vision is to ease the work of Human Resources, employees will come up with different ideas in marketing, product development, and enhancing user experience.

Employee's affinity towards the organization:

Employees will not leave a company if they feel that the organization takes an interest in their growth and development. People-centric organizations can survive any storm and thrive if employees are engaged and helped to develop their work skills. The employees should have the affinity towards their organization and vice versa. This will help retain employees for any company.

Flexibility is essential for a perfect work-life balance:

Employees should be able to choose their work timings based on the work they are doing. Do not micromanage and set rigid timings like 9 - 6 or 8 - 5. Employees working from home have more responsibilities and distractions to take care of, so they may be forced to sit for work for 4 hours a day or 12 hours a day. Management should evaluate an employee based on the outcomes, not on the work hours.

Involve employees in goal setting:

Take the Inputs of Employees in Setting Goals is an effective business strategy that will make employees feel cherished and valued. It is an effective strategy because employees are the ones who interact the most with the customers and know their customer needs better. Additionally, when employees are assured that their voices are heard by the top management, they will be satisfied and perform well. This strategy helps improve employee engagement, particularly when working remotely, as employees will not feel isolated and have a personal connection with the organization.

Much needed break for employees

The most important details in this text are that taking a break is good for employees' well-being, and that managers and team leaders should promote taking breaks. Additionally, they should arrange Zoom calls or Teams video meetings and do some stretches to promote collaboration, communication, and a healthy lifestyle [3]. This will help employees feel relaxed and love their company for showing concern in their health.

Recognize the work of employees

Companies should adopt a culture that rewards and recognizes the efforts of employees to stay ahead of their competitors in the war for talent. Employees seek instant gratification in the form of recognition, which will lead to an increase in productivity and quality of work. Companies can appreciate employees using various methods, such as a thank-you note or mail of appreciation, offering to drop them by their car or bike for two days, recognising the efforts in front of everyone or team meetings, posting some goods on a social platform, etc.

Measuring employee productivity

The quality of your employees' performance is the most important factor in determining your business's profitability [4]. Productivity measurements can be used to assess the quality of your employees' work, which can be influenced by factors such as equipment, materials flow, and economic considerations.

Output can be measured in terms of volume or quantity of items produced, or dollar value of items produced or services provided. For example, a graphic designer's productivity may include parameters like how many jobs he or she completes in a month, as well as how quickly the jobs were produced Lapierre, L. M., Spector, P. E., Allen [5]. A company that builds and sells widgets may measure productivity in terms of the number of units built and sold over a month's time.

Service industries can measure productivity by considering the number of tasks performed or the number of customers served in a given time period, as well as whether the service delivered measured up to company or customer standards and whether performance deadlines were met.

Few other measurements of productivity involves determining the time an average worker needs to generate a given level of production, as well as observing the amount of time a group of employees spends on certain activities. This method can reveal if employees are spending too much time away from production on other aspects of the job that can be controlled by the business.

The key to improving productivity lies with the employees themselves and the way they are treated. Studies have shown that most workers feel it is important to do their best at their jobs, so it is important to provide them with the opportunity to do so. It is the challenge to tap into this desire to perform and make it work for the business.

Measuring productivity of a company or department allows for operational changes, adding employees or equipment, and understanding overall efficiency. There are a variety of ways to measure productivity, and understanding which is best for your business can take some time and consideration.

Review of Literature

Fabuius, R., Thayer, RD, Konicki, D. (2013)[6] found that comprehensive efforts to reduce a workforce's health and safety risks can be associated with a company's stock performance. The portfolio of companies recognized as award-winning for their approach to the health and safety of their workforce outperformed the market, suggesting that building a culture of health and safety provides a competitive advantage in the marketplace.

Booma T, Research Scholar, "Department of Commerce, Madurai Kamaraj University, Palkalai Nagar, Tamil Nadu, Stress Management- Recognition, Regimentation and Restoration of 21 Organisational Distress Ailment, : Hospitality and Tourism: Emerging Practices in Human Resource Management, Bharti Publication, 2021 ISBN: 978-81-949793-6-4", [7] recognition, regimentation, and restoration of workers distress are the three stress management programs implemented by the management. Stress is a feeling of physical or emotional tension that can arise from any event or thought that makes the employee feel frustrated, angry, or nervous. Stress is one such act which helps the employee to rise and face any challenges, and Distress, which is a negative stress. Work-related stress is defined as a harmful reaction that people have to undue

pressures and demands placed on them at work. Lack of stress management contributes to illnesses, absenteeism, and employee turnover. Underperformance at work is another primary alarm of stress. To deal with the stress of workers, it is essential to take the necessary actions.

Isham A, Mair S and Jackson T (2020)[8] Wellbeing and productivity, as per the authors, this report reviews the relationships between the different aspects of wellbeing, productivity, and productivity growth. It is the culmination of a desk-based evidence review, survey, and mapping workshop held with experts from backgrounds such as psychology, sociology, economics, and design. It focuses on wellbeing and labour productivity, although resource productivity and multi-factor productivity are also touched upon at relevant points. The focus is on wellbeing and labour productivity, although resource productivity and multi-factor productivity are also touched upon at relevant points.

