WELLNESS AT WORK: NURTURING A HEALTHY WORK ENVIRONMENT

Reconciliation& Reconstruction

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Abstract*: The present endeavour is to exfoliate the work place health and well-being which is the most need of an hour concept today and the impact is more after pandemic. The organisations and companies haveto invest much on the well-ness of their employees, create holistic approach to gain productivity. Mental wellness presides over the man power. Work places have an immense impact on our lives shaping our careers as well as well-being. Creating a positive, safe and inclusive atmosphere brings in turn the commitment and raise in productivity. The culture of Ergonomics has to be placed in the right aspect as it strengthens the foundation of any organisation. The wellness and nurturing the employees gained more priority after pandemic in 2021 rather than before. The attempt is made here to recreate the whole scenario of wellness in the workplace prioritizing the mental health rather than the man power. We have acknowledged few reports and statistical data, where the investment on wellness is made with new approach and structure after pandemic. Some of the core aspects which includes corporate gifting, recognition and appreciation, milestone celebrations and rewards which make a lot of impact on the employees undoubtedly. The question here is are the workplaces are ready with the new strategies to make a conducive environment for all the employees? Again, it depends on the variables of biometric and fitness of an individual. The conclusion comes up with a very lucid approach that the organisationsmade a frequent attempt to place wellness at workplace by giving employees the break work, work at home, strengthened the digital connectivity, incentives, moral support and much more. Today, the modern society or digital era is welcoming all the progressive changes rather than accepting the traditional approach.*

Key Words*: Positive approach, Ergonomics, Job Satisfaction, Recognition & Rewards*

Introduction.

"A healthy mind creates healthy society". Creating a healthy work place is the only way to retain the best employees. In this regard many criteria are followed which keeps both the management & the employees in a right position, a strategy towards the productivity & the employee satisfaction. Implementing holistic atmosphere can make employees to bind themselves in team work. The companies that invest on the essence of well-being of their employees always witnessed the creative mind, enthusiasm, reduced desertion and loyalty. Promoting healthy work life balance is the key to success. Encouraging employees to maintain boundaries between work and personal life helps prevent burnout and enhances overall mental and physical health, which definitely enhances the employees and get involved in giving their 100% in work place. Organizations can

support this by implementing flexible work arrangements, offering remote work options, and promoting regular breaks throughout the day. The corporate world today is much more flexible towards employees.

Our workplaces have an immense impact on our lives, shaping our careers and our well-being. The mental status, stress management and physical well-being are another crucial aspect and an integral part of an individual. Apart from a heathy atmosphere, the management has to take care of an individual with their policies. Sometimes the personal attention and touch is also an important aspect. To refuel the energy of the employees, the companies have focussed more on few aspects and challenges in a more dynamic way. Developing a positive relationship and the right communication among employees is the vital aspect for a healthy work place. The existence of workplace well being will foster a healthy and high productivity in employees which in turn profits the organisation.

Need of the Study

The establishment of large scale industries and corporate offices have given very less importance to women and her health, where nurturing with some policies are mandotory. Balancing between the home and workplace is a difficult task where she needs some attention and motivation for her sacrifices made and prooved right to the situation. To avoid the abusement and exploitation, it becomes very necessary to impose some ethics along with a healthy environment.

Research Methodology

For this study, the secondary data is collected. In searching some websites, we found many criteria responsible for the well being or healthy workplace. Some of them are listed below. Statistical data by the Employee Healthcare Statistics 2021-22 is also included for the reference.

Initiative taken by the management

Develop Comprehensive Wellness Programs Companies can establish comprehensive wellness programs encompassing physical, mental, and emotional well-being. This will keep the employees at toes in managing the crisis situations.

Prioritize Physical Wellbeing

Inspire your employees to participate in physical activity by providing wellness programs, gym memberships, or organizing fitness challenges. Consider creating the awareness of healthy eating with nutritional values, promoting good posture, and encouraging movement throughout the day.

