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THE IMPACT OF CORPORATE WELLNESS PROGRAMS ON EMPLOYEE WELLBEING AND JOB SATISFACTION

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ABSTRACT

This paper goes into detail about the impact of corporate wellness programs on employee wellbeing and job satisfaction. The aim of this study is to examine the impact of corporate wellness programs on employee wellbeing and job satisfaction. The objective of this study is to assess the impact of corporate wellness programs on employee wellbeing and job satisfaction. By examining the effectiveness of these programs in promoting physical and mental health, as well as their influence on employee satisfaction and productivity. A sample of 100 employees from various industries have completed a questionnaire assessing their perceptions of the effectiveness of wellness programs in promoting physical and mental health, as well as their overall job satisfaction. The result has been calculated in the present study by using regression analysis. The findings showed significant score 1.45 (0.05) indicates a high level of focus and dedication towards implementing initiatives that support employee wellbeing and job satisfaction. Specifically, employees reported higher levels of physical fitness, reduced stress levels, and increased job satisfaction as a result of participating in these programs. This suggest that implementing corporate wellness programs can have a significant positive impact on employee wellbeing and job satisfaction, ultimately contributing to a healthier and more satisfied workforce.

CHAPTER-1.

INTRODUCTION

The rationale of the study on Corporate wellness programs play a significant part in upgrading employee wellbeing and job satisfaction inside organizations. These programs are planned to support employee in keeping up a solid way of life, both physically and rationally, and can have a critical affect on their in general wellbeing and job satisfaction.

One key viewpoint of corporate wellness programs is the advancement of physical wellbeing through activities such as wellness challenges, nourishment instruction, and get to to exercise center offices. By empowering employee to prioritize their physical wellbeing, organizations can offer assistance decrease the chance of constant infections, move forward vitality levels, and upgrade by and large efficiency. Employee who are physically solid are less likely to require sick days, driving to expanded participation and lower healthcare costs for the organization.

In expansion to physical wellbeing, corporate wellness programs too center on mental and emotional wellbeing. This will incorporate stretch administration workshops, mindfulness preparing, and get to to mental wellbeing assets. By tending to the mental wellbeing needs of employee, organizations can make a steady and comprehensive work environment where people feel esteemed and cared for. This, in turn, can lead to higher job satisfaction, expanded assurance, and progressed employee engagement.

Besides, corporate wellness programs can have a positive affect on job satisfaction by cultivating a sense of community and camaraderie among workers. Participating in wellness exercises and challenges can make openings for group building and social interaction, reinforcing connections inside the working environment. Employee who feel associated to their colleagues and backed by their organization are more likely to be fulfilled with their occupations and committed to their work.

By and large, the wellbeing of corporate wellness programs illustrates a commitment to prioritizing the wellbeing of workers, which can have far-reaching benefits for both people and the organization as a entirety. By contributing in employee wellbeing and joy, organizations can make a positive work culture, progress work satisfaction, and eventually drive victory and efficiency within the long run.

The advanced working environment has seen a noteworthy move in later a long time with bosses setting more emphasis on the wellbeing and job satisfaction of their workers. As organizations recognize the significant part that employee wellbeing plays in efficiency, engagement, and by and large victory, they have progressively turned to corporate wellness programs as a implies to back their workforce. This paper points to investigate the affect of corporate wellness programs on employee wellbeing and job satisfaction, giving a clear, enlightening, and research-based investigation.

Corporate wellness programs have a noteworthy affect on employee wellbeing and job satisfaction. These programs are outlined to advance and bolster the physical, mental, and emotional wellbeing of employee inside an organization. By advertising a variety of activities and exercises, such as wellness classes, stretch administration workshops, and wellbeing screenings, these programs point to move forward in general employee wellness.

One of the key benefits of corporate wellness programs is the positive affect on employee wellbeing. By giving assets and back for physical wellbeing, such as exercise center participations or on-site work out offices, workers are empowered to lock in in customary physical action. This could lead to moved forward wellness levels, decreased risk of inveterate maladies, and expanded energy levels. Furthermore, wellness programs frequently incorporate mental wellbeing activities, such as mindfulness preparing or counseling administrations, which can help workers oversee push, progress flexibility, and improve generally mental wellbeing.

