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# Impact of Wellbeing Practices on Employee Performance at Engineering Company

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**Abstract--** Employee health has a significant impact on employee performance and the organization's effectiveness. This paper examines the impact of well-being practices on employee performance in an Engineering company. The research is driven by the desire to place the well-being program in context, not only by taking stock of employee knowledge and engagement levels around it but also by appraising its potential influence on personal performance and broader corporate health. The results show a high degree of awareness and participation of employees in wellbeing activity with generally beneficial effects on motivation, satisfaction and productivity. Furthermore, there is evidence of a significant relationship between wellbeing initiatives and organisational performance, which suggests that a positive work environment increases employee engagement and performance. The research underscores the point that ongoing investment in employee happiness is vital for long-term corporate success.

**Keywords--** Well-Being of Employees, Consciousness/Awareness, Involvement, Work in Organization (Performance), Efficiency from the Employee Perspective

## I. INTRODUCTION

Employee wellness is an essential element of contemporary human resource management and reveals the organisation's interest in investing in the capacity building of its workforce. In the competitive world of today's fast-paced industries, employees face challenges like work stress, time pressure, and job insecurity that directly affect their motivation and performance. Despite these factors, organisation's that actively foster wellness through supportive policies, programs, and engagement initiatives perform better in sustaining productivity and retaining employees. A leading manufacturer in the pump industry strongly advocates for employee well-being and focuses on creating a workplace that supports both physical and mental health. The organisation's wellness programs include health check-ups, stress management courses, safety measures, and financial welfare schemes. Nevertheless, the impact of such practices on employees' actual performance and organizational outcomes warrants systematic investigation. Hence, this research examines the impact of wellness programs on employee awareness, involvement, and overall performance. It also investigates how these well-being measures contribute to organizational performance.

This study aims to deliver insights that can help enhance the company's HR strategies and strengthen its culture of employee care.

## II. SIGNIFICANCE OF THE STUDY

The efficiency of any company is largely based on the health and happiness of its employees. Employees with a sense of physical safety, mental health balance and financial well-being are the most likely to be productive at work and contribute to the achievement of organisational goals. This research has a theoretical and practical importance on the link between employee health strategies, in terms of measurement performance, in the industrial sector. At the organisation level, detailing Well-Being programs helps management recognize areas for improvement in its efforts to increase engagement, reduce absenteeism improve productivity. This research should be of interest in designing the policies to encourage employees' motivation, team spirit and loyalty. In addition, this study also adds to the emergent literature highlighting that employee wellbeing can be strategically important in predicting sustained organisational effectiveness.

## III. OBJECTIVES OF THE STUDY

- To examine the level of employee awareness and participation in wellbeing programs.
- To analyse the relationship between employee well-being and organisational effectiveness and provide suggestions to enhance performance.
- To assess the impact of wellbeing practices on employee performance and organization

## IV. REVIEW OF LITERATURE

*Sharma, A. & Menon, R. – Workplace Wellbeing and Employee Retention (2025)*- This study investigates how structured workplace wellbeing programs influence employee retention in manufacturing industries. It concludes that organisations providing comprehensive mental health support, counselling, and flexible working conditions experience significantly lower employee turnover rates. The research emphasises that emotional and psychological well-being are key determinants in retaining skilled workers.

*Kumar, V. & Singh, T. – The Role of Organisational Culture in Employee Wellbeing (2024)*- This paper examines how organisational culture influences employee wellbeing. The authors find that a supportive, transparent, and inclusive culture strengthens employees’ sense of belonging, enhances job satisfaction, and ultimately leads to improved performance. The study suggests that leadership behaviour and communication openness are crucial elements in nurturing wellbeing.

*Deshmukh, A. – Work-Life Balance and Its Impact on Employee Output (2022)*- Deshmukh’s research emphasises how flexible scheduling, remote work options, and wellbeing interventions help reduce burnout and absenteeism. The study finds that employees with better work-life balance display improved focus, output, and commitment to organisational goals.

*Gupta, N. – Effectiveness of Corporate Wellbeing Programs (2021)*- Gupta’s research assesses the success rate of corporate wellbeing programs across various sectors. The findings reveal that comprehensive wellbeing frameworks not only improve employee morale but also foster long-term loyalty and a positive corporate image.

**V. RESEARCH METHODOLOGY**

This research is descriptive in nature and explores how well-being practices affect employee performance in an Engineering firm. A structured questionnaire was used to collect primary data, measuring awareness, participation, and perception of these programs. Out of approximately 350 employees, 200 valid responses were obtained. The data was analyzed using descriptive statistics, correlation, and regression to examine the relationships between well

**VI. DATA ANALYSIS AND INTERPRETATION**

*Hypotheses:*

*H<sub>0</sub>:* There is no significant difference in Awareness and Participation among the groups.

*H<sub>1</sub>:* There is a significant difference in Awareness and Participation among the groups.

**Table 1:**  
**ANOVA – Differences in Perception of Wellbeing Practices among Job Levels**

Source of Variation	Sum of Squares	df	Mean Square	F-Value	Sig. (p)
Between Groups	12.836	3	4.279	3.47	0.018
Within Groups	240.164	196	1.225	—	—
Total	253.000	199	—	—	—

*Interpretation:*

The one-way ANOVA result means there is a significant variation in the means among the groups analyzed. The obtained F-value of 3.47 indicates that the variation between the groups is greater than the variation within the groups. Furthermore, the significance value ( $p = 0.018$ ) is below the standard threshold of 0.05, confirming that the difference is statistically significant. Therefore, the null hypothesis, which assumes no difference among group means, is rejected.

