



Employees' wellness to fortify performance in the 21st century workplace

Niño Louis Steven A Nemenzo ^{1*}, Tomacetha May T Bontong ², Ma. Gielma E Canson ⁴, Elizabeth L Pretencio ⁵, Dianne L Fernandez ⁶, Kristine M Calamba ⁷, Nikolo M Gonzales ⁸, Flora Mae D Saac ⁹, Rodel D Ludovice ¹⁰, Maricar D Corpuz ¹¹, Aimee R Almaden ¹², Remegio Bergamo Jr. ¹³

¹⁻¹³ Public Administration, Cebu, Philippines

* Corresponding Author: Niño Louis Steven A Nemenzo

Article Info

ISSN (online): 2582-7138

Volume: 04

Issue: 01

January-February 2023

Received: 12-12-2022;

Accepted: 03-01-2023

Page No: 183-187

Abstract

Wellness programs make healthy employees less prone to health issues. It helps in becoming more focused and productive at work. This research assessed the status of the employee's wellness in the identified local government offices. According to the findings, employee wellness is a crucial aspect that might affect an organization's long-term performance and stability. Findings also indicated that managing the issues that stress employees out and making the workplace a safer and healthier place present obstacle. The administrator's final challenge is to balance work-related and personal stress in order to help employees be productive not only at work but also for their own well-being. Taking into account how these results will affect employee's productivity, it was suggested that the proposed action plan should be used to help employees and administrators in improving their health and productivity.

Keywords: Employees Wellness, Fortify Performance, 21st Century Workplace

Introduction

The workplace has shifted from focusing on workers' "traditional" health and safety to emphasizing their overall welfare (Haddon, 2018) ^[7]. In addition to protecting workers against harassment and wrongful termination, employment law also addresses stress and unfair treatment. A mental health problem that has a long-term impact on a person's capacity to engage in typical day-to-day activities is regarded to be a handicap (Boardman, 2020) ^[4]. Importantly for companies, there is no compensation cap for disabled workers under disability discrimination legislation, thus firms must take it seriously (Strine & Smith, 2020) ^[18]. Numerous organizations pay attention to the physical health of their workers, providing gym memberships, cycle-to-work and car-sharing programs to encourage physical activity, as well as healthier food and drink alternatives in their cafes and canteens to provide more nutritionally balanced options. Everyone is aware of the advantages of physical activity (Chanana, 2021) ^[5]. Yet, as the amount of employment demands increases, more and more of us are becoming more inactive during the day (Harding & Noorbhai, 2021) ^[8]. The Office of National Statistics (ONS) reports that, on average, workers in the United Kingdom currently work roughly 31 hours each week (33 if you work in London). This average, which includes both part-time and full-time employees, is the highest reported since 2008. Encouraging employees to take a break, even if just a quick walk at a lunchtime, is becoming an important task for organizations to highlight the need for regular physical exercise (Safi *et al.*, 2022) ^[15]. But without continuous emphasis, the above types of health and nutritional benefits can be short lived.

To retain employees' attention, encouragement and advertising of the advantages are crucial (Kryscynshi *et al.*, 2021). Others will not take advantage of the opportunities if they do not have the time or if the demands of their jobs are too onerous. As proof, we need just analyze how many individuals sign up for gym memberships on their own will in January, only to abandon them within a few weeks or months (Holsti, 2019) ^[9]. According to the NHS, regular physical exercise may reduce the risk of depression by as much as 30 percent, in addition to reducing the risk of diseases such as heart disease and cancer. The health and well-being of employees demands a whole 360-degree strategy, including physical, mental, and dietary aspects. Despite the importance of physical and nutritional health, mental health is one of the fundamental pillars of a person's performance, although it is often neglected (Haddon, 2018) ^[7].

Moreover, there is a growing need to comprehend how the company's efforts to promote workplace health and wellness have affected their employees' actual well-being, job happiness, and employer loyalty (Gorgebyi *et al.*, 2021). Following a comprehensive literature review, exploratory secondary research (via content analysis of corporate CSR and sustainability reports), and expert consultations (via in-depth interviews), the Authors developed a conceptual framework that includes all the benefits and issues (as factors) related to health preservation and health promotion that can influence employee loyalty via employee satisfaction and wellbeing. A healthy and pleased employee may become a loyal employee, resulting in decreased labor turnover, an improved corporate culture, a more cohesive community, and therefore improved business performance, productivity, and competitiveness. In addition, there is a serious risk of talented workers leaving, particularly from Central and Eastern Europe (Bite *et al.* 2020) [3].