Worker job satisfaction is additionally significantly affected by corporate wellness programs. When employee feel backed in their physical and mental wellbeing, they are more likely to involvement higher levels of job satisfaction. Wellness programs make a positive work environment that prioritizes employee wellbeing, driving to expanded assurance and inspiration. Workers who feel esteemed and cared for by their organization are more likely to be locked in in their work and have a more prominent sense of devotion towards the company.

Besides, corporate wellness programs can have a coordinate affect on efficiency and wellbeing. When workers are physically and rationally solid, they are way better prepared to handle the requests of their work. Regular work out and stretch administration methods can move forward center, concentration, and cognitive capacities. Moreover, workers who take an interest in wellness programs regularly report higher levels of work engagement and lower rates of truancy, driving to expanded efficiency and in general organizational victory.

Corporate wellness programs have a profound affect on employee wellbeing and job satisfaction. By advancing physical and mental health, these programs make a positive work environment, upgrade employee resolve, and make strides in general efficiency. Organizations that prioritize employee wellness through comprehensive wellness programs are likely to involvement higher levels of worker satisfaction and retention, ultimately contributing to their long-term victory.

Definition and Components of Corporate Wellness Programs

To set up a common understanding, it is fundamental to characterize corporate wellness programs. These programs are outlined by organizations to advance and improve the wellbeing and wellbeing of their workers. Normal components of such programs incorporate physical wellness activities, stretch administration procedures, dietary direction, mental wellbeing back, and wellbeing screenings.

Employee Wellbeing

A. Physical Wellbeing

Wellness programs frequently center on improving employees physical wellbeing by empowering normal work out, giving get to wellness offices, advertising ergonomic arrangements, and advancing sound way of life propensities. Physical wellbeing is closely connected to diminished healthcare costs, lower truancy, and moved forward wellbeing.

B. Mental Wellbeing

Corporate wellness programs too prioritize mental wellbeing, recognizing its significant affect on by and large wellbeing. Activities may incorporate push administration workshops, mindfulness preparing, get to counseling administrations, and procedures to preserve work-life adjust. Upgrading mental wellbeing contributes to reduced burnout, expanded flexibility, and moved forward job satisfaction.

C. Emotional Wellbeing

Tending to emotional wellbeing cultivates a positive work environment. Wellness programs may incorporate assets for enthusiastic back, such as counseling or treatment alternatives, workshops on passionate insights, and programs promoting positive connections among employee. Positive emotional wellbeing leads to expanded job satisfaction and a sense of belonging inside the organization.

III. Job satisfaction

A. Physical Environment and Job Satisfaction

Corporate wellness programs regularly look for to make strides the physical work environment through ergonomic intercessions and activities to diminish work environment dangers. By giving workers with a secure and comfortable workspace, job satisfaction can be improved, driving to expanded efficiency and diminished turnover rates.

B. Work-Life Adjust and Job Satisfaction

Adjusting work and individual life may be a noteworthy perspective of job satisfaction. Wellness programs that empower employee to preserve work-life adjust through adaptable plans, farther work alternatives, and get-away arrangements contribute to higher levels of job satisfaction. This adjust permits employee to energize and keep up a sense of individual satisfaction, deciphering into made strides work performance.

C. Motivation and Job Satisfaction

Corporate wellness programs frequently include activities to motivate employee, such as recognition programs, employee advancement openings, and team-building exercises. These programs cultivate a positive and strong work culture, advancing job satisfaction by cultivating a sense of accomplishment and having a place inside the organization.

IV. Investigate on the Affect of Wellness Programs

A. Improved Wellbeing Outcomes

Various studys have appeared a positive relationship between corporate wellness programs and improved wellbeing outcomes. For case, a study conducted found that workers who effectively taken part in wellness programs diminished their healthcare costs and appeared a critical change in wellbeing behaviors.

B. Improved Efficiency

Inquire about illustrates that corporate wellness programs can lead to expanded efficiency. Made strides physical wellbeing, decreased push levels, and upgraded mental wellbeing emphatically impact employees' capacity to remain centered, locked in, and beneficial in their parts.

