



# A STUDY ON EMPLOYEES WELLBEING WITH REFERENCE TO NINE STARS INFORMATION TECHNOLOGY

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**Abstract:** To evaluate the effect of employee well-being on performance in organization with reference to the Information Technology sector. The study helps in knowing the expectations and opinions of the employees towards the well-being which is provided by the organization. workplace well-being plays an important role in the sustainability of organizations and individuals within the organization. Here we look at the connection between physical, mental and financial health in achieving wellbeing Organizations

**Keywords:** Employee wellbeing, mental health wellbeing, physical health wellbeing, financial wellbeing.

## INTRODUCTION:

Employee wellbeing is a critical component of a healthy working environment and organization. Companies that promote wellbeing make it easier for employees to manage stress levels while also maintaining a positive and productive environment. Wellbeing can refer to mental, physical, financial as well as more complex things such as satisfaction and engagement levels.

## COMPANY PROFILE:

Ninestars Information Technologies Private Limited is a Private incorporated on 05 April 1999. It is classified as Non-govt company and is registered at Registrar of Companies, Chennai. It is involved in Software publishing, consultancy and supply [Software publishing includes production, supply and documentation of ready-made (non-customized) software, operating systems software, business & other applications software, computer games software for all platforms.

## OBJECTIVES OF THE STUDY:

### Primary Objectives:

- ❖ To Study the employee's wellbeing with Reference to Nine Stars Information Technology

### Secondary objectives:

- ❖ To identify the effectiveness of company's initiatives towards employee's wellbeing.
- ❖ To measure various aspects of wellbeing such as Mental health, Physical & Financial of the selected company for the study.
- ❖ To measure the impact among employee's well-being on performance in organization.

## NEED FOR THE STUDY:

The study is to primarily know various practices that exist in the organization to improve employee well-being. To know how far the company is committed to the wellness of each employee. also, understanding the need of Employee wellbeing practices for a company to increase the retention and productivity.

**SCOPE OF THE STUDY:**

To know the importance of Employees wellbeing and observe how it affects company environment. To assess the factors that influence the wellbeing of employees. To provide suggestion for improvement in prioritizing their employee's wellbeing based on the study.

**REVIEW OF LITERATURE:**

**Richa and Deepika, 2017** The report investigates the latest mental well-being situation of young employees in IT firms in the private sector. Improving an employee's emotional well-being results in rewards for the individual employee as well as the company. Psychological well-being is a vital aspect of general wellbeing and for young workers is correlated with physical health, emotional satisfaction and greater happiness. Structured questionnaire is used by IT companies in India to collect the required primary data from 100 respondents. Employees will benefit from enhancing the psychological well-being of people at work as it makes a difference to their working life and helps in organizational success.

**Nielsen et al., 2017** The role of workers in achieving and retaining competitive advantage is becoming increasingly aware of organizations. The happy workers are said to be productive thesis suggests that the employees who are experiencing higher amount of well-being are doing well and vice versa, however the organizations need to know how to ensure a happy and a productive-workers. The individual, team, leaders and the organizational levels related to well-being and 14 the organizational performance of both employees. In forecasting employee's wellbeing and performance, we analyse which type of assets is most relevant. The cross-sectional studies have shown strong relationships then longitudinal studies with well-being and performance. Research using objective performance rating produced stronger relationships than self-rated and leader and third-party research between assets and results.

**Choi, Tran and Kang, 2017** The result shows that the inclusive leaderships are positively related to the well-being and creative action of workers and that individual-job compatibility mediate these associations. This article makes an empirical contribution to leadership and organizational psychology literature and proposes important strategic consequences to improve employee well-being and creative behaviour for organizations.

**Peccei ,2013** HR people take employee well-being as the main goal of managing the workforce The performance-oriented HR practices help in job satisfaction and organizational commitment based on the wellbeing of the employee.

**Ryan and Deci, 2001** The 'human relations' movement was associated with a 'people-focused' side of management, viewing psychosocial factors as important in understanding and influencing well-being at work and workplace performance. HRM replaced a welfare-based personnel management and is distinctive with a strategic focus. Well-being is a complex construct that concerns optimal experience and psychological functioning.

**Richardson, Citation2017** Theoretically though, there is also a void between individual-level and organizational-level interventions to improve well-being. Much of the literature reviewing well-being or stress interventions have focussed on individual approaches to addressing staff well-being.

**RESEARCH METHODOLOGY:**

Research methodology is primarily needed to design the research process and the plans and tools used for the project objectives. Research methodology helps to know employee wellbeing with reference to Nine Stars Information Technology.

**RESEARCH DESIGN:****Descriptive research design**

Descriptive research is used to describe characteristics of a population or phenomenon being studied. It is used to obtain information concerning the current status of the phenomena to describe what exists with respect to variables in a situation, by asking individuals about their perceptions, attitudes, behaviour or values. The researcher, to systematically and accurately describe the relationship between variables used a descriptive approach

**SAMPLING TECHNIQUE:****Simple random sampling method**

In statistics, a simple random sample is a subset of individuals (a sample) chosen from a larger set (a population). Each individual is chosen randomly and entirely by chance, such that each individual has the same probability of being chosen at any stage during the sampling process, and each subset of k individuals has the same probability of being chosen for the sample as any other subset of k individuals. This process and technique are known as simple random sampling.

**SAMPLE SIZE:**

Sample size: 114

Study Period: 3 months

**HYPOTHESIS FRAMEWORK:**

**H0:** null hypothesis (there is no significant relationship between variables)

**H1:** Alternative hypothesis (there is a significant relationship between variables)

**TOOLS FOR ANALYSIS:****Percentage analysis:**

Percentage analysis is the method to represent raw streams of data as percentages for better understanding of collected data. In this study percentage analysis is done for all the variables.

**Chi-square:**

Statistical method assessing the goodness of fit between a set of observed values and those expected theoretically.

**ANOVA:**

Analysis of variance (ANOVA) is a collection of statistical models used to analyse the differences among group means and their associated procedures (such as "variation" among and between groups).

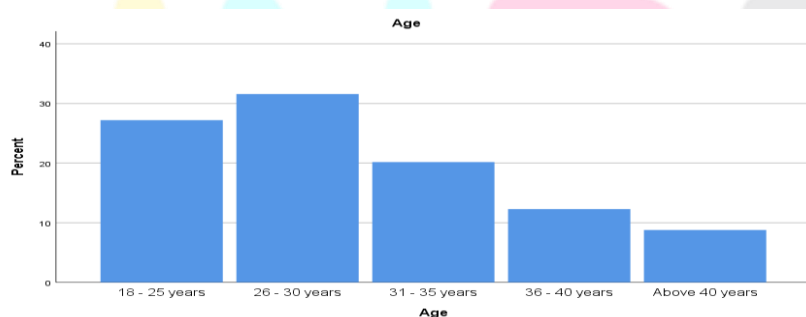
**Independent T-Test:**

The independent-samples t-test (or independent t-test, for short) compares the means between two unrelated groups on the same continuous, dependent variable.

