

Impact of Workplace Wellness in Influencing Job Satisfaction of IT Employees in Chennai

V. Sathyavathi, R. Angayarkanni

Abstract: *The work life of white-collar employees is filled with stress and wellbeing often takes a backseat while profession is in fourth gear. When individuals are contented at work, they are healthier and more contented in life. Workplace wellness activities need to be designed to support healthy behaviour in the work and enlightening well-being outcomes. Wellness is not just physical wellness. It's both bodily and psychological. Specifically, in the background of corporate wellness since individuals deal with a lot of psychological stress. Establishments need to prioritize worker well-being for improved productivity and to ensure employees job satisfaction to increase the quality of life of every employee. Poor well-being eventually affects productivity in mind, companies have begun offering commercial wellness programs to their workers. The aim of this quantitative research was to examine the association between workplace wellness and job satisfaction of IT sector employees. The area chosen for the study is Chennai. A total of 100 respondents have participated in the study. SPSS was used to evaluate the results of the findings. Wellness and worker job satisfaction go closely associated. When an employee is glad with their job, it positively affects their health and the mind. When an member of staff is healthy and feeling their psychologically and physically good, they'll feel more contented in the office. Workplace wellness began in the western countries, but has progressively made great headway in India. As well due to the growing pressures at workplace and outstanding performance expected from each employee, every day. The wellness programs have proven to be an extraordinary device of change and life enrichment beginning right at work.*

Keywords : Workplace wellness, Job satisfaction, Corporate wellness, Employees.

I. INTRODUCTION

The prodigious development of many IT and Business process outsourcing companies have created many job opportunities for many young budding employees in India. Many people are working and creating their talents in this sector, more than millions of people are employed in this sector, it is considered to be the largest sector on India. The Indian IT sector has brought many employment opportunities. Some hardworking employees prioritize their job over well-being. They skip lunch and stay up late to get the job done. And they never take a sick or personal leave. Personal well-being always needs to come first.

Deskbound lifestyle of most of the corporate workers are

suffering from hypertension, obesity, depression and other diseases. This has increased the cost for many companies and

they have to spend more on company human resource. To handle this, workplace wellness initiatives are taken by corporations to recover and sustain the well-being of workers. This will help organizations in numerous ways in increasing productivity and job satisfaction. There are various companies offering services for corporate wellness in India. A lot of the big MNCs like Tata Consultancy, L&T, Wipro and more have their own in-house corporate wellness programme. These programmes include services like naturopathy, naturopathy panchakarma, yoga and diet, colon hydration and services similar to these. There are also various wellness retreats in India which offer these services. In today's work atmosphere everything is so rushed and under pressure that very less attention is given to one's health and well-being. This starts affecting corporates and they start becoming unproductive and pay less attention to their health and eating habits. A healthy work environment contributes to being successful. These corporate wellness programmes are important to keep the live life right motto alive. It helps in the prevention of diseases and other illnesses. It promotes a healthier lifestyle by promoting healthy eating, yoga, Ayurveda, detox programmes, sustainable health and more.

II. REVIEW OF LITERATURE

Wellness programs of a company is to create a commitment and care for the well-being of their workers at all levels and the environment in which it is done (Cowling & Mailer, 1992). Eaton, Marx and Bowie (2007) in their study said that wellness program has favourable impact on the physical and mental health of the employees thus increasing the service delivery of the company and achieving the health and objectives of their organisation. Grawitch et al. (2007) said that well-being and safety practice of employees are favourably related to job satisfaction in terms of revenue and sales intention. Haines, Davis, Rancour, Robinson, Wilson, and Wagner (2007) studied the 12 weeks walking event in enhancing the wellness of the employees walking event in improving the health and well-being of employees. The result highlighted that the health promotion activities have favourably impacted on the well-being and welfare of employees and the service delivery.

III. OBJECTIVES

- To find the factors prompting the workplace wellness and job satisfaction.
- To analyze the impact of workplace on job satisfaction.
- To suggest the measures to boost the job satisfaction and corporate wellness.

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IV. RESEARCH METHODOLOGY

The research study titled ***“IMPACT OF WORKPLACE WELLNESS IN INFLUENCING JOB SATISFACTION OF IT EMPLOYEES IN CHENNAI”*** and the study was undertaken for the past 5 months. Though there are many information technology industries in Chennai, the area concentrated is restricted to Chennai. Hence, this study embraced a convenient sampling method to select from total population to conduct the research. Descriptive Research Design is adopted in the study. The primary and secondary data are applied in this study. The primary material was from 100 employees working in IT companies. The secondary data has been collected from Books, websites, journals etc. The questions are designed for the study has two sections, the first section consists of demographic data and the second section consists of five-point Likert scale questions. SPSS (Statistical Package for Social Science) was used to evaluate statistical study of the information collected through the 8questionnaire method. The methodologies used for the present study is descriptive analysis and factor analysis.

V. DATA ANALYSIS AND INTERPRETATION

Table – 1: Demographic Profile

	Frequency	Percentage
Age		
21-30	43	43
31-40	29	29
Above 40	28	28
Gender		
Male	59	59
Female	41	41
Marital Status		
Married	36	36
Unmarried	64	64
Educational qualification		
Diploma	4	4
Under graduate	72	72
Post graduate	24	24
Company		
TCS	35	35
Wipro	28	28
L&T Infotech	6	6
Accenture	21	21
Hcl	10	10
Income level		
Less than 10001	4	4
10001 – 20001	49	49
More than 20001	47	47

Interpretation: The data consist of 100 employees 43% of them belong to age group 21-30 whereas 29 percent were from age group 31-40 and remaining 28 percent belong to above 40 age group. Out of 100, 59% were males and 41% were females. Out of 100, 36% were married and 64% were

unmarried. Out of 100, 72% are under graduates and 24% are post graduates. Out of 100, 49 percent earn between 10k to 20k, while 47% earn more than 20k. The 35 percent of the employees are from TCS and the rest are from Wipro, L&T Infotech, Accenture and HCL.