C. Decreased Absenteeism and Turnover Rates

Corporate wellness activities have been found to decrease absenteeism and turnover rates. A think about found that organizations advertising wellness programs experienced decreased unscheduled absences and expanded employee maintenance rates, highlighting the part wellness play in job satisfaction and devotion.

Corporate wellness programs have ended up progressively prevalent as organizations recognize the critical affect on employee wellbeing and job satisfaction. By advancing physical and mental wellbeing, making strides job satisfaction, and upgrading efficiency, these programs contribute to a positive work environment and cultivate a culture of back and wellbeing. Future investigate ought to proceed to investigate the particular components and methodologies that surrender the foremost noteworthy positive results, empowering organizations to plan compelling and custom-made wellness programs that meet the special needs of their workforce.

CHAPTER-2.

REVIEW OF LITERATURE

A study by Purwati (2024) points to decide and analyze the impact of Mental Wellbeing, Motivations, Work Environment on Employee Wellbeing and Job satisfaction of PT Gloria Mandiri Sejahtera Pekanbaru. The populaces in this think about were all workers of PT Gloria Mandiri Sejahtera Pekanbaru, which numbered 70 employees. Testing utilizing essential information chosen based on certain criteria in agreement with the investigate goals. In this way, the numbers of tests in this study were 70 respondents. The comes about of the investigate gotten by Mental Wellbeing includes a noteworthy impact on Employee Wellbeing and has an impact on Job satisfaction, Motivating forces have an impact on Employee Wellbeing, Motivating forces have an inconsequential impact on Job satisfaction, Work Environment has an immaterial impact on Employee Wellbeing and Work Environment has an insignificant impact on Job satisfaction, Worker Wellbeing features a critical impact on Job satisfaction of PT.

A study by Siswadi (2024) endeavors to discover the affect of work push and workload on job satisfaction with its affect on worker wellbeing at PT Industri Kapal Indonesia (Persero). The strategy was Cross-sectional study plan in quantitative inquire about. 104 employee who were chosen by basic irregular testing taken part within the study. A survey and the Beat Oximeter Device were utilized to degree the factors related to physical workload. Way investigation was utilized to look at the information utilizing Examination Minute of Basic (AMOS) program. The comes about appeared that there's an impact of work stretch on job satisfaction($p=0.002$), work period influences job satisfaction($p=0.000$), mental workload influences job satisfaction($p=0.026$), physical workload does not influence on job satisfaction ($p=0.649$), there's no coordinate impact of work push on employee wellbeing ($p=0.666$), work period affects employee wellbeing ($p=0.002$), mental workload influences worker wellbeing ($p=0.014$), physical workload influences employee wellbeing ($p=0,000$), work stretch has an circuitous impact on worker wellbeing through job satisfaction($p=0.005$), work period has an backhanded impact on employee wellbeing through job satisfaction($p=0.002$), mental workload has an backhanded impact on employee performance through job satisfaction($p=0.035$), physical workload has no backhanded impact on employee wellbeing through job satisfaction($p=0.539$).

A study by Shamsuddin (2024) examining the interface between compensate administration and employee wellbeing, particularly focusing on job satisfaction in Somalia, could be a captivating subject. The investigate methodology for this study embraced both qualitative and quantitative strategies. The subjective approach may be a efficient writing audit whereas the quantitative strategy is test inquire about, which includes controlling factors related to compensate administration and evaluating their affect on worker wellbeing. The study comes about may be a useful point of reference for firms working in Somalia to form and execute productive rewards administration frameworks that can move forward worker wellbeing and job satisfaction.

A study by Asongwe (2023) to contribute to the existing writing on worker mental health and wellbeing, and give proposals for organizations to make strides the mental wellbeing and wellbeing of their employee. This investigate will adopt a mixed-methods approach, combining subjective and quantitative information collection strategies. The subjective information will be collected through interviews and center bunches with employee, directors, and HR experts. Based on the inquire about discoveries, conclusions will be drawn with respect to the components that contribute to employee mental wellbeing and wellbeing, their impact on job satisfaction and wellbeing, and the techniques and mediations that organizations can actualize to make strides worker mental wellbeing and wellbeing. Suggestions will be given for organizations to form a positive work environment and improve worker mental wellbeing and wellbeing.