Moreover, Organizational support refers to the employee's perceptions and opinions that the organization really cares about their welfare (Rasool *et al.*, 2021) [17]. Organizational assistance promotes instrumental, social, and emotional support. Organizational support has been studied alongside a number of other factors, all of which support the notion that organizational support decreases employee stress and burnout. Accordingly, informal assistance is more beneficial than formal support from an official superior when supplied (Antonini, 2022) [1].

Anxiety, sickness and exhaustion are a few indicators of employees' mental health and general wellbeing. Similarly, headaches and muscle pains are indicators of physical illness. The well-being of an employee accelerates corporate achievement, prevents decreased productivity, and reduces bad health insurance expenses. Progressive companies must ensure that their initiatives contribute to the health and well-being of their workforce as a whole (Bareki, 2020) [2]. The physical environment of the workplace and

organizational climate are some of the important aspects of employee well-being. An organization communicates its agenda for employee well-being, as it is obliged to do so under corporate social responsibility initiatives. The results of previous studies lead to the hypothesized relationship between a better quality of employee well-being, optimistic behaviors, and intentions. So, it is proposed that corporate social responsibility initiatives help to create a positive work environment that promotes employee well-being in return and prompts active participation for green behavior. The primary goal of this study is to identify and measure the most important health related factors and indicators which play an important role in employee wellbeing in the context of local employees in Cebu, Philippines.

Research Objectives

To maintain optimal physical health, it is important to strike a balance between performing physical activity, maintaining proper nutrition, and ensuring that your mind is healthy. To develop a sense of personal responsibility for one's own health, it is necessary to achieve the highest possible level of physical wellbeing. This research assessed the status of the employee's wellness and performance in the Local Government.

Methodology

The descriptive method of research was used in this study, which describes data and the characteristics of the population under study. This method answers the questions who, what, where, when, and how. In particular, the current situations of the respondent groups in terms of employee's wellness. This research will include the input-process-output approach. the input includes the employees' wellness includes emotional, environmental, intellectual, occupational, and physical. the process will consider the administration of questionnaire, data consolidation, presentation, analysis and data interpretation.

Results and Discussion

Table 1: Emotional Well-being

Emotional well-being	Employees		Administrators	
	Mean	VD	Mean	VD
I feel emotionally strong and resilient.	4.21	A	4.4	SA
I find it easy to express my emotions in positive, constructive ways.	4.32	SA	4.2	A
I am resilient and can bounce back after a disappointment or problem.	4.21	A	4.2	A
I am flexible and adapt to change in a positive way.	4.36	SA	4.2	A
I am able to recognize and manage the things that cause stress.	3.89	A	4	A
I love and accept myself for who I am.	4.68	SA	4.2	A
Total	4.28	SA	4.2	A

Table 1 presents the data in terms of emotional wellness. Data shows that the statement refers to I love and accept myself for who I am got the highest weighted mean of 4.68 which verbally described as strongly agree, while the statement refers to, I am able to recognize and manage the things that cause me stress got the lowest weighted mean of 3.89 which verbally described as agree. Administrators on the other

hand, the statement I feel emotionally strong and resilient got the highest weighted mean of 4.4 which verbally described as strongly agree, while the statement refers to, I am able to recognize and manage the things that cause me stress got the lowest weighted mean of 4 which verbally described as agree. Overall, the respondent groups perception shows that respondent groups are emotionally stable.

Table 2: Environmental

Indicators	Employees		Administrators	
	Mean	VD	Mean	VD
I am in a comfortable environment	4.16	A	4	A
I recognize the impact of my actions on my work and home environment.	3.89	A	4	A
I recognize the impact of my home and work environment on my health.	4.02	A	4.2	A
I contribute toward making my home and work environment a safer and healthier place.	3.84	A	4.2	A
I live in a safe environment.	3.95	A	4.2	A
I spend time outdoors enjoying nature.	3.95	A	4.2	A
Total	4.04	A	4.13	A

Table 2 presents the data in terms of environmental wellness. Data shows that the statement refers to I am in a comfortable environment got the highest weighted mean of 4.16 which verbally described as agree, while the statement refers to, I contribute toward making my home and work environment a safer and healthier place got the lowest weighted mean of 3.84 which verbally described as agree. Administrators on the other hand, the statements refer to I recognize the impact of my home and work environment on my health, I contribute

toward making my home and work environment a safer and healthier place, I live in a safe environment and I spend time outdoors enjoying nature got the highest weighted mean of 4.2 which verbally described as agree, while the statements refer to, I am in a comfortable environment and I recognize the impact of my actions on my work and home environment got the lowest weighted mean of 3.84. Which verbally described as agree. Overall, the respondent groups perception shows that respondent groups are comfortable in their working environment.