**DATA ANALYSIS AND INTERPRETATION:****Age of the respondents**

Particulars	Frequency	Percent
18 - 25 years	31	27.2
26 - 30 years	36	31.6
31 - 35 years	23	20.2
36 - 40 years	14	12.3
Above 40 years	10	8.8
Total	114	100.0

Source: Primary data

**Interpretation**

It is observed from the survey that, 27.2 % of the respondents are between 18 – 25 years, 31.6% of the respondents are between 26-30 years, 20.2% of the respondents are between 31-35 years, 12.3% of the respondents are between 36- 40years, 8.8 % of respondents are above 40 years.

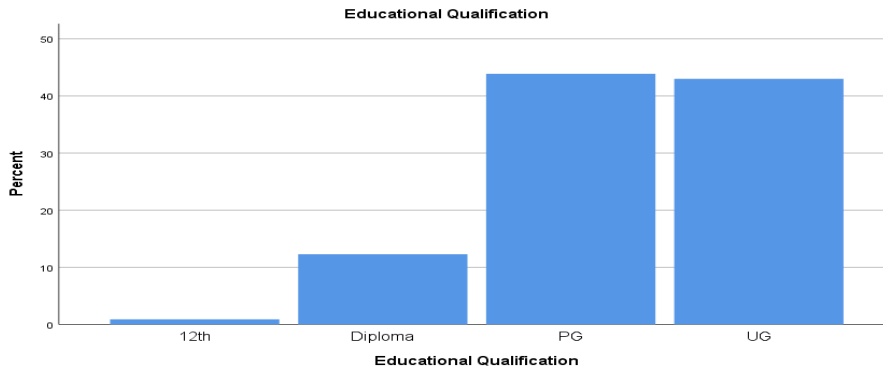
**Inference**

The majority (31.6%) of respondents are 26-30 years.

**Educational Qualification of the respondents**

Particulars	Frequency	Percent
12 <sup>th</sup>	1	.9
Diploma	14	12.3
PG	50	43.9
UG	49	43.0
Total	114	100.0

Source: Primary data



**Interpretation**

It is observed from the survey that 0.9% are 12<sup>th</sup> Standard, 12.3% of the respondents answered diploma, 43% of the respondents are UG, 43.9% of the respondents are PG.

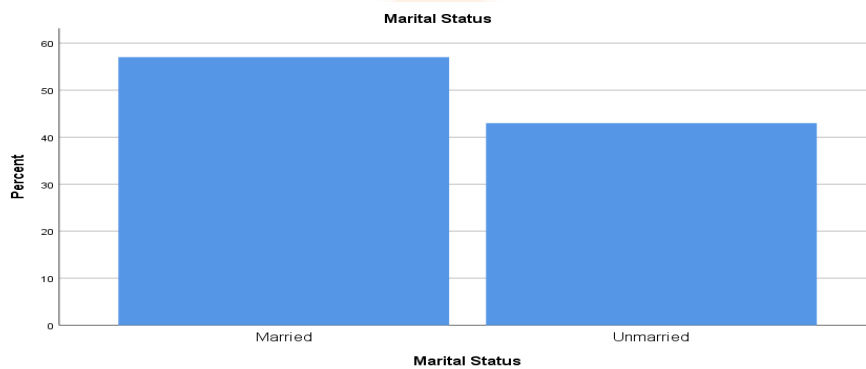
**Inference**

The majority (43.9%) of respondents are PG.

**Marital Status of the respondents**

Particulars	Frequency	Percent
Married	65	57.0
Unmarried	49	43.0
Total	114	100.0

Source: Primary data



**Interpretation**

It is observed from the survey that 57.0% of the respondents are married, 43.0 % are unmarried.

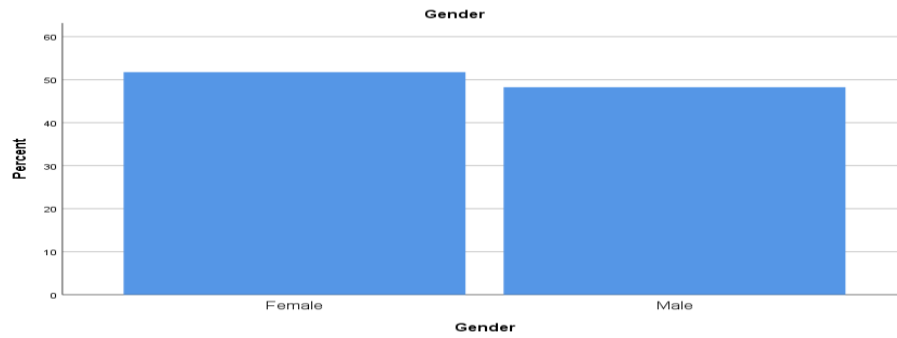
**Inference**

The majority (57%) of the respondents are married

**Gender of the respondents**

Particulars	Frequency	Percent
Female	59	51.8
Male	55	48.2
Total	114	100.0

Source: Primary data

**Interpretation**

It is found from the survey that 48.2 % of the respondents are male and 51.8 % of the respondents are female.

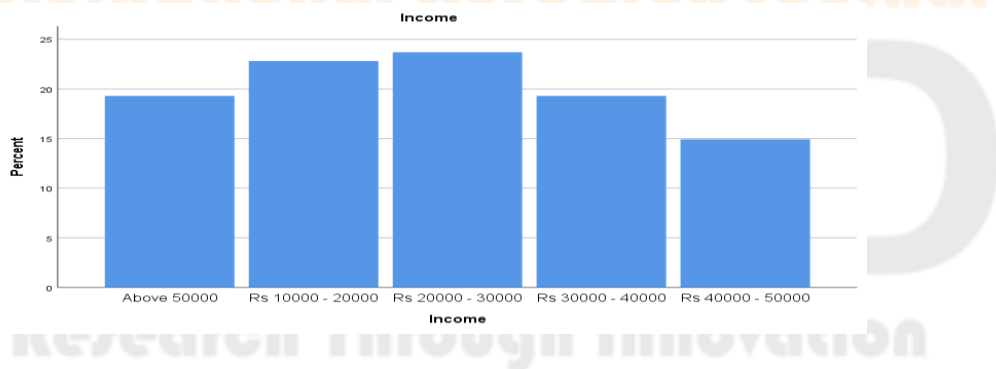
**Inference**

The majority (51.8%) of respondents are female.