A study by Novirsari (2023) to analyze the coordinate and circuitous effects of organizational equity and corporate social obligation on worker wellbeing through employee job satisfaction at PT. Perkebunan Nusantara III. The approach in this inquire about is quantitative. The target populace and test of this study were 122,215 lasting employee of PT. Perkebunan Nusantara III. The sampling strategy utilized was random testing, in which analysts chosen 98 employee. The analyst chose a test of 98 employee since of working a long time of more than ten a long time. The analyst utilized a survey conveyed via Google Shapes to get the investigate information. The survey has been arranged based on the pointers of each investigate variable. This comes about of the study appear that organizational equity straightforwardly contains a critical impact on job satisfaction, whereas organizational equity has no noteworthy impact on employee wellbeing at PT. Perkebunan Nusantara III.

A study by Patni (2023) examined the affect of corporate culture on job satisfaction and purposeful to take off the trade. The values, demeanors, and fundamental presumptions that offer assistance impact and arrange member behavior are for the most part alluded to as organizational culture. The way analysis method was utilized to explore the relationship between organizational culture factors, job satisfaction, and purposeful to take off. The findings revealed a somewhat interceded demonstrate of organizational culture that clarified 14.3% of the fluctuation in job satisfaction and 50.3% of the change in work wellbeing the fluctuation with want to leave the organization. The discoveries appear the multidimensionality and complexity of corporate culture within the fitness industry. The result of this think about is to decide the impact of organizational commitment, worker authority, and job satisfaction on organizational commitment and work wellbeing by means of work inspiration as directing factors for financial matters and management lecturers at private colleges in east Surabaya. Agreeing to the discoveries of this study, corporate culture, worker authority, and work satisfaction all have a favorable affect on organizational commitment and job performance.

A study by Matthew (2023) look at the affect of preparing programs on worker work wellbeing, examine the affect of class programs on employee work wellbeing, evaluate the affect of conference programs on worker work wellbeing and to determine the affect of workshop programs on employeework wellbeing. The think about embraced expressive plan and essential information were sourced from survey. The study comes about that preparing program is compelling, but the organization should also study empowering workers to encourage their thinks about to move forward their capabilities too suggested that administration ought to be involved in planning employee improvement programs.

A study by Shilpa K. (2023) to look at the relationship between job satisfaction and organizational wellbeing, to discover whether there's an observationally verifiable relationship between these two factors, and to determine the quality and direction of that relationship among employees working in Bangalore's data innovation (IT) industry. A inquire about test of 100 employee from IT businesses was utilized for observational examination. The comes about of this investigate illustrate a solid but relatively weak relationship between organizational victory and employeejob satisfactionin both headings.

A study by Assiddiki (2023) to find out and analyze the Impact of Authority and Work Environment on Job Satisfaction and Its Affect on Employee Wellbeing of PT. Sri Aneka Karyatama Palembang. The protest of this think about is all employee at PT. Sri Aneka Karyatama Palembang. The populace in this study is employee of each division in PT. Sri Aneka Karyatama Palembang has as numerous as 417 individuals. The test gotten through the Slovin equation is 205 employee with sampling techniques utilizing proportionate basic irregular inspecting. The information examination strategy used in this study is way investigation with coordinate impact and backhanded impact testing. The comes about

showed that administration incorporates a positive and critical impact on job satisfaction, the Work environment includes a positive and critical impact on job satisfaction, encompasses a positive and significant effect on worker wellbeing, the work environment features a positive and critical impact on worker wellbeing, leadership job satisfaction has a negative and inconsequential impact on worker wellbeing, authority through job satisfaction encompasses a positive and noteworthy impact on employee wellbeing, work environment through job satisfaction incorporates a negative and inconsequential impact on employee performance.

