

A report for Humanities Course titled

# **Impact of Employee Well-being on Work Productivity**

submitted to

**Dr. Razia**

School of Humanities and Social Sciences

Thapar Institute of Engineering and Technology



**THAPAR INSTITUTE**  
OF ENGINEERING & TECHNOLOGY  
(Deemed to be University)

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# Letter of Transmittal

April 15, 2025

Ms. Razia  
School of Humanities and Social Sciences  
Thapar Institute of Engineering and Technology  
Patiala

Respected Ma'am,

**Subject:** Report on the impact of employee well-being on work productivity.

This is to inform you that we have prepared a report on the “Impact of employee well-being on work productivity” and we have the pleasure of submitting the same to you.

This report deals with studying the impact of employee well-being on companies and how the benefits provided by a company to an employee can influence overall growth and productivity in the long run. Through this report and survey conducted, we tried to get an insight into people's points of view in the context of employee well-being.

We thank you for entrusting us to complete this report.

Yours sincerely,

Dhananjay Chaudhary	[102215275]
Aarushi Agarwal	[102215273]
Akshi Sharma	[102215183]

# Certificate

It is hereby certified that this report, titled "Impact of Employee Well-being on Work Productivity" , submitted to [Name of the faculty] as part of requirement for fulfillment of the course *Humanities for Engineers [UHU005]* is record of original work carried out by undersigned team. The research, analysis & findings presented in this document are collective efforts of the team and have not been submitted anywhere for academic or professional purpose.

## Team Members:

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Akshi Sharma

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**Faculty's Signature:**

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Prof. [Faculty Name]

# Acknowledgements

We would like to express our deepest gratitude to all those who have contributed to the successful completion of this project. This endeavor would not have been possible without the support and guidance of many individuals.

First and foremost, we extend our heartfelt thanks to our project supervisor, **Ms. Razia**, for her invaluable advice, encouragement, and expertise throughout the entire duration of the project. Her guidance played a crucial role in shaping the direction and focus of our work.

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Our sincere gratitude goes to our classmates and friends who provided assistance and encouragement during challenging phases of the project. Their input and feedback were instrumental in refining the quality of our work.

Finally, we would like to express our heartfelt gratitude to our families for their unwavering support, patience, and understanding throughout this academic journey.

This project has been a significant learning experience, and we are fortunate to have been surrounded by such a supportive network of individuals.

**Thank you all for your contribution.**

# Abstract

In the current corporate landscape, the intricate interplay between employee well-being and work productivity has emerged as a prime point for companies aiming to enhance human capital. This report presents the findings of a comprehensive study that is based on mixed-methods research to examine the impact of employee well-being on work productivity. Utilizing both quantitative and qualitative research, our study explores the dynamic aspects of employee well-being including physical health, mental resilience, job satisfaction, and the equilibrium of work-life balance on individual and overall productivity.

The purpose of the study is to identify the various well-being measures provided by the employee benefits organization. To study the expectations of the employee and the opinion of the employee about the welfare measures provided by the company. To understand the level of employee satisfaction with the diverse measures taken to ensure their well-being. To examine whether the taken measures enhance employee performance and motivate them to contribute their best.

These are a few measures that assist both management and employees to perform better as a team and maintain adequate co-relations to optimize overall productivity. The outcomes of the study not only contribute to the existing literature but also assist companies with some practical solutions by acknowledging the factors that strategically enhance overall work productivity through employee well-being and hence establish an effective work environment. This report serves as a source of advantage for companies aiming to create resilient, engaged and high-performing teams.

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# Chapter 1

## Introduction

The well-being of the employees in the organization where it acts as an important issue that the organization tries to solve and ensure that their employees always remain satisfied and motivated in their workplace. If the environment is good, the employees have potential. Employee well-being includes both a physical and mental state where employees feel free to work. Employee well-being is one of the main issues that an organisation tries to address to maintain a healthy relationship and also to keep its employees satisfied and engaged in their work. Employee wellbeing includes the entire organisation, so it involves everyone from the CEO to HR, Marketing, Finance, Facilities and IT to effectively roll out the new initiative across divisions. Employee well-being includes both physical and mental health.