**Income Wise Classification of Respondents**

Particulars	Frequency	Percent
Above 50000	22	19.3
Rs 10000 – 20000	26	22.8
Rs 20000 – 30000	27	23.7
Rs 30000 – 40000	22	19.3
Rs 40000 – 50000	17	14.9
Total	114	100.0

Source: Primary data

**Interpretation**

It is observed from the survey that 19.3% of the respondents are Above Rs.50000, 22.8 % of the respondents are between Rs.10000 - 20000 salary, 23.7% of the respondents are between Rs.20000-30000 salary, 19.3% of the respondents are between Rs.30000-40000 salary and 14.9% of the respondents are between Rs. 40000 – 50000salary.

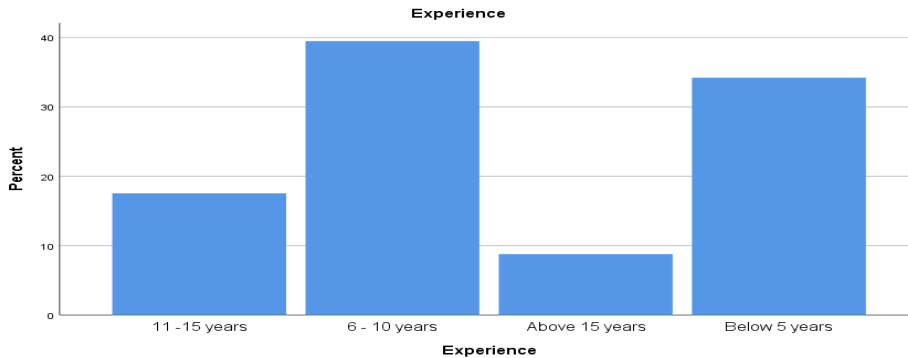
**Inference**

The majority (23.7%) of the Respondents income levels are between Rs.20000-30000.

## Experience Wise Classification of Respondents

Particulars	Frequency	Percent
11 -15 years	20	17.5
6 - 10 years	45	39.5
Above 15 years	10	8.8
Below 5 years	39	34.2
Total	114	100.0

Source: Primary data



### Interpretation

It is observed from the survey that 34.2 % of the respondents are below 5years experience, 39.5% of the respondents are between 6-10years,17.5 % of the respondents are between 11-15years and 8.8 % of the respondents are above15 years.

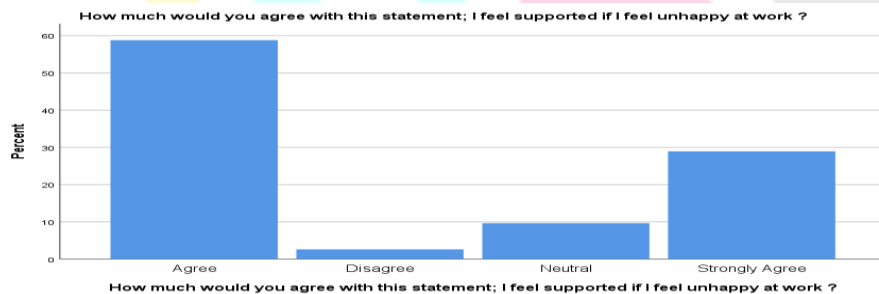
### Inference

The majority (39.5%) of the respondents are between 6-10 years of experience.

## How much would you agree with this statement; I feel supported if I feel unhappy at work

Particulars	Frequency	Percent
Agree	67	58.8
Disagree	3	2.6
Neutral	11	9.6
Strongly Agree	33	28.9
Total	114	100.0

Source: Primary data



### Interpretation

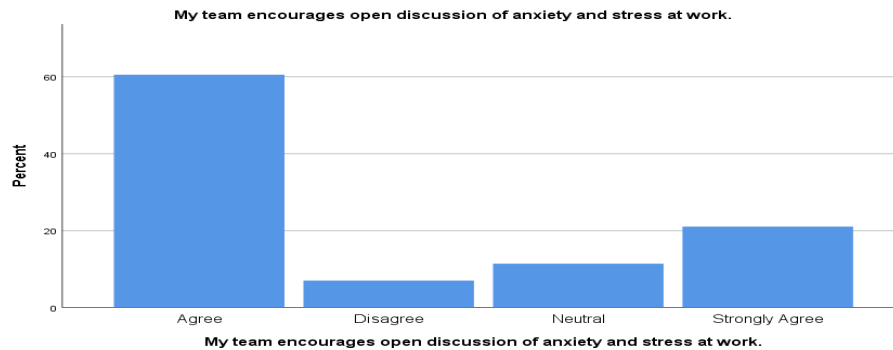
It is observed from the survey that, the 11% of the respondents says neutral, to the statement of; I feel supported if I feel unhappy at work, 67% of the respondents says agree, 33% of the respondents says strongly agree, 3% of the respondents are disagree.

### Inference

The majority (58.8) of respondents are feel supported if I feel unhappy at work

**My team encourages open discussion of anxiety and stress at work**

Particulars	Frequency	Percent
Agree	69	60.5
Disagree	8	7.0
Neutral	13	11.4
Strongly Agree	24	21.1
Total	114	100.0

**Source: Primary data****Interpretation**

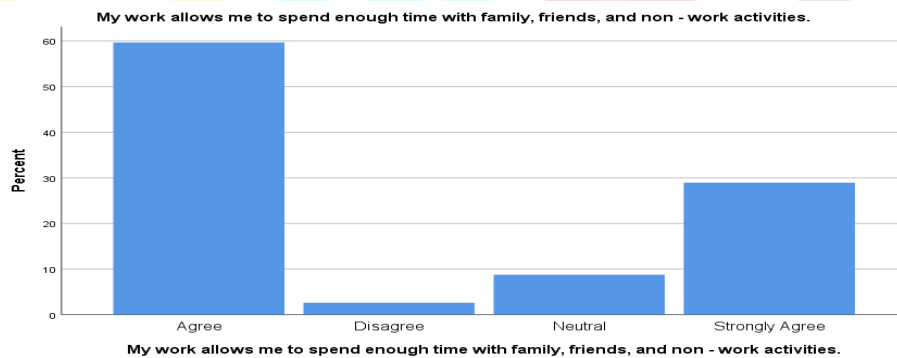
It is observed from the survey that 7.0% of the respondents says disagree, the team encourages open discussion of anxiety and stress at work ,11.4 % of the respondents says neutral, 60.5 % of the respondents says agree and 24% of the respondents says strongly agree.

**Inference**

The majority (60.5) of respondents are encourages open discussion of anxiety and stress at work.

**My work allows me to spend enough time with family, friends, and non - work activities.**

Particulars	Frequency	Percent
Agree	68	59.6
Disagree	3	2.6
Neutral	10	8.8
Strongly Agree	33	28.9
Total	114	100.0

**Source: Primary data****Interpretation**

It is observed from the survey that 2.6% of the respondents says disagree, their work allows to spend enough time with their family, friends, non- work activities, 8.8% of the respondents says neutral, 59.6 % of the respondents says agree and 28.9 % of the respondents says strongly agree.