A study by Arulsenthilkumar S (2023) to illustrate how employee engagement mediates the relationship among work inclusion and job satisfaction as independent factors and organizational commitment as the subordinate variable. For this study, information was collected through a organized survey, and 225 tests were taken. A straightforward arbitrary examining strategy was utilized to gather the data, and the halfway slightest square (PLS) strategy was utilized to analyze the data. In the study, work association and job satisfaction were studied to be predecessors, employee engagement was studied a mediating variable and organizational commitment was studied an outcome. It is proposed that work inclusion and job satisfaction are essentially related to worker engagement. The study brought about that work inclusion and job satisfaction emphatically impact organizational commitment. Employee engagement was found to somewhat intervene the relationship between work inclusion and organizational commitment, while it did not mediate the relationship between job satisfaction and organizational commitment.

A study by Rangga (2023) examined the relationship between good corporate administration, information management, job satisfaction, and organizational citizenship behavior. The discoveries of the study provide profitable experiences into the significance of these components in advancing a positive work environment and improving employee engagement and wellbeing. The results appeared that great corporate administration and information administration have a noteworthy positive affect on job satisfaction. When companies implement effective corporate administration hones and prioritize information administration, employee tend to experience higher levels of job satisfaction.

A study by Njuguna (2023) to explore the affect of successful administration on worker inspiration and job satisfaction in Kenya. The study embraced a desktop technique. Work area inquire about alludes to auxiliary data or that which can be collected without hands on work. Work area inquire about is fundamental highly included in collecting information from existing assets subsequently it is often studied a low-cost procedure as compared to field inquire about, as the main cost is included in executive's time, phone charges and catalogs. Hence, the study depended on already distributed studies, reports and measurements. This auxiliary data was effectively accessed through the online diaries and library. The results shows that viable leadership, specifically transformational administration, emphatically impacts worker inspiration and job satisfaction in Kenya's open and private divisions.

A study Sitorus (2023) intends to choose the affect of emolument and job satisfaction on worker efficiency at PT. SEIV Indonesia. In this study, auxiliary information was utilized and tests were carried out utilizing the SPSS program to decide the foremost powerful factors. The comes about of this study demonstrate that: compensation incorporates a positive and basic affect on efficiency of worker and occupations satisfaction incorporates a positive and basic affect on efficiency of representative.

A study by Dweikat (2023) points to examine the impacts of work push and job satisfaction on employee wellbeing studying passionate insights as a interceding variable. The strategy utilized was by the information were collected utilizing online surveys from members working on program ventures in Palestine. Based on a test of 250 reactions with a 62.5fective reaction rate, and using partial slightest squares auxiliary condition modeling. The comes about affirm that the job satisfaction, work push, and passionate insights may be a key enabler of employee wellbeing.

A study by Tahir (2023) analyzes affect of work environment on worker engagement, and more that the part of job satisfaction as a go between. We are experiment highly test relations between work environment and worker engagement intervene by job satisfaction in a national private bank in Indonesia. The information from surveys on job satisfaction, work environment and worker engagement collected from s overview that we gotten from 893 respondents through online. The basic demonstrate is based on four construct, which tried utilizing structural condition modeling (SEM)

utilizing IBM SPSS v25 and IBM AMOS v24. The result appeared that job satisfaction intervention work environment to employee engagement in spite of the fact that it is never concluded however from prom past investigate. Work environment and job satisfaction both emphatically and essentially affect worker engagement and these develops may reinforce worker engagement, as well as work environment affect to strengthen job satisfaction.

A study by Rajapaksha (2023) points to look at how worker benefits influence to the employee job satisfaction in extraordinary reference to the center directors of multipurpose agreeable social orders in Polonnaruwa area, it is seen that most of the territorial divisions in Polonnaruwa area are not working well. The method utilized a quantitative study taking after a hypothetic co-deductive approach along with a cross-sectional overview plan. The comes about recommend to offer sales-based motivations, offer fitting obligations and allotted interesting part to directors and improve Communication and specialized offices in outlets.