Table – 2: KMO And Bartlett’s Test for Workplace wellness and Job Satisfaction

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.663
Bartlett's Test of Sphericity	Approx. Chi-Square	975.351
	df	352
	Sig.	.000

Interpretation: The researcher after computing exploratory factor analysis for enriching work environment and job satisfaction of workers working in industry in Wipro has identified the KMO sampling adequacy is satisfied with the scale of measures. Based on KMO measure value should be greater than 0.60 to 0.70 while computing the result as it is mentioned by the eminent research your name the Brandon et.al (2003). As mentioned earlier the Bartlett's test of Sphericity resulted with main aspects with approximate Chi square value as 975.351 as it is also considered as an effective result. Degrees of freedom implies the 352 as a freedom value and the final level of significance is .000 as it is less than 0.05 under the probability value. Hence the study resulted in a valid output with greater significance value in order to deliver the concept in effective manner.

Table – 3: Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	6.336	26.401	26.401
2	1.955	8.145	34.546
3	1.850	7.707	42.253
4	1.774	7.391	49.644
5	1.630	6.790	56.434
6	1.536	6.399	62.833
7	1.474	6.142	68.975
8	1.454	6.058	76.032

Inference: The above table shows eight stages of factors influencing workplace wellness on job satisfaction of employees working in IT sector in Chennai. Eight factors were derived as their eigenvalues larger than one. When eight factors were extracted, then 76.032 % of the variance shall be explained.

Table – 4: Rotated Component Matrix For Workplace Wellness And Job Satisfaction

	Components							
	Movement	Lightning	Noise and Acoustics	Air quality	Staff empowerment	Offering health insurance	Fitness rewards	Health programs
JS22	.957							
JS20	.951							
JS9	.933							
JS11	.924							
JS12	.923							
JS21	.888							
JS13		.825						
JS3		.773						
JS23		.537						
JS14			.827					
JS15			.739					
JS17			.655					
JS6				.717				
JS4				.705				
JS7					.707			
JS2					.664			
JS5					.641			
JS16						.731		
JS24						.692		
JS18							.817	
JS19							.522	
JS1								.776
JS8								.710

Inference: The above table demonstrates the rotated factor matrix for the survey. Variables with factor loadings more than .5 were selected in this study because loadings .5 are considered average where a loading .4 is considered less good after carrying out varimax rotation method with Kaiser Normalisation. Factor 1 contains 6 items with component coefficient ranging from .8 to .9. The items in factor 1 are JS 21, JS 12, JS 11, JS 9, JS 20 and JS 22. Factor 2 included three items with component coefficient ranging from point .5 to .8. The items in the factor 2 are JS 23, JS 3 and JS 13. Factor 3 contains three items with component coefficient ranging from .6 to .8. The items in factor 3 are JS 17, JS 15 and JS 14. Factor 4 contains two items with component coefficient ranging from .70 to .71. Factor 5 contains 5 items with component coefficient ranging from .6 to .7. The items in the factor 5 are JS 15, JS 2 and JS 7. Factor 6 comprised of two items with component coefficient ranging from .6 to .7. Factor 7 contains two items with component coefficient ranging from .52 to .81. Factor 8 consists of two items with component coefficient ranging from .71 to .77. The items in the factor 8 are JS 8 and JS 1.

VI. FINDINGS

1. Under the factor 'movement', JS22 has been recorded with highest loading of .957 which indicates that flexibility to adjust their work.
2. The factor JS13 has the factor loading of .825 under the factor 'lightning' portrays that companies

having good lightning facility and ventilation facilities for their employees.

3. The factor JS14 has higher factor loading, it implies that companies are providing quiet working space for their employees.
4. Under the factor JS6, the factor has been recorded with .717, it implies that good quality ventilation and air movement has a favorable impact among the employees.
5. The factor JS7 explains that there is empowerment among the company employees.
6. The factor JS14 has the factor loading of .827, implies that the company is providing health insurance for the employees.
7. Under the factor 'Fitness rewards', it implies that the companies are providing rewards for the fitness activities provided in the organization.
8. Under the factor "Health programs", the factor has been loaded with .776, which indicates that employees have in-house corporate wellness programs in the company.

VII. SUGGESTIONS

In order to sustain and improve the success of workplace wellness and job satisfaction in the firm, the organization should focus on the most significant factors that influence the fruitful implementation of the programs. The factors of great influence as found in the study are movement, lightning, noise and acoustics, air quality, staff empowerment, offering health insurance, providing fitness rewards and offering health programs. The top management needs to fully embrace workplace wellness programs due to its benefits and increased job satisfaction of the employees.

VIII. CONCLUSION

Based on the findings, the study concludes that the workplace wellness has benefited to both the organization and the employee in enhancing the productivity, health and job satisfaction. Employee satisfaction is increased, the quality of work life is enhanced and this leads to a healthy, happy and productive employee. For a firm to thrive it needs to invest on its main asset, the employee.

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Ms. V. Sathyavathi pursuing Doctorate in Human resource management. She has completed under graduate in SRM institute of science and technology and has completed her post graduate in Madras Christian college. Presented papers at international and national level conferences and published research articles in reputed peer reviewed journals.

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