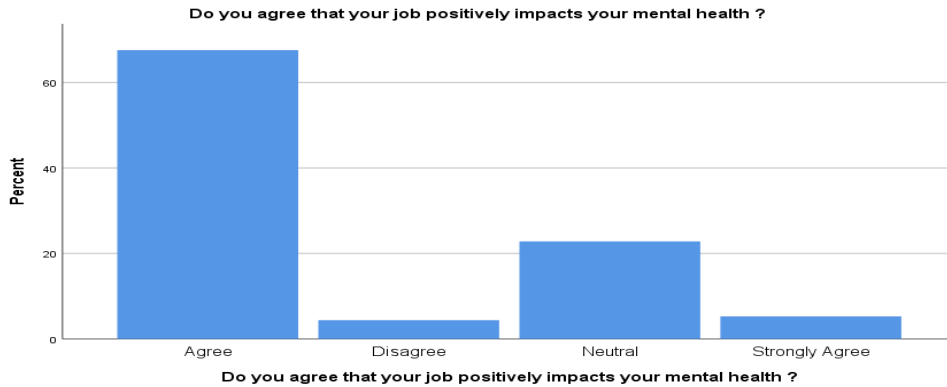
**Inference**

The majority (59.6%) of respondents are stated My work allows me to spend enough time with family, friends, and non - work activities.

**Do you agree that your job positively impacts your mental health**

Particulars	Frequency	Percent
Agree	77	67.5
Disagree	5	4.4
Neutral	26	22.8
Strongly Agree	6	5.3
Total	114	100.0

Source: Primary data



**Interpretation**

It is observed from the survey that 4.4% of the respondents says disagree, do they agree that job positively impacts their mental health, 22.8% of the respondents says neutral, 67.5% of the respondents says agree and 5.3% of the respondents says strongly agree.

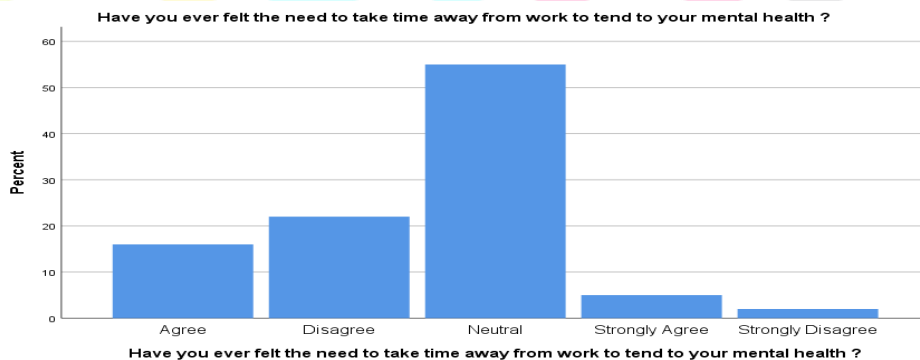
**Inference**

The majority (67.5) of respondents are agree that their job positively impacts mental health.

**Have you ever felt the need to take time away from work to tend to your mental health**

Particulars	Frequency	Percent
Agree	19	16.7
Disagree	23	20.2
Neutral	65	57.0
Strongly Agree	5	4.4
Strongly Disagree	2	1.8
Total	114	100.0

Source: Primary data



**Interpretation**

It is observed from the survey that 20.2% of the respondents says disagree, that ever felt the need to take time away from work to tend to mental health, 1.8% of the respondents says strongly disagree, 57.0% of the respondents says neutral, 16.7% of the respondents says agree and 4.4% of the respondents says strongly agree.

**Inference**

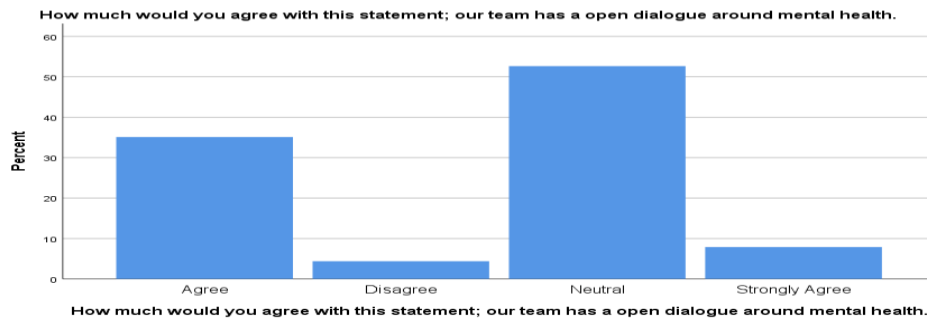
The majority (57.0) of respondents are felt the need to take time away from work to tend to your mental health.



**How much would you agree with this statement; our team has an open dialogue around mental health**

Particulars	Frequency	Percent
Agree	40	35.1
Disagree	5	4.4
Neutral	60	52.6
Strongly Agree	9	7.9
Total	114	100.0

Source: Primary data

**Interpretation**

It is observed from the survey that 4.4% of the respondents says disagree to the statement of, our team has open dialogue around mental health ,52.6% of the respondents says neutral, 35.1% of the respondents says agree and 7.9% of the respondents says strongly agree.

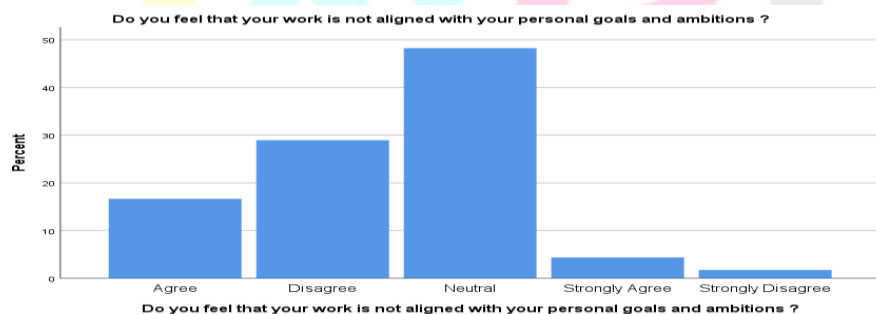
**Inference**

The majority (52.6) of respondents are agree with this statement; our team has an open dialogue around mental health.

**Do you feel that your work is not aligned with your personal goals and ambitions**

Particulars	Frequency	Percent
Agree	19	16.7
Disagree	33	28.9
Neutral	55	48.2
Strongly Agree	5	4.4
Strongly Disagree	2	1.8
Total	114	100.0

Source: Primary data

**Interpretation**

It is observed from the survey that 48.2% of the respondents says neutral, do they feel their work is not aligned with personal goals and ambitions ,16.7% of the respondents says agree and 4.4% of the respondents says strongly agree,28.9% of the respondents says disagree, 1.8% of the respondents says strongly disagree.