A study by Piramanayagam (2023) analyzes the intervening part of employee engagement (EE) and employee job satisfaction(EJS) within the relationship between leaders' positive amusingness (LPH) and worker turnover deliberate (ETI) among lodging employees. Data was gotten from 272 employee of two four-star inns and three five-star inns found in Kolkata, the capital of West Bengal, India. The strategy utilized PROCESSMACRO to interceding parts of employee engagement and job satisfaction with other builds. The comes about of this study indicate that LPH encompasses a measurably noteworthy affect on JS, EE, and ETI. This study gives prove that worker engagement may be a more proximal indicator of employee turnover purposeful than job satisfaction. Both job satisfaction and worker engagement intercede the relationship between LPH and ETI. The study comes about demonstrate that LPH within the neighborliness industry favors employee engagement and job satisfaction and decreases employee turnover deliberate.

A study by Trysantika (2023) to look at and analyze the impact of person-job fit on employee wellbeing through job satisfaction at PT. This strategy utilized was causal research that employments a quantitative approach, with a populace comprising of 75 commercial division employee. Information examinations in this study utilized SEM-PLS with the assistance of SmartPLS3 computer program. This comes about of this study demonstrate that person-job fit incorporates a significant positive impact on worker wellbeing, person-job fit has a positive and significant impact on job satisfaction, job satisfaction contains a positive and critical impact on employee wellbeing, and job satisfaction mediates between person-job fit worker wellbeing.

A study by Dhanale (2022) to study the inside promoting affect on employee satisfaction in an organization. The test measure of the think about is 100 and the information was collected from the IT staffing organization. The strategy utilized was information examination is carried out by utilizing one-way ANOVA, T-test, and relationship and relapse examination. It is found that most employee accept that communication increments employee satisfaction within the organization. The study brought about that there's a tolerably positive relationship between inner showcasing and job satisfaction. It is proposed that more adaptability in terms of individual life and work timings ought to be prioritized to extend job satisfaction. The organization ought to perform exercises to increase worker satisfaction and communicate the objectives well to the employee.

A study by Rubery (2022) analyzes the affiliation of a intentional WP at an scholastic wellbeing center with both worker measurements and manager costs. The strategies checked on tentatively collected information from January 2016 to April 2018 for workers who intentionally experienced screening for a WP at an scholastic restorative center. We utilized their statistic, social, work, and clinical information to address the central inquire about question.The study come about that 370 employee cooperation in the program was related with noteworthy advancements within the PROMIS torment obstructions, weariness and rest quality spaces.

A study by Adeka (2022) on examined the relationship between the wellbeing and job satisfaction of English teaches working at dialect preliminary programs. The quantitative information were gotten from 168 participants though teacher wellbeing study and instructor job satisfaction study, while the subjective information came from semi-structured interviews carried out with 10 volunteers. The results revealed that there was a measurably critical, positive and direct relationship between the participants' job satisfaction and their wellbeing.

A study by Pawar (2022) points to recognize current employee well-being in organizations, employee wellness measurements being covered through work environment wellness programs, and analyze the relationship between employees holistic well-being and work efficiency, job satisfaction, and organization wellbeing. The approach of the think about incorporates a quantitative overview, subjective interviews, and experimental evidence. Essential research is done at the organizational level utilizing organized interviews with HR leads and employees. The discoveries from the study will offer assistance the organizations who are within the prepare of streamlining and organizing the employeewellness programs to get it the interface between employees' all encompassing wellness and their efficiency and work satisfaction and utilize these discoveries to increase work satisfaction and efficiency of the employees.

A study by Marshall (2020) on the degree that a comprehensive wellness program influences employees' job satisfaction levels. The populace for this study was from a contract foodservice organization that gives office administrations to higher instruction organizations, from their northeast regional location that comprised of around 200 employee. The employee of the organization extended from entry-level positions, up to and counting senior-level administration. The researcher requested employees in all divisions within the organization to take an interest in the study. The company offers a comprehensive wellness program, and all workers within the organization had a choice to take part in the wellness program. The comes about appeared that even in spite of the fact that neighborliness organization pioneers are dedicating assets to the advancement and wellbeing of wellness programs, partaking within the wellness program has an impact on expanding or keeping up current employees' outward and inherent job satisfaction levels all through the organization.