Mental Health Support

Mental health has gained significant attention in recent years, and rightly so. Prioritizing mental health support in the workplace is essential in nurturing a healthy work environment. We must make mental health stigma-free, like physical health and well-being. We can start educating people about mental health and make them realise the importance of physical health is as important as mental health. This will help ensure everyone has access to the care they need and is treated with respect and understanding. Tolerance, patience, peer -to-peer support, helping hands are the basic aroma that one has to believe and join hands together and involve in team spirit.

Foster a Positive and Productive Work Culture

Positive relationships among colleagues and open communication are vital for a healthy work environment. Encourage teamwork, collaboration, and regular healthy interaction among employees. Right communication makes the air clear with no speculations. This creates a culture of respect, empathy, and appreciation, where individuals feel valued for their contributions. Treating the co-workers as a family promotes a better understanding. The company can also provide opportunities for team-building activities like retreats or social events that strengthen interpersonal connections and boost employee morale. It should include flexible work, breaks, work from home, paid time off, by which they feel free to work without burden.

Professional Development and Growth Opportunities

Supporting employee growth and development through learning and development initiatives is the key to nurturing wellness in the workplace. Offering training programs, mentorship opportunities, and avenues for professional advancement is a valuable investment in employees. Investing in employees' professional development and growth enhances their skills and contributes to their overall well-being. Providing training programs, mentorship opportunities, and career advancement paths encourages employees to set personal development goals and in high spirit.

Create a Safe and Inclusive Environment

A healthy work environment must be safe, inclusive, and free from harassment and discrimination. One way to do it is to implement policies and procedures prioritizing diversity and inclusion. Provide diversity training, establish reporting mechanisms for misconduct, and foster a culture of respect and acceptance. In addition, regularly assess the work environment through employee surveys or focus groups to identify areas of improvement and address concerns.

The concept of ergonomics.

Ergonomics is a recent observation and it elaborates with the way of dealing with a particular human factor. It is the process of designing and remaking or rearranging the workplaces, products and systems to fit the people who are favourable to it. It's a customized plan for a specific person to do the specific task. It is simply stated that the practice of making work environment safe and productive for the employees. Indian Society of Ergonomics was established in 1993 and is affiliated to International Association of Ergonomics. Indian Society of Ergonomics belong to a wide variety of fields, including physiology, psychology, home science, industrial design, product design, occupational health, industrial safety, and engineering, reflecting the multi-disciplinary nature of the subject. The development of ergonomics and Ergonomics research in India in the past five decades has focused on the following main areas:

- Physical work capacity, work stress of different occupation
- The diverse anthropometry of the people of this region
- Load carrying – mainly in the unorganized sector
- Improvement of working conditions in adverse environments, including hot and humid environments
- Certain aspects of agriculture (upon which most rural people still depend) including high profile areas like tea cultivation
- Low-cost improvements for some traditional and unorganized sectors
- Product design
- Women at work; and recently,
- The electronics and information technology (IT) sectors.

There are three major types of ergonomics which mainly contributes not only to the organizational success but also to the satisfaction of an employee. It aims to create safe, comfortable and productive workspaces by bringing human abilities and limitations into the design of a workspace, including the individual's body size, strength, skill, speed, sensory abilities (vision, hearing), and even attitudes.

Types of Ergonomics
(Table -01)

Physical Ergonomics	Cognitive Ergonomics	Organizational Ergonomics
Repetitive tasks	Work Stress	Work organization
Posture adoption	Ability to decide	Work online
Handling of loads	Mental Load etc	Work groups etc
MSD etc		

Physical Ergonomics

It considers human anatomical, anthropometric, physiological and biomechanical characteristics. The consequences of repetitive motion, vibration, force, working postures and the environment are the most common areas of consideration for physical ergonomics. Other factors include health, safety, workplace layout, equipment design and handling materials.

Cognitive Ergonomics

It's a method of designing and arranging information according to the thinking ability of an individual. Understanding the behavior of humans as they interact with products or machines. It focuses on the mental workload, decision making, stress management and the thinking ability to cope up with the pressure.

Organizational Ergonomics

Organizational ergonomics considers the structures, policies and processes of any organization. The goal of organizational ergonomics is to achieve a harmonized system, taking into consideration the consequences of technology on human relationships, processes and organizations. This entails finding ways to optimize teamwork, improve communications, increase output quality management, work design and flow, introduction to new work criteria and so on. This can show itself in many ways; standardized training, unified data storage through the cloud, or lean manufacturing techniques.