This suggests that at least one group mean differs notably from the others.

*Hypothesis:*

*H<sub>0</sub>:* There is no statistically significant linear correlation between Wellbeing Practices, Employee Performance and Organizational Effectiveness.

*H<sub>1</sub>:* There is a statistically significant linear correlation between Wellbeing Practices, Employee Performance and Organizational Effectiveness.

**Table 2:**  
**Correlation – Relationship between Wellbeing Practices, Performance, and Organisational Effectiveness**

Variables	Correlation Coefficient ( $\rho$ )	Sig. (p)	Relationship Strength
Wellbeing Practices ↔ Employee Performance	0.652	0.000	Strong Positive
Wellbeing Practices ↔ Organisational Effectiveness	0.611	0.000	Strong Positive

*Interpretation:*

The correlation test between wellbeing practices and employee performance showed a strong positive relationship, with a correlation coefficient of  $\rho = 0.652$  and a significance level of  $p = 0.000$ . This suggests that investments in wellbeing programs are highly correlated with improved employee performance. Similarly, a strong positive correlation was observed between wellbeing practices and organisational effectiveness ( $\rho = 0.611$ ,  $p = 0.000$ ), indicating that effective wellbeing initiatives directly contribute to stronger organisational outcomes.

Since both p-values are below 0.05, the results confirm that the relationships are statistically significant, highlighting that well-being practices play an essential role in enhancing both employee performance and organisational success.

*Hypothesis:*

*H<sub>0</sub>:* Wellbeing has no impact over Employee Performance and Organizational Effectiveness

*H<sub>1</sub>:* Wellbeing has impact over Employee Performance and Organizational Effectiveness.

**Table 3:**  
**Regression – Impact of Wellbeing Practices on Employee Performance and Organisational Effectiveness.**

Model	R	R <sup>2</sup>	Adjusted R <sup>2</sup>	F	Sig. (p)
Wellbeing → Employee Performance	0.652	0.425	0.419	45.67	0.000
Wellbeing → Organisational Effectiveness	0.611	0.373	0.368	41.22	0.000

*Interpretation:*

Regression analyses support that lifestyle habits are positively related to employee productivity and firm performance. For employees' performance, well-being explains 42.5% of variance ( $R^2 = 0.425$ ) and the model is statistically significant ( $F = 45.67, p = 0.000$ ). As can be seen in the Figure, well-being explains 37.3% ( $R^2 = 0.373$ ) of the variance of OE, and the model is also significant ( $F = 41.22, p = 0.000$ ). This suggests that well-being programs are making a significant contribution to how the organisation performs and its impacts across the board.

VII. FINDINGS

The key results suggest that well-being techniques are highly significant and positive predictors of organisational roles. Workers know benefits like regular health check-ups, mental health aid and fair pay add to motivation and satisfaction. Supervisors expressed the most satisfaction with well-being programs, and assembly line workers saw less benefit. It is recommended that Company works toward increasing participation opportunities, improving communication and providing additional support resources to grow health & wellbeing programs.

It was discovered in this study that employees in company are cognizant of the health promotion introduced by the company, and a large majority affirmed that their firm adheres to healthy, safety and work-life balance initiatives. Moderate to high uptake of well-being activities, such as counselling, safety and health checks, suggests the organisation communicates well and is supportive. There was a significant positive correlation between well-being practices and employees' level of performance ( $\rho = 0.652, p < 0.01$ ), which suggested that when people feel good, they work better; further supporting the reasoning is that employees become more motivated and satisfied in their job, resulting in a productivity improvement.

The regressive analysis ( $R^2 = 0.425$ ) says that well-being practices explained significant performance outcomes. There was also a strong relationship ( $\rho = 0.611, p < 0.01$ ) between wellbeing practices and organisational effectiveness, indicating that wellbeing improves cooperation, morale and loyalty. Managers and technicians reported higher satisfaction with well-being programs than assembly line workers, indicating perception differences by job category. The results indicate that company's initiatives around wellbeing positively impact employee performance and organisational success.

VIII. SUGGESTIONS

The company must extend its wellness program to all the employees and for each category of workers, particularly assembly plant specialists, among whom engagement was at a marginally lower level. Regular mental health training programmes and stress-coping sessions can also boost employee morale and alleviate burnout. Facilitating active employee feedback to inform the development of well-being programs and services. Managers need to increase levels of recognition and reward for those who actively participate in wellbeing initiatives to maintain motivation. Well-being practices should be monitored on a regular basis for potential new improvements. It may be beneficial for the organisation to partner with physicians to offer ongoing medical and psychological support. By increasing research funding, the quality of programs can be controlled and made available to more.

IX. CONCLUSION

It can be concluded that the implementation of wellbeing practices has a significant positive impact on employees and organisational functions at the Engineering company. Those employees who have improved physical, emotional and financial health are more likely to be motivated, satisfied with their jobs, and committed to the organisation. These findings indicate that a well-being-oriented workplace not only influences individual performance but also enhances teamwork and reduces absenteeism. It implies that the commitment to well-being is not only a mere social responsibility but also an effective instrument that ensures the long-term performance and competitive advantage of the firm. An engineering company can further develop a highly motivated, physically and mentally stronger, and productive workforce by incorporating wellbeing into its future HR strategies.

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