### 1.1 Physical Well-Being and Mental Well-Being

Physical well-being includes various elements such as proper lighting, temperature-controlled ventilation, and all other things that have a direct effect on the employee's body. Physical well-being includes biophilic aspects such as access to lighting, ventilation and temperature regulation. The other equally important thing is helping with mental health, by offering a suitable chill-out zone for relaxation or meeting informally with your colleague. Through office design, promoting physical and mental well-being can help build a healthy and productive workspace. Employee well-being provides satisfied living and working conditions.



## **1.2 Employee Satisfaction**

Employee satisfaction is a very important factor for a company, so companies should focus more on employee well-being to retain their employees. The well-being of employees is very important in the organization. For employees to be satisfied at their workplace, their employees must be provided with measures to ensure their well-being. The level of employee welfare should be provided by the company to satisfy its employees and improve the level of productivity in the organization. If employees are very satisfied with the well-being provided by the organisation to its employees, they will not have any other distractions and can perform well in their workplace.

## **1.3 Employee retention**

Employee retention is more important these days. When employees feel satisfied with the treatment of the company or organisation, there are more chances of retention of employees. If the employee feels bad about the treatment of the organisation or about not getting proper facilities then there is a very high probability of leaving that organisation and looking forward to a new organisation. Companies can retain their employees by prioritising the well-being of the employees.

## **1.4 Impact of Employee Well-Being on Performance**

Employees should be the priority of the company and employee performance depends on the company. The company should maintain a good relationship with their employees so that the employees can feel free to work in their workplace and move together to achieve the goals of the organization. The impact of employee well-being on performance at their workplaces is a crucial topic that all organizations are focusing on these days. The organization should focus on all the well-being such as emotional well-being, physical well-being, social well-being and workplace well-being so that the employees have peace of mind and can work better for their organisation. Hence, resulting in increasing productivity. Employee well-being also helps the organization achieve its goals.

## **1.5 Role of Managers in the Well-Being of Employees**

The role of managers and Directors is very crucial in every organisation. They are responsible for the working atmosphere of the organisation and providing the required well-being facilities to their employees. This can include flexible working hours, encouraging all the employees to maintain a friendly environment in their organisation and supporting the employees in their better mental and physical health. Many employees follow their managers, so managers should set examples by following and promoting the well-being of themselves to be followed by their employees. This can create the right environment to promote well-being in the workplace.

## Chapter 2

### Literature Review

# Chapter 3

## Objectives

# Chapter 4

## Methodology

This part of the study describes all the processes of data collection. When it comes to data collection, there are generally two methods used by any researcher to collect data, i.e., primary and secondary methods. The primary method involved the use of questionnaires and the reviews collected via interviews. The secondary method is the method in which we reviewed the already collected data. The questionnaire was conducted for the sampling purposes. The present study is based on a quantitative research design.

### 4.1 Problem Statement

The intricate link between employee well-being and work productivity has become a critical point for companies striving to enhance their overall performance and maintain a competitive edge. The current dynamic and fast-paced work environment raises relative questions about the extent to which the well-being of employees influences their productivity levels. However, despite the growing awareness about employee well-being, there still exists a gap in recognizing how well-being factors promote work productivity. This research aims to bridge this gap by delving into the intricate connection between employee well-being and work productivity, addressing the following key questions:

- 1.What are the key features of employee well-being and how do they manifest a positive atmosphere in the workplace?
- 2.To what extent does the employee well-being affect work productivity?
- 3.How does employee well-being promote retention and maintain long-term organizational success?
- 4.How can employees and employers find a middle ground when prioritising well-being?
- 5.Which basic amenity can the companies provide to their employees to promote their well-being and keep them motivated to contribute to their

productivity?