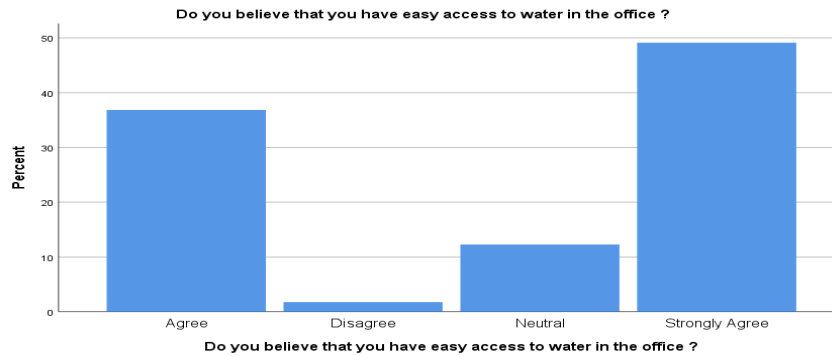
**Inference**

The majority (48.2) of respondents feel that your work is not aligned with your personal goals and ambitions.

**Do you believe that you have easy access to water in the office**

Particulars	Frequency	Percent
Agree	42	36.8
Disagree	2	1.8
Neutral	14	12.3
Strongly Agree	56	49.1
Total	114	100.0

**Source: Primary data**



**Interpretation**

It is observed from the survey that 1.8% of the respondents says disagree to the easy access of water in the office, 12.3% of the respondents says neutral, 36.8 % of the respondents says agree and 49.1% of the respondents says strongly agree.

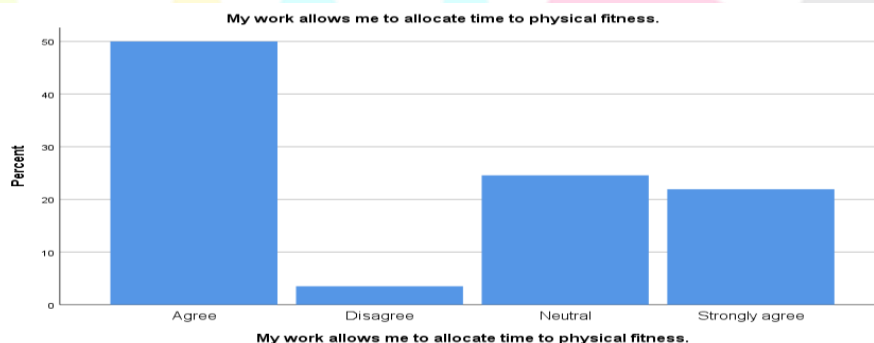
**Inference**

The majority (49.1) of respondents are believe that they have easy access to water in the office.

**My work allows me to allocate time to physical fitness.**

Particulars	Frequency	Percent
Agree	57	50.0
Disagree	4	3.5
Neutral	28	24.6
Strongly agree	25	21.9
Total	114	100.0

**Source: Primary data**



**Interpretation**

It is observed from the survey that 3.5% of the respondents says disagree, my work allows me to allocate time to physical fitness ,24.6% of the respondents says neutral, 50.0% of the respondents says agree and 21.9 % of the respondents says strongly agree

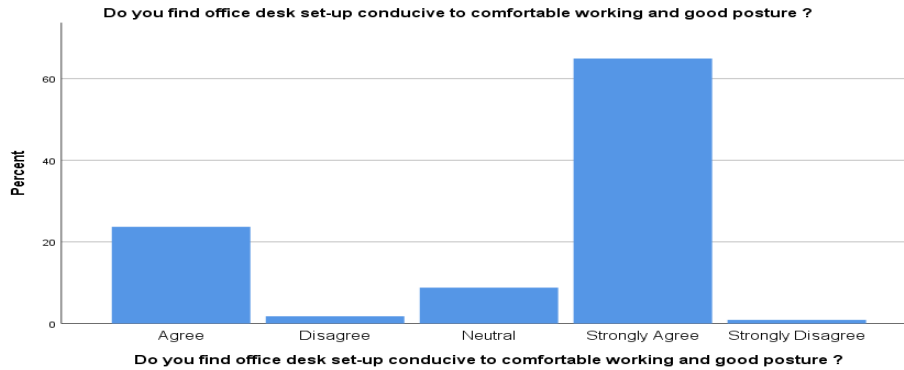
**Inference**

The majority (50.0) of respondents are says that work allows me to allocate time to physical fitness.

**Do you find office desk set-up conducive to comfortable working and good posture**

Particulars	Frequency	Percent
Agree	27	23.7
Disagree	2	1.8
Neutral	10	8.8
Strongly Agree	74	64.9
Strongly Disagree	1	.9
Total	114	100.0

Source: Primary data



**Interpretation**

It is observed from the survey that 1.8% of the respondents says disagree, for the office desk set-up is conducive to comfortable working and good posture ,0.9% of the respondents says strongly disagree,8.8% of the respondents says neutral, 23.7% of the respondents says agree and 64.9% of the respondents says strongly agree.

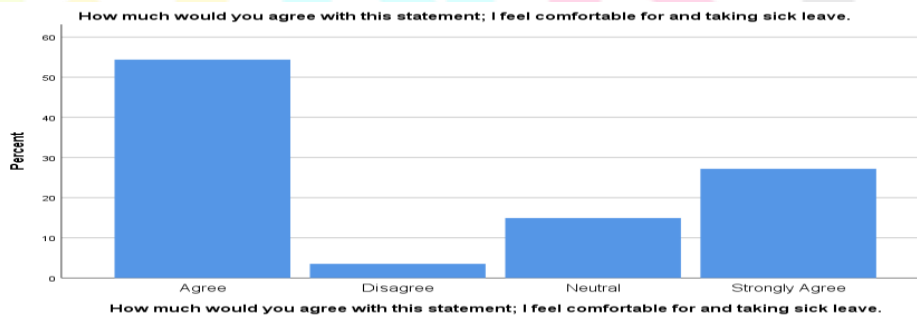
**Inference**

The majority (64.9) of respondents are find office desk set-up conducive to comfortable working and good posture.