Reconciliation is the concept, where many diverse opinions, characters and personalities and temperaments are brought together to encompass the set of principles that maximize the sense of belongingness, oneness and dignity of respect. It is where we use the lens of humanity drawing on our diverse life experiences. This is to increase our moral courage to treat others the way treated to be where the reconstruction of faith and trust begins at large. It is something relatable to self-determination, non-discrimination, holistic approach and understanding different attitudes and behavioral structures. The culture of sabotaging others for the desire of social status and recognition in work place and society is the main reason where many disagreements occur followed by the reconciliation and convergence.

Impact of work place well- being
- The impact of workplace well-being includes:
- Subjective well-being
- Subjective well-being includes positive attitudes assessment as well as positive experiences and lesser negative attitudes. An important component in subjective well-being is job satisfaction, which is a positive emotion resulting from job evaluation or individual work experience. It also focuses on the organizational commitment which reflects the positive emotions, high spirit, enthusiasm physical strength and cognitive activeness.
- Social well-being
- It is one of the important concepts, which includes satisfaction with higher rank, colleagues and lower rank also. It is embedded with the emotional as well as instrumental support towards the fellow employees. It is sometimes categorised as psychological variable that influences the work place.

According to the statistical data provided by the Employee Healthcare Statistics 2021-22, most of the Indian corporate employees struggle to maintain the social as well as professional life in a systematic way. An ASSOCHAM survey states that 43 % of Indian employees suffer from depression, with at least 23% suffering from obesity. High blood pressure, slip disc, diabetes, and arthritis are all frequent ailments. 70% spend their whole salary on healthcare, and 3.2 percent of Indians are deficient due to high medical costs.Then the question is what are the benefits of employee engagement? The answer lays in the employee engagement statistics: 90% of employees intend to stay in a workplace when their well-being needs are fulfilled.
One of the most significant impacts of the pandemic has been the prioritization of employee well-being. Across the regions and industries of Indian companies increased their spending on employee well-being in 2023, compared to 2019, as per the Aon India Primary Care Benefits Report 2023. Well, it is a welcoming change in many of the sectors.

Challenges after pandemic

A common and primary challenge is the inability to adjust to the new environment and work force. Before Covid-19, the wellness was focussed more on the physical well-being whereas after period was both to physical as well as psychological well-being. Inadequate organisational and leadership support and lack of motivators and guidance was also the effect of pandemic. But in many places, the matrix of arranging things in a more signified way made a different approach to face the challenges. Modifying the wellness strategies, intensive

data design and behavioral and cultural support were the base criteria included after pandemic. The pandemic has highlighted the need for organisations globally not to compromise with the health aspects of their employees. According to Aon India 2022 National Well being Survey, Investment in well-being has raised to 81%as compared to 2021. In addition, 78% of Indian companies has raised their investment in well-being initiatives and raised their budgets in 2023.

In this regard the list explaining the wellness is infinite which includes:

- Corporate Gifting
- Recognition and appreciation
- Milestone celebrations
- Rewards

Conclusion:

The employee wellness programmes require a long-term view with gradual incremental changes rather than a change overnight. Here, the question arises, are all the work places are ready with the target of fulfilling al the wellness to all the employees? Again, it depends on the variables of the biometric of an individual. A healthy environment contributes to the economy as well as the organisational longevity. Research on employee mental health, risk factors and the rewards analysis should be re structured according to the changing concepts. Life satisfaction has significant influence on employee happiness. Physical and mental well-being contributes much in this regard. The management should stand with the employees and find new ways to keep them on the track. Timely care by the incentives, increment, medical insurance and moral support keeps the air fresh and healthy. The landscape of pandemic has shown the increased fluctuations and the organisations have gone through a combating situation where it laid a foundation for well-being of the mental health rather than the man power. They have come up with new plans and recommendations to place the heath option at priority which made the employees a satisfactory balanced life. We have witnessed with many changes adopted by the organisations to meet the grievances of the employees. Many concepts of traditional approaches are changed to modern technique of digitalization for the ease of the employees.

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