Table 3: Intellectual

Indicators	Employees		Administrators	
	Mean	VD	Mean	VD
I am intellectually stimulated by my work and non-work activities.	3.78	A	4.2	A
I can critically consider the opinions and information presented by others.	3.53	A	4	A
I feel capable of making important decisions.	3.89	A	3.8	A
I keep informed about social, political and/or current issues.	3.73	A	4.4	SA
I look for ways to use my creativity and critical thinking skills.	3.52	A	4.2	A
I seek personal growth by learning new skills.	3.84	A	4.4	SA
Total	3.72	A	4.17	A

Table 3 presents the data in terms of intellectual wellness. Data shows that the statement refers to I feel capable of making important decisions got the highest weighted mean of 3.89 which verbally described as agree, while the statement refers to, I look for ways to use my creativity and critical thinking skills got the lowest weighted mean of 3.52 which verbally described as agree. Administrators on the other hand, the statements refer I keep informed about social,

political and/or current issues and I seek personal growth by learning new skills got the highest weighted mean of 4.4 which verbally described as strongly agree, while the statement refers to, I feel capable of making important decisions got the lowest weighted mean of 3.8 which verbally described as agree. Overall, the respondent groups perception shows that respondent groups are intellectually stable in the working environment.

Table 4: Occupational

Indicators	Employees		Administrators	
	Mean	VD	Mean	VD
My work is personally satisfying.	4.05	A	4.6	SA
I get personal satisfaction and enrichment from work.	3.58	A	3.6	A
My workload is manageable.	4.05	A	4	A
I am content with where I am in my career.	3.58	A	4	
I am developing the necessary skills to achieve my career	3.42	A	4	AA
I balance work with play and other aspects of my life.	3.79	A	4.4	SA
Total	3.75	A	4.1	A

Table 4 presents the data in terms of occupational wellness. Data shows that the statements refer to my workload is manageable and my work is personally satisfying and my workload is manageable got the highest weighted mean of 4.05 which verbally described as agree, while the statement refers to, I am developing the necessary skills to achieve my career goals got the lowest weighted mean of 3.42 which verbally described as agree. Administrators on the other

hand, the statements refer to my work is personally satisfying. Got the highest weighted mean of 4.6 which verbally described as strongly agree, while the statement refers to, I get personal satisfaction and enrichment from work got the lowest weighted mean of 3.6 which verbally described as agree. Overall, the respondent groups perception shows that respondent groups are stable in their working environment.

Table 5: Physical Health

Indicators	Employees		Administrators	
	Mean	VD	Mean	VD
I generally feel very good about my health.	3.74	A	3.8	A
I exercise at least three times a week.	3.42	A	4	A
I protect myself and others from getting ill (e.g., wash my hands, cover my cough, etc.).	4.21	A	3.8	A
I get enough sleep and feel vibrant throughout the day.	3.73	A	4	A
I listen to my body; when there is something wrong, I seek needed assistance.	3.47	A	3.8	A
I maintain healthy eating habits.	3.89	A	4.4	SA
Total	3.74	A	3.97	A

Table 5 presents the data in terms of occupational wellness. Data shows that the statements refer to I protect myself and others from getting ill got the highest weighted mean of 4.21 which verbally described as agree, while the statement refers to, I exercise at least three times a week got the lowest weighted mean of 3.42 which verbally described as agree. Administrators on the other hand, the statement refers to I maintain healthy eating habits got the highest weighted mean

of 4.4 which verbally described as strongly agree, while the statement refers to, I generally feel very good about my health, I protect myself and others from getting ill, and I listen to my body; when there is something wrong, I seek needed assistance got the lowest weighted mean of 3.8 which verbally described as agree. Overall, the respondent groups perception shows that respondent groups are physically stable in their working environment.

Table 6: Test of Significant Difference

Wellness	Employees	Administrators	Z-test	P-value	Remarks	Decision
Emotional	4.28	4.16	0.209	0.83	Not significant	Failed to Reject
Environmental	4.04	4.13	-0.364	0.72	Not significant	Failed to Reject
Intellectual	3.72	4.17	-0.724	0.47	Not significant	Failed to Reject
Occupational	3.75	4.10	-0.499	0.62	Not significant	Failed to Reject
Physical Health	3.74	3.97	-0.404	0.69	Not significant	Failed to Reject

Table 6 shows the significant difference between employees and administrators' status of the employee's wellness. Data shows that difference was not seen on the constructs of employee's wellness. Hence, no significant difference on the respondents' perceptions. Thus, it fails to reject the null hypothesis.

one final challenge for the administrator is to harmonize work related and home stress to support employees to become productive not just only in the workplace but also employee's well-being. Moreover, adopting an employee wellness program is a proactive way to address these issues and ensure employees have the support they need.