**How much would you agree with this statement; I feel comfortable for and taking sick leave.**

Particulars	Frequency	Percent
Agree	62	54.4
Disagree	4	3.5
Neutral	17	14.9
Strongly Agree	31	27.2
Total	114	100.0

Source: Primary data



**Interpretation**

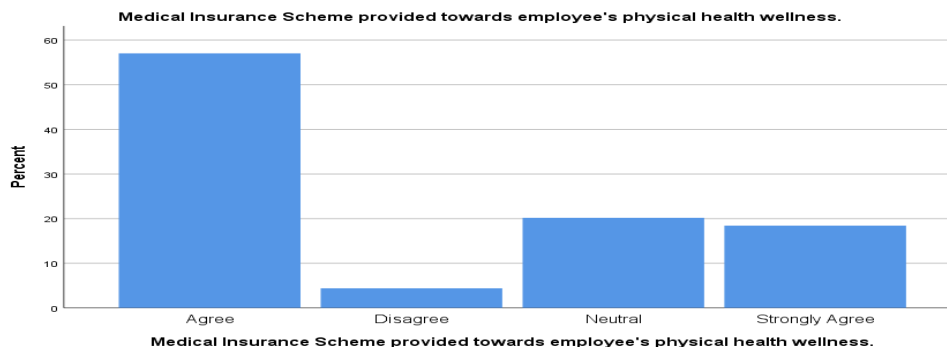
It is observed from the survey that 3.5% of the respondents says disagree to the statement, that they feel comfortable for and taking sick leave,14.9% of the respondents says neutral,54.4% of the respondents says agree and 27.2% of the respondents says strongly agree

**Inference**

The majority (54.4) of respondents are feel comfortable for and taking sick leave

**Medical Insurance Scheme provided towards employee's physical health wellness.**

Particulars	Frequency	Percent
Agree	65	57.0
Disagree	5	4.4
Neutral	23	20.2
Strongly Agree	21	18.4
Total	114	100.0

**Source: Primary data****Interpretation**

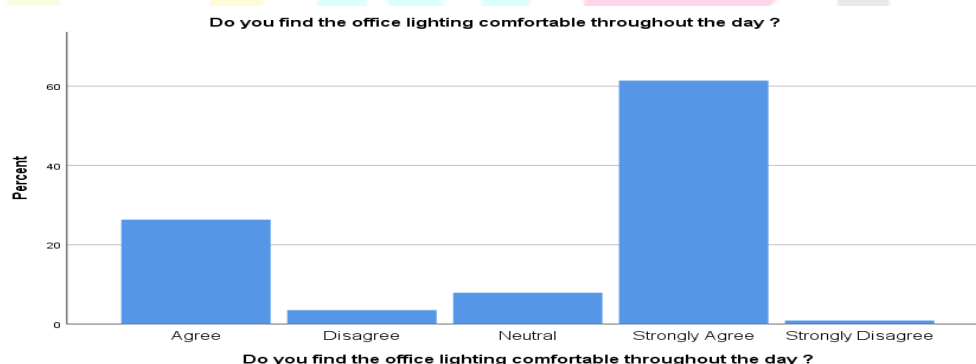
It is observed from the survey that 4.4% of the respondents says disagree, to medical insurance scheme provided towards employee's physical health wellness, 20.2% of the respondents says neutral, 57.0% of the respondents says agree and 18.4 % of the respondents says strongly agree.

**Inference**

The majority (57.0) of respondents are stated Medical Insurance Scheme provided towards employee's physical health wellness.

**Do you find the office lighting comfortable throughout the day**

Particulars	Frequency	Percent
Agree	30	26.3
Disagree	4	3.5
Neutral	9	7.9
Strongly Agree	70	61.4
Strongly Disagree	1	.9
Total	114	100.0

**Source: Primary data****Interpretation**

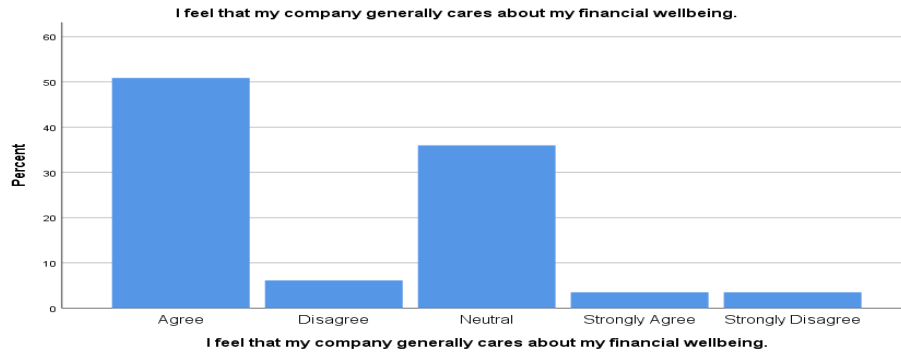
It is observed from the survey that 3.5% of the respondents says disagree to the office lighting which is comfortable for them throughout the day, 0.9% of the respondents says strongly disagree, 7.9% of the respondents says neutral, 26.3% of the respondents says agree and 61.4% of the respondents says strongly agree.

**Inference**

The majority (61.4) of respondents are find the office lighting comfortable throughout the day.

**I feel that my company generally cares about my financial wellbeing**

Particulars	Frequency	Percent
Agree	58	50.9
Disagree	7	6.1
Neutral	41	36.0
Strongly Agree	4	3.5
Strongly Disagree	4	3.5
Total	114	100.0

**Source: Primary Data****Interpretation**

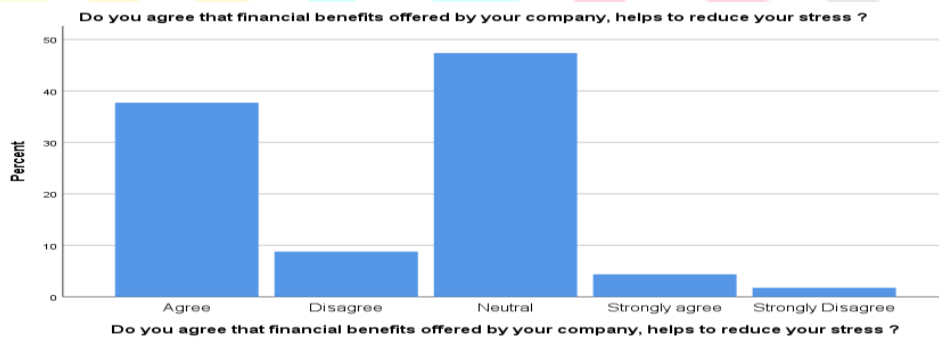
It is observed from the survey that 36.0% of the respondents say neutral, to feel that the company generally cares about their financial wellbeing, 50.9% of the respondents says agree, 3.5% of the respondents says strongly agree, 3.5% of the respondents says strongly disagree, 6.1% of the respondents says disagree

**Inference**

The majority (50.9) of respondents are feel that my company generally cares about my financial wellbeing

**Do you agree that financial benefits offered by your company, helps to reduce your stress**

Particulars	Frequency	Percent
Agree	43	37.7
Disagree	10	8.8
Neutral	54	47.4
Strongly agree	5	4.4
Strongly Disagree	2	1.8
Total	114	100.0

**Source: Primary Data****Interpretation**

It is observed from the survey that 8.8% of the respondents says disagree to the financial benefits which offered by company will helps to reduce stress, 1.8% of the respondents says strongly disagree, 47.4% of the respondents says neutral, 37.7% of the respondents says agree and 4.4% of the respondents says strongly agree.