Marco Hafner, Christian van Stolk, Catherine Saunders, Joachim Krapels and Ben Baruch, "Health, wellbeing and productivity in the workplace", [9]This study aims to draw upon data collected during the 2014 Britain's Healthiest Company (BHC) competition to understand what drives productivity at work in the participating organizations. It looks at the links between lost productivity in terms of presenteeism and absenteeism in association with a range of factors, such as job and work environment, personal lifestyle risk-factors, health and physical risks. Using regression modeling techniques, the report establishes associations between these factors and productivity loss in the workplace and compares them to the wider literature. The report is aimed at policymakers and practitioners and aims to contribute to the wider debate on the link between health, wellbeing and productivity at work.

Daniel R. Kennedy, Peter Clapp, June 2022[10], this article discusses approaches that have been shown to reduce burnout and provides strategies organizations and individuals can implement to improve productivity and faculty well-being. Data from the business sector can be extrapolated to pharmacy education, but inferences from effective corporate strategies may not be transferable to the culture and expectations of academia. To demonstrate a culture of support, organizations should consider a five-fold approach to enhancing and maintaining faculty well-being, including optimizing faculty and staff support, establishing a faculty development and mentoring program, permitting flexibility in work schedules, improving productivity of meetings, and managing communication tools. Individuals can also take measures to improve their well-being, such as controlling email, giving attention to faculty citizenship, implementing stress reduction and coping techniques, and maintaining boundaries between work and home.

Harchekar, Jyoti Suraj; Joshi, Sneha, (14) social media can be a helpful tool for youth to relieve stress because it enables social support, self-expression, and connection with others. Use social media wisely and strategically to prevent drawbacks including cyberbullying, social comparison, and sleep disruptions. Studies show that young people who use social media have reduced levels of depression and anxiety, and that utilising social media to relieve stress can be helpful. By promoting self-expression, supporting healthy practises, and raising mental health awareness, social media can also support positive mental health and wellbeing.

Dr. Manisha Shedge, Dr. Sneha Joshi (15) mentioned, higher debt loads can have a bad effect on a person's financial situation, especially if the debt has high interest rates or unaffordable repayment terms. Debt repayment expenses can reduce disposable income and restrict a person's capacity to invest and save. Financial shocks: Unexpected occurrences like job loss, illness, or natural catastrophes can have a big impact on people's finances, especially if they don't have an emergency fund or insurance to cover the costs.

Objectives
- To identify the causes of workplace productivity loss.
- To identify recommendations to improve the effectiveness of business health and wellbeing interventions.
- To explore methods that can be used to redefine their work environment to reduce stress, improve well-being, and increase employee productivity.

Research Methodology
This study uses Descriptive Research Design to describe the characteristics of the given population as it exists. A structured questionnaire was framed. Data was collected and analyzed with suitable statistical techniques to answer the question set in the research question. Statistical tools were used to examine the statistical relation between various research variables. A balanced data collection was used with both primary and secondary data. Convenience Non Random Sampling was used according to availability of time, limitations of available respondents and convenience to study. A sample of 90 respondents was selected using convenience Non Random Sampling.

Data Analysis and interpretation
Productivity of employees was measured considering 3 elements

Time
- Completing task within time
- Gap between expected time to complete the task and actual time required
- Increase in overtime due to excess work load

Resources
- Completing the task in available limited resources
- Extra resources required

Work
- Not able to achieve target work
- Errors in task/work have increased
- Gap in expected result and actual result has increased

The questions on the above factors were asked to the employees of the automobile companies. Their answers / reactions have been noted in the table below.

Mean for Time Related Productivity

Time Related Productivity	Mean	Average Mean
Completing task within time	2.61	
Gap between expected time to complete the task and actual time required	2.78	**2.96**
Increase in overtime due to excess work load	3.51	

Table No.1 *Time Related Productivity*

Mean for Use of Resources Related Productivity

Resources Related Productivity	Mean	Average Mean
Completing the task in available limited resources	2.61	**2.68**
Extra resources required	2.76	

Table No.2 *Use of Resources Related Productivity*

Mean for Work Related Productivity

Time Related Productivity	Mean	Average Mean
Not able to achieve target work	2.83	**2.94**
Errors in task/work have increased	2.92	
Gap in expected result and actual result has increased	3.09	

Table No.3 *Work Related Productivity*

Key findings
The respondents were able to achieve the target on-time, but it was not for a long period. The young survivors were able to achieve the target, but the elder ones failed at times. This was shared verbally by the HR, which suggests that the younger generation had more productivity than the older generation.

Errors can lead to inappropriate decisions, lack of foresight, and unfit leadership. An increased response is a cause of worry due to work pressure, fear of loss of job, extra work, and overtime. Possible reasons include work pressure, fear of job loss, extra work, and overtime [11].

The study found that there was a gap between the expected time and actual time to complete a task. Supervisors may take in advance the expected time, but employees may not meet this expectation due to lack of time management skills.