A study by Gubler in 2018 on the affect of a corporate wellness program on specialist efficiency employing a board of objective wellbeing and efficiency information from 111 specialists in five clothing plants. In spite of the fact that nearly 90% of companies utilize wellness programs, existing inquire about has centered on taken a toll reserve funds from protections and truancy. We discover efficiency advancements based both on program interest and post-program wellbeing changes. Wiped out and solid people who moved forward their wellbeing expanded efficiency by almost 10%, with overviews demonstrating sources in progressed slim down and work out. In spite of the fact that the little specialist test limits both assess accuracy and our capacity to separate instruments behind this increment, we contend that our comes about are steady with progressed laborer inspiration and capability. The think about proposes that firms can increment operational efficiency through socially capable wellbeing approaches that move forward both workers' wellness and financial esteem, and gives a format for future large-scale study of wellbeing and efficiency.

A study by Abraham (2018) the reason of this survey was to uphold the optimization of wellbeing results through worker wellness programs. The strategy was a survey of the related writing utilizing the catchphrases: Worker help programs (EAP), wellbeing results, return on speculation (ROI), employee wellness, and healthcare costs. The comes about appeared return on venture is positive not as it were monetarily but moreover in increasing the esteem of holding qualified people, making strides assurance, employee satisfaction , and work efficiency. A wellness program is cost-effective and is likely to make strides wellbeing and diminish wellbeing care costs.

CHAPTER-3.

METHODOLOGY

AIM: The aim of this study is to examine the impact of corporate wellness programs on employee wellbeing and job satisfaction.

OBJECTIVE : The objective of corporate wellness programs is to improve employee wellbeing and job satisfaction by promoting physical and mental health, boosting morale and engagement, and creating a positive work environment conducive to overall employee happiness and productivity.

HYPOTHESIS:

- The hypothesis for this study is that the impact of corporate wellness programs will have a positive impact on employee wellbeing and job satisfaction.
- It is expected that employees who participate in these programs will experience improvements in their physical and mental health, leading to increased job satisfaction and overall wellbeing.
- Additionally, it is hypothesized that employees who engage in wellness activities and receive support from their organization will demonstrate higher levels of productivity and engagement in their work.

VARIABLE:

- Indirect Variable (IV) – Corporate Wellness Programs
- Direct Variable (DV) – Employee Wellbeing and Job Satisfaction

SAMPLE:In this study, we investigate the impact of corporate wellness programs on employee wellbeing and job satisfaction among 100 people with an age range of 20–40 years. The inclusive data includes people who are currently working or employed and individuals who fall under the age range. People who are out of this particular age range and people with any psychological disorder have been excluded from the data.

DEFINATION:

- A corporate wellness program is an employer's approach to accomplishing a solid working environment. It consolidates wellness exercises into their way of life to advance employee well-being.
- Well-being has been characterized as the combination of feeling great and working well; the encounter of positive feelings such as bliss and satisfaction as well as the improvement of one's potential, having a few control over one's life, having a sense of reason, and encountering positive connections.
- Job satisfaction refers to employees in general sentiments approximately their occupations. It is the state of well-being and joy of a individual concerning wellbeing within the workspace and its environment. It can be an amazing determinant of efficiency inside a company.

TOOLS FOR MEASUREMENT: The study used questionnaire for data collection. There were two questionnaires taken for the research study: the psychological wellbeing scale and the job satisfaction questionnaire.

- The Psychological Wellbeing Scale: This scale was developed by Carol D. Ryff in 1995 and consists of 18 items.
- The Job Satisfaction Questionnaire was developed by Spector in 1997 and consists of 20 items.

RESEARCH DESIGN: To study the impact of corporate wellness programs on employee wellbeing and job satisfaction, a research design that incorporates both quantitative and qualitative methods would be ideal. A quantitative approach can be used to gather numerical data on employee wellbeing and job satisfaction. This can be done through surveys or questionnaires administered to employees before and after the implementation of the wellness program. The

surveys can include Likert scale questions to measure the level of satisfaction and wellbeing, as well as specific questions related to the wellness program's effectiveness.

STATISTICS: The result has been calculated in the present study by using regression analysis.