**Inference**

The majority (47.4) of respondents are agree that financial benefits offered by your company, helps to reduce your stress.

**Is your happiness at work ever impacted by financial stress**

Particulars	Frequency	Percent
Agree	12	10.5
Disagree	28	24.6
Neutral	59	51.8
Strongly Agree	9	7.9
Strongly Disagree	6	5.3
Total	114	100.0

Source: Primary Data



**Interpretation**

It is observed from the survey that 51.8% of the respondents says neutral to their happiness at work ever impacted by financial stress, 10.5% of the respondents says agree, 7.9% of the respondents says strongly agree, 24.6% of the respondents say disagree, 5.3% of the respondents says strongly disagree

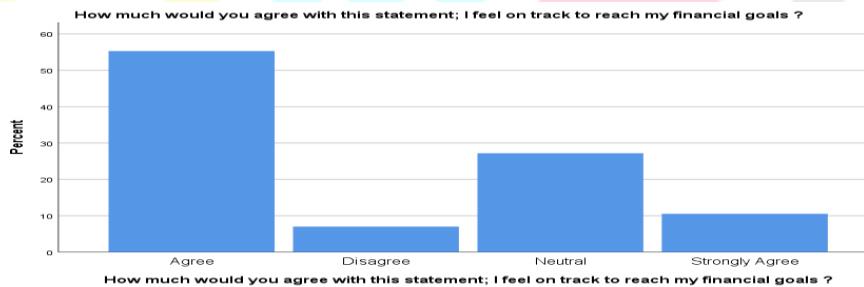
**Inference**

The majority (51.8) of respondents are Is your happiness at work ever impacted by financial stress.

**How much would you agree with this statement; I feel on track to reach my financial goals**

Particulars	Frequency	Percent
Agree	63	55.3
Disagree	8	7.0
Neutral	31	27.2
Strongly Agree	12	10.5
Total	114	100.0

Source: Primary Data



**Interpretation**

It is observed from the survey that 7.0% of the respondents says disagree to the statement of; I feel on track to reach their financial goals 27.2% of the respondents says neutral, 55.3% of the respondents says agree and 10.5% of the respondents says strongly agree.

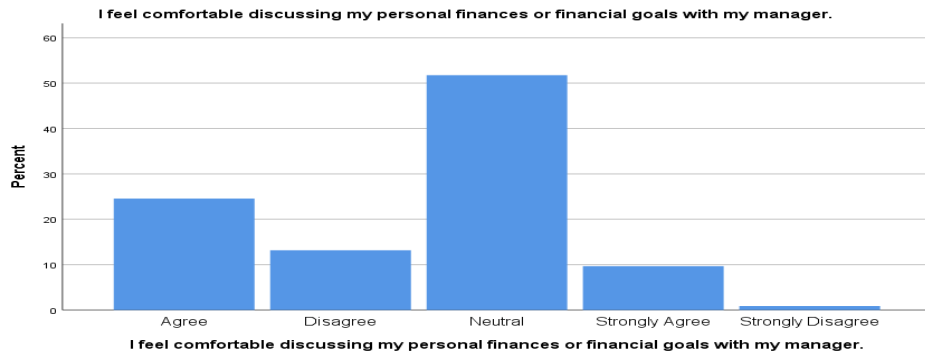
**Inference**

The majority (55.3) of respondents are; I feel on track to reach my financial goals.

**I feel comfortable discussing my personal finances or financial goals with my manager.**

Particulars	Frequency	Percent
Agree	28	24.6
Disagree	15	13.2
Neutral	59	51.8
Strongly Agree	11	9.6
Strongly Disagree	1	.9
Total	114	100.0

Source: Primary Data



**Interpretation**

It is observed from the survey that 51.8% of the respondents says neutral to discuss their personal finances or financial goals with manager ,24.6% of the respondents says agree,9.6 % of the respondents says strongly agree.13.2% of the respondents says disagree,0.9% of the respondents says strongly disagree.

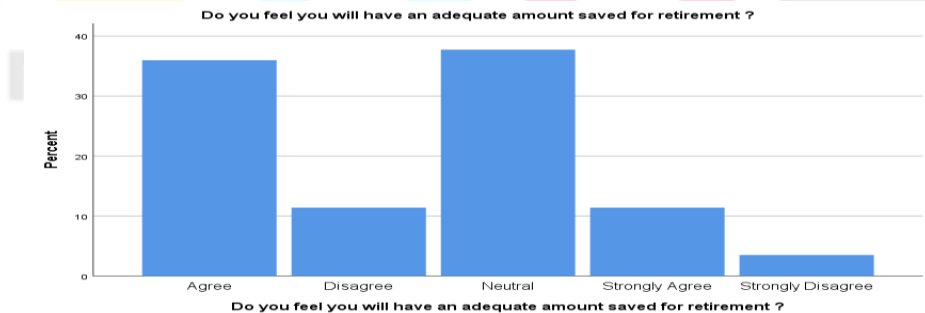
**Inference**

The majority (51.8) of respondents are feel comfortable discussing my personal finances or financial goals with my manager.

**Do you feel you will have an adequate amount saved for retirement**

Particulars	Frequency	Percent
Agree	41	36.0
Disagree	13	11.4
Neutral	43	37.7
Strongly Agree	13	11.4
Strongly Disagree	4	3.5
Total	114	100.0

Source: Primary Data



**Interpretation**

It is observed from the survey that 37.7% of the respondents says neutral, do they have adequate amount saved for their retirement,36% of the respondents says agree ,11.4% of the respondents says strongly agree,11.4% of the respondents says disagree, 3.5% of the respondents says strongly disagree

**Inference**

The majority (37.7) of respondents are Do you feel you will have an adequate amount saved for retirement.

**Do you feel that financial stress is affecting your job, health or relationships**

Particulars	Frequency	Percent
Agree	7	6.1
Disagree	28	24.6
Neutral	46	40.4
Strongly Agree	4	3.5
Strongly Disagree	29	25.4
Total	114	100.0

Source: Primary Data



**Interpretation**

It is observed from the survey that 40.4% of the respondents says neutral, do they feel the financial stress is affecting their job, health or relationships, 6.1% of the respondents says agree ,3.5% of the respondents says strongly agree,24.6% of the respondents says disagree, 25.4 % of the respondents says strongly disagree.

**Inference**

The majority (40.4) of respondents are feel that financial stress is affecting your job, health or relationships

**CHI SQUARE**

Null Hypothesis (**H<sub>0</sub>**): There is no significant association between income and the mental wellbeing of employees.