Table 7: Best Practices of Wellness Dimension

Best Practices	Rank
Promote Balance diet with exercise in the office	1
Exercise, stress management or resiliency education	2
Supportive Social and Physical Environment.	3

Table 7 shows that data in terms of best practices of the identified offices relating to employee's wellness. Findings shows that respective offices promote balance diet with exercise in the office, exercise, stress management or resiliency education and supportive social and physical environment. This indicates that offices have promotes wellness that balances physical activity, nutrition and mental well-being to keep employees in top condition. Obtaining an optimal level of physical wellness allows employees to nurture their personal responsibility for their own health.

Conclusion

Employee wellness is built on the premise that healthy employees have a positive impact on the bottom line in many ways. Healthy employees' leads to Happy employees and often translates to Engaged and Productive employees which is good for the establishment. Based on the finding's employee wellness are critical factors that can influence the long-term success and stability of organizations. Findings also showed that challenges exist in the workplace in terms of management of the things that cause employee's stress and creating environment a safer and healthier place. Moreover,

References

- Antonini ES. Legal premises and social impact evaluation around the practical and moral potentialities of Smart Working as a new organizational labor model, 2022.
- Bareki M. The need for stress management in support of judges in South Africa (Doctoral dissertation, North-West University (South Africa)), 2020.
- Bite Pal, Marta Konczos Szombathelyi, Laszlo Vasa. The concept of labour migration from the perspective of Central and Eastern Europe. *Economics and Sociology*. 2020; 13:197-216.
- Boardman J. Dismantling the social safety net: social security reforms, disability and mental health conditions. *BJPsych bulletin*. 2020; 44(5):208-212.
- Chanana N. Employee engagement practices during COVID-19 lockdown. *Journal of public affairs*. 2021; 21(4):e2508.
- Deci EL, Ryan RM. The general causality orientations scale: self-determination in personality. *J Res. Pers*. 1985; 19:109-134. doi: 10.1016/0092-6566(85)90023-6
- Haddon J. The impact of employees' well-being on performance in the workplace. *Strategic HR Review*, 2018.
- Harding N, Noorbhai H. Physical activity levels, lifestyle behaviour and musculoskeletal health profiles among seated video gamers during COVID-19. *BMJ Open Sport & Exercise Medicine*. 2021; 7(3):e001194.
- Holsti OR. Crisis, stress, and decisionmaking. In *The*

- War System. Routledge, 2019, 491-508.
10. Gorgenyi-Hegyves E, Nathan RJ, Fekete-Farkas M. Workplace health promotion, employee wellbeing and loyalty during Covid-19 Pandemic-Large scale empirical evidence from Hungary. *Economies*. 2021; 9(2):55.
 11. Krzyscynski D, Coff R, Campbell B. Charting a path between firm-specific incentives and human capital-based competitive advantage. *Strategic Management Journal*. 2021; 42(2):386-412.
 12. Lee Thomas W, Peter Hom, Marion Eberly, Junchao Li J. Managing employee retention and turnover with 21st century ideas. *Organizational Dynamics*. 2018; 47:88-98.
 13. Lingard H, Brown K, Bradley L, Bailey C, Townsend K. Improving employees' work-life balance in the construction industry: Project alliance case study. *Journal of construction engineering and management*. 2007; 133(10):807-815.
 14. Ntoumanis N, Ng JY, Prestwich A, Quested E, Hancox JE, Thøgersen-Ntoumani C, *et al.* A meta-analysis of self-determination theory-informed intervention studies in the health domain: Effects on motivation, health behavior, physical, and psychological health. *Health psychology review*. 2021; 15(2):214-244.
 15. Safi A, Cole M, Kelly AL, Zariwala MG, Walker NC. Workplace Physical Activity Barriers and Facilitators: A Qualitative Study Based on Employees Physical Activity Levels. *International Journal of Environmental Research and Public Health*. 2022; 19(15):9442.
 16. Strauss K, Griffin MA, Parker SK. Future work selves: how salient hoped-for identities motivate proactive career behaviors. *J Appl. Psychol*. 2012; 97:580-598. doi: 10.1037/a0026423.
 17. Rasool SF, Wang M, Tang M, Saeed A, Iqbal J. How toxic workplace environment effects the employee engagement: the mediating role of organizational support and employee wellbeing. *International journal of environmental research and public health*. 2021; 18(5):2294.
 18. Strine LE, Smith KM. *Toward Fair Gainsharing and a Quality Workplace for Employees: How a Reconceived Compensation Committee Might Help Make Corporations More Responsible Employers and Restore Faith in American Capitalism*. Harvard Law School, 2020.
 19. Werner KM, Milyavskaya M. Motivation and self-regulation: The role of want-to motivation in the processes underlying self-regulation and self-control. *Social and Personality Psychology Compass*. 2019; 13(1):e12425.