Respondents reported that it was difficult to complete the task with available resources, such as digitalization and training. They agreed that they used an extra resource, which increased the cost and time to complete the work. The management should have given training to the employees on the usage of resources, as there is a shortage of resources and the company is trying to lower costs [12].

The employees failed to achieve their targets, had errors in their work, and were overloaded with work, resulting in decreased productivity. These factors had a negative impact on their work-related productivity. Productivity growth in the workplace can lead to job demands and job insecurity, which can lead to poorer wellbeing. ICT can promote productivity, but it can also lead to sedentary lifestyles and reduce wellbeing.

Toxic behavior at work is often caused by individuals trying to manipulate and sabotage the workplace. This can lead to team members having to consider their long-term futures due to their unhappiness [13]. This is more common in larger organizations where staff members use devious strategies to advance their careers. Employees who engage in toxic behaviour may experience stress in the long run, which can lead to low productivity, work ethic, and workflow.

Coworkers can become disoriented and lose focus due to worries about their jobs. This can lead to work stress, which means more work done but with less efficiency. This is one of the major causes of low productivity, as it leads to more work done under pressure but with less efficiency.

Recommendations

Multitasking can be beneficial or detrimental, depending on the source. If the CEO or senior manager of a company assigns as many tasks to their employees as possible, they may want to assign as many tasks as possible. However, if they focus on one project at a time, they will be able to complete Project A in one week and Project B in two weeks. Time management can play a key role in enhancing productivity at work. For example, if two projects (A and B) need to be done, and it will take a week to finish each of them, attempting to complete as much work as possible will cause Project A to be delayed by an entire week. Instead, they can complete Project A in one week and Project B in two weeks if they focus on one project at a time.

Poor management is a major cause of low productivity, with 80% of workers having encountered poor management. There are still many managers who like to micromanage their employees, and businesses need leaders to drive change and move their organizations forward. Poor management can de-motivate workers from giving their hundred percent to the organization.

The solution to low employee productivity is to ensure all employees receive the proper training. However, if an employee consistently falls short of expectations, it may be necessary to move them to a different department. As a manager, it is important to make sure new and existing employees are well-trained and equipped to ensure greater productivity for the business.

A business leader is responsible for asking their staff if their managers are motivating them or de-motivating them, and that they should spot weak points in the relationship between management and employees and work to fix them. Additionally, they should adopt a flat organizational structure, in which each employee is free to contribute to developing new concepts, strategies and plans.

Employees should be treated as valued human beings and their contribution should be recognized. Trustful and cooperative relationships should be created.

Work environment plays a huge role in increasing productivity, and HR/Admin should provide a suitable environment to work on. Little things like controlling noise levels, lighting, and temperature can have an effect on productivity.

It is said that a healthy worker is 10 times more efficient than an unhealthy one, so it is important to motivate them to do physical activities on a daily basis. Additionally, indoor sports like table-tennis can be used as a great physical exercise and healthy competition.

Conclusion

Productivity at work is all about working quickly, efficiently, and with extreme determination while avoiding distractions and finishing the work before the deadline. It is possible to free up time for personal objectives and aspirations or simply accomplish more at work or in business when an employee feels their goals are aligned with the organization's goals. The most common causes of low productivity and the most effective ways to overcome these causes are based on principles relating to communication, and organizational structures. Acknowledging these causes and applying the ways to overcome low productivity are the most effective ways to increase the productivity rate.

Organizations need to expand their business case and evaluation strategies to include social, financial, spiritual and mental wellbeing as part of their health care cost control strategies. Companies of all sizes are investing in employee health through workplace health management programs. Executive leaders believe in the importance of good health, but if front-line managers don't share this belief or the work environment isn't supportive of healthy behaviors, companies won't see the results and long-term benefits.

Wellness programs at work help to reduce stress and encourage employees to look after themselves. This is a win-win for both the business and the workers, as it helps to improve

productivity. It requires effort up front, but it reaps benefits in the long run. Wellness programs can help companies retain more employees, reduce the need for hiring, and minimize related expenses. However, such initiatives will come at a cost, but should be seen as an investment that will reap dividends in the long term. This includes fewer sick days and less time, money, and energy spent on replacing workers that leave. Employees are not machines, so one should not treat them as such.

Future Research Scope

Future research is needed to determine the extent to which the impacts of physical and mental health on productivity are distinct or intertwined. This is due to the co-morbidities between physical and mental health. Poor physical health can have detrimental effects on productivity due to physical health conditions being associated with poorer mental health, or mental health problems being linked to poorer physical health.

Research into the effects of mental health on productivity has focused on depression and anxiety. However, research into OCD and PTSD has revealed similar trends, but more research is needed to determine if there are differential effects on productivity across a wider range of mental health conditions.

Most work exploring the links between health and productivity relies on assessing the relationship between scores on health questionnaires and productivity measures. Future work may need to locate the more specific mechanisms through which health can impact productivity, which may require longitudinal, observational, or qualitative research methods.

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