Alternate Hypothesis(**H<sub>1</sub>**): There is significant association between income and the mental wellbeing of employees

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Income * Have you ever felt the need to take time away from work to tend to your mental health?	114	100.0%	0	0.0%	114	100.0%

Research Through Innovation

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	21.581 <sup>a</sup>	16	.157
Likelihood Ratio	26.473	16	.048
N of Valid Cases	114		

a. 18 cells (72.0%) have expected count less than 5. The minimum expected count is .30.



Income * Have you ever felt the need to take time away from work to tend to your mental health? Cross tabulation								
		Have you ever felt the need to take time away from work to tend to your mental health?					Total	
		strongly agree	Agree	neutral	Disagree	strongly disagree		
Income	Above 50000	Count	3	4	11	4	0	22
		Expected Count	1.0	3.7	12.5	4.4	.4	22.0
	Rs 10000 – 20000	Count	1	7	11	6	1	26
		Expected Count	1.1	4.3	14.8	5.2	.5	26.0
	Rs 20000 – 30000	Count	0	0	23	4	0	27
		Expected Count	1.2	4.5	15.4	5.4	.5	27.0
	Rs 30000 – 40000	Count	1	4	11	5	1	22
		Expected Count	1.0	3.7	12.5	4.4	.4	22.0
	Rs 40000 – 50000	Count	0	4	9	4	0	17
		Expected Count	.7	2.8	9.7	3.4	.3	17.0
Total		Count	5	19	65	23	2	114
		Expected Count	5.0	19.0	65.0	23.0	2.0	114.0

Source: Primary Data

**Interpretation**

This table shows that significance level is 0.157, which is higher than 0.05. we accept null hypothesis and reject alternative hypothesis, conclude that there is no significant income and the mental wellbeing of employees.

**ANOVA**  
**One Way ANOVA**

Null Hypothesis (**H0**): There is no significant difference between experience and financial wellbeing of employees.  
Alternate Hypothesis (**H1**): There is a significant difference between experience and financial wellbeing of employees.

ANOVA					
Financial wellbeing					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	10.983	4	2.746	3.401	.012
Within Groups	88.008	109	.807		
Total	98.991	113			

Descriptives								
Financial wellbeing								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
strongly agree	4	1.50	.577	.289	.58	2.42	1	2
Agree	7	1.29	.488	.184	.83	1.74	1	2
Neutral	46	1.98	.954	.141	1.69	2.26	1	4
Disagree	28	1.86	.705	.133	1.58	2.13	1	3
strongly disagree	29	2.45	1.055	.196	2.05	2.85	1	4
Total	114	2.01	.936	.088	1.84	2.18	1	4

Source: Primary Data

## Interpretation

This table shows that significance level is 0.012 which is higher than 0.05, therefore, there is no significant difference between experience and financial wellbeing of employees.

## INDEPENDENT T-TEST

### Independent T-Test

Null hypothesis (**H0**): There is no significant difference between Gender and physical wellbeing of employees.

Alternate hypothesis (**H1**): There is a significant difference Gender and physical wellbeing of employees.

Group Statistics					
	Physical wellbeing	N	Mean	Std. Deviation	Std. Error Mean
Physical wellbeing	MALE	55	1.49	.635	.086
	FEMALE	59	1.63	1.015	.132

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Physical wellbeing	Equal variances assumed	7.111	.009	-.852	112	.396	-.136	.160	-.453	.181
	Equal variances not assumed			-.865	98.258	.389	-.136	.157	-.449	.176

Source: Primary Data

## Interpretation

This table shows that significance level is 0.009 which is higher than 0.05, therefore, there is no significant difference between gender and physical wellbeing of employees.

## FINDINGS:

- ❖ The majority (31.6%) of respondents are 26-30 years.
- ❖ The majority (43.9) of respondents are PG.
- ❖ The majority (57.0) of respondents are married.
- ❖ The majority (51.8) of respondents are female.
- ❖ The majority (23.7) of respondents Income under Rs20000-30000
- ❖ The majority (39.5) of respondents are under 6-10years experience.
- ❖ The majority (58.8) of respondents are feel supported if I feel unhappy at work
- ❖ The majority (60.5) of respondents are encourages open discussion of anxiety and stress at work.
- ❖ The majority (59.6) of respondents are stated My work allows me to spend enough time with family, friends, and non - work activities.
- ❖ The majority (67.5) of respondents are agree that their job positively impacts mental health.
- ❖ The majority (57.0) of respondents are felt the need to take time away from work to tend to your mental health.

- ❖ The majority (52.6) of respondents are agree with this statement; our team has an open dialogue around mental health.
- ❖ The majority (48.2) of respondents feel that your work is not aligned with your personal goals and ambitions.
- ❖ The majority (49.1) of respondents are believe that they have easy access to water in the office.
- ❖ The majority (50.0) of respondents are says that work allows me to allocate time to physical fitness
- ❖ The majority (64.9) of respondents are find office desk set-up conducive to comfortable working and good posture.
- ❖ The majority (54.4) of respondents are feel comfortable for and taking sick leave.
- ❖ The majority (57.0) of respondents are stated Medical Insurance Scheme provided towards employee's physical health wellness.
- ❖ The majority (61.4) of respondents are find the office lighting comfortable throughout the day.
- ❖ The majority (50.9) of respondents are feel that my company generally cares about my financial wellbeing.
- ❖ The majority (47.4) of respondents are agree that financial benefits offered by your company, helps to reduce your stress.
- ❖ The majority (51.8) of respondents are Is your happiness at work ever impacted by financial stress.
- ❖ The majority (55.3) of respondents are; I feel on track to reach my financial goals.
- ❖ The majority (51.8) of respondents are feel comfortable discussing my personal finances or financial goals with my manager.
- ❖ The majority (37.7) of respondents are Do you feel you will have an adequate amount saved for retirement.
- ❖ The majority (40.4) of respondents are feel that financial stress is affecting your job, health or relationships

## SUGGESTIONS:

- ❖ Overall wellbeing is essential for a healthy, energised and productive workforce. There are many elements that feed into a successful wellbeing strategy. Here we look at the connection between physical, mental and financial health in achieving wellbeing.
- ❖ Although it might be hard for employees to talk about personal issues that press them, you can develop some skillsets to personally connect with them. Adopt open communication and encourage them to communicate with the management. The employees will have an easy time talking about their issues and asking for help.
- ❖ To achieve this, think of something like allowing them to work remotely from time to time, encouraging them to participate in employee wellbeing activities and offering paid leave.

## CONCLUSION:

- ❖ Employee well-being activities are supported to maintain strength and empower mentally, physically and financial. The development in working environment is recommended to progress the effectiveness of the employee wellbeing measures like medical facilities, rest rooms, spittoons, children education facilities, canteen, facility, drinking water, travelling facility, housing facilities and recreation facilities which will turn to build the morale and improve the efficiency of the employees.

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