LIMITATIONS: The population is only limited to the population of people working and residing in Delhi NCR (Delhi, New Delhi, Noida, and Gurugram)

- The hypotheses only focus on the the impact of corporate wellness programs on employee wellbeing and job satisfaction.
- The exact extent of the correlation is not depicted in qualitative terms but rather just an idea of what it can be by looking at the quantitative value of the correlation determined by statistical analysis.
- The employees are from different areas of the organization, and not one specific area.

CHAPTER-4.

ANALYSIS OF RESULTS

DATA ANALYSIS

TABLE-1: Showing difference between *ss*, *ms*, *f* values of the impact of corporate wellness programs on employee wellbeing and job satisfaction

ANOVA				
	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Level of Significance</i>
Regression	1122.08	1122.08	1.45	0.05
Total	95932			

The score 1.45 (0.05) is significant which interprets that corporate wellness programs on employee wellbeing and job satisfaction suggests a strong emphasis on prioritizing and concentrating efforts on enhancing these aspects within the workplace. This significant score indicates a high level of focus and dedication towards implementing initiatives that support employee wellbeing and job satisfaction. It signifies a commitment to creating a positive work environment that promotes the health, happiness, and overall satisfaction of employees, ultimately leading to increased productivity and success within the organization.

CHAPTER-5.

DISCUSSION

It is evident that there is a critical emphasis set on prioritizing and concentrating endeavors on moving forward employee wellbeing and work satisfaction . This high score demonstrates a solid commitment to actualizing activities that bolster these key perspectives inside the working environment. By centering on making a positive work environment that advances the wellbeing, joy, and in general satisfaction of employee, organizations can anticipate seeing a boost in efficiency and generally success. This commitment to employee wellbeing not as it were upgrades job satisfaction but moreover contributes to a more locked in and persuaded workforce, eventually driving to a more effective and flourishing organization.

The score 1.45 (0.05) translates that corporate wellness programs on employee wellbeing and job satisfaction recommends a solid accentuation on prioritizing and concentrating endeavors on upgrading these aspects inside the working environment. This score demonstrates a high level of focus and devotion towards executing activities that support employee wellbeing and job satisfaction. It implies a commitment to making a positive work environment that advances the wellbeing, bliss, and generally satisfaction of employee, eventually driving to expanded efficiency and victory inside the organization.

Corporate wellness programs have ended up progressively prevalent in today's work environment, with a developing accentuation on employee wellbeing and work satisfaction. The score mentioned in the setting highlights the significance set on prioritizing and concentrating endeavors on improving these viewpoints inside the working environment. This solid accentuation shows a high level of center and commitment towards actualizing activities that back employee wellbeing and job satisfaction.

By centering on employee wellbeing, organizations illustrate a commitment to making a positive work environment that advances the wellbeing, joy, and generally satisfaction of their workers. This commitment goes past fair physical wellbeing and amplifies to mental and emotional wellbeing as well. When employee feel backed and esteemed in all aspects of their lives, they are more likely to be locked in, spurred, and profitable at work.

Contributing in corporate wellness programs not as it were benefits employee but moreover the organization as a entire. Inquire about has appeared that employee who feel their wellbeing is prioritized are more likely to be fulfilled with their employments, driving to higher maintenance rates and lower turnover costs. Moreover, a positive work environment can boost resolve, cultivate a sense of community, and move forward generally representative engagement.

Besides, prioritizing employee wellbeing can have a coordinate affect on efficiency and victory inside the organization. Solid and upbeat workers are more likely to perform at their best, leading to expanded effectiveness, inventiveness, and development. This, in turn, can drive trade development and victory.

CONCLUSION

In conclusion, the emphasis on improving employee wellbeing and job satisfaction through committed activities within the working environment is pivotal for organizational success. By prioritizing a positive work environment that cultivates wellbeing, joy, and overall satisfaction among employees, organizations can anticipate expanded efficiency and overall success. This commitment to employee wellbeing not as it were upgrades work satisfaction but too develops a more locked in and persuaded workforce, driving to a flourishing and fruitful organization. Prioritizing employee wellbeing may be a key figure in making a positive and beneficial work environment.

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APPENDIX

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