This research seeks to unravel the intricacies of the interplay between employee well-being and work productivity, offering valuable insights that can encourage decision-making for companies. The findings of this research will contribute to the existing literature on the subject and offer valuable recommendations to companies seeking to create a positive environment which fosters both employee well-being and work productivity.

## 4.2 Sampling

A convenience sampling method has been employed to ensure representation across the 16-20 age group, and gender-neutrality, irrespective of whether the person is employed or unemployed. A sample size that provides statistical power and allows for subgroup analysis is the one we focused on.

## 4.3 Survey

A well-structured survey questionnaire is developed to quantify employee well-being and work productivity. Several validated scales for employee well-being dimensions (physical, mental and social health) are employed to determine productivity metrics. Demographic questions are there to understand how different factors vary across different groups.

## 4.4 Procedure

This report mainly describes the relationship between the well-being of employees and work productivity. We can say from the above review that the well-being of the individual is very effective for individual productivity. We have explained many positive points that support the same and many of these points are consistent with other studies. This review tells us that productivity growth is directly connected with the living conditions of the individuals and thus well-being. This knowledge may be useful for organisations to work on the areas that are work impaired. To sum up, the Interviews and the concentration groups have given rise to the idea of being inclined towards modifying the ongoing trends revolving around the entire existing boundary. Furthermore, this review brings into the consideration need for improvising a better link between well-being and productivity.

Therefore, to understand the consequences of productivity growth to develop enhanced mindsets, there will be a dire need to understand how the

ongoing situation modifies from short to long term. The directions given below highlight the path onto which the research was directed and group the research objectives each activity supported to draw up the best outcomes.

Furthermore, we made a questionnaire revolving around the impact of employee well-being on work productivity which assisted in directing the data to be collected and summed up easily. We also conducted several surveys which included the opinions of several companies' employees to extract the real part behind this research. We also sent out Google forms to gather information regarding the subject. Additionally, the joining of several linked-in groups, analysis, research papers, articles and case studies assisted in extracting the core of this theory. Subsequently, the entire information that we collected has been shown through data analysis, graphs as well and pie charts to offer a better understanding of the same.

## Chapter 5

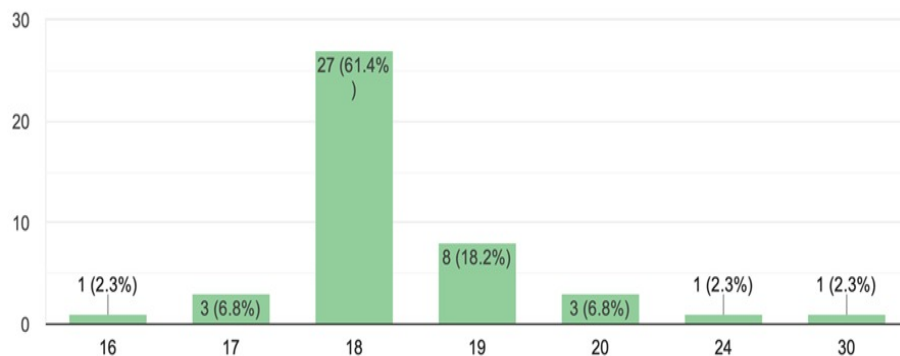
# Results & Discussion

In this report, the results and discussion section unearth the crucial insights into the impact of employee well-being on productivity. Our investigation reveals a significant correlation between employee well-being and productivity. These findings bear implications for the future of organisations by channelling significant focus on the employee and deeming him the primary asset. The subsequent discussion delves into the nuances of these results obtained through the quantitative analysis, offering a comprehensive understanding of their broader implications if the same.

### Survey Questions :

- Age :

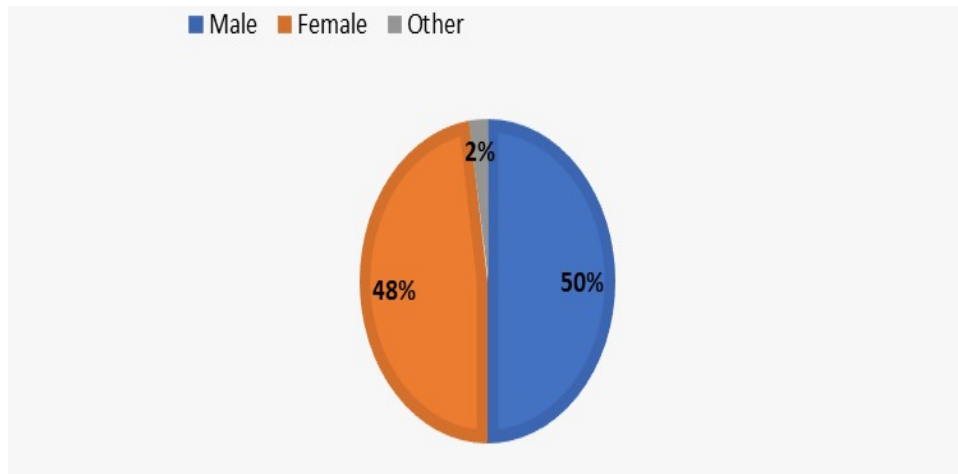
Most of our responders are in the age group 16-20 which indicates that the survey has been filled by those who are not yet employed. Therefore, our responses predominantly are an indication of the youth's expectations from the companies they might be employed in future.





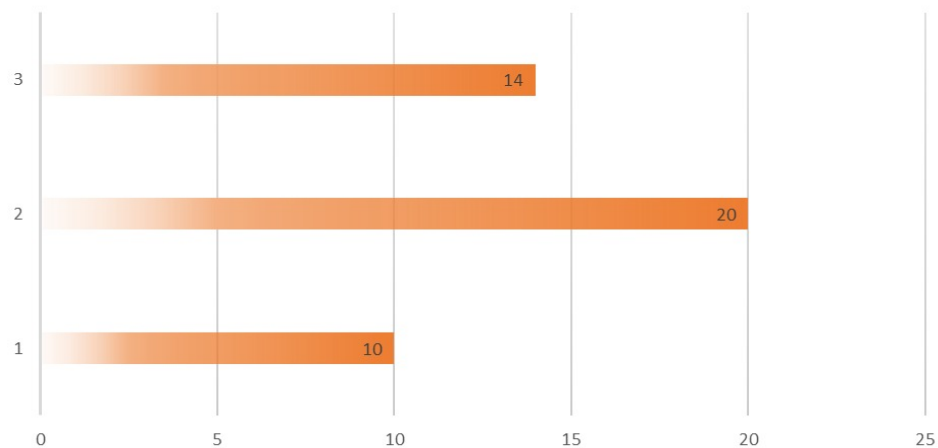
- **Gender:**

Since our gender ratio has been quite equal, the responses in our survey will reflect the ideas of both the groups thereby helping to have a gender-neutral analysis, free from any form of bias.



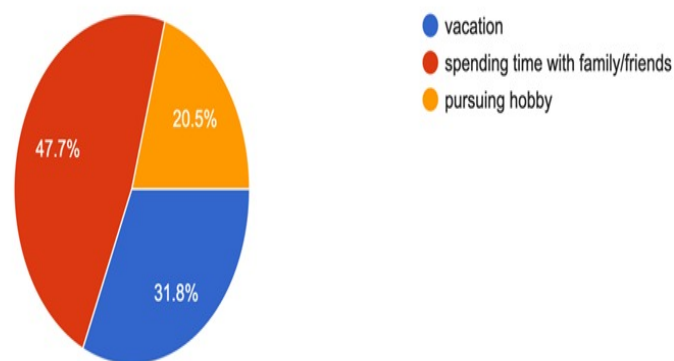
- **Your Stress level on scale of 1-3:**

We deliberately asked this question to throw light on the stress impact that our regular professional activities have on our well-being. A majority had an intermediate level of stress, while some were in a good mood while answering. Hence, we have a balanced point of view to analyse.



- **what do you think will ease your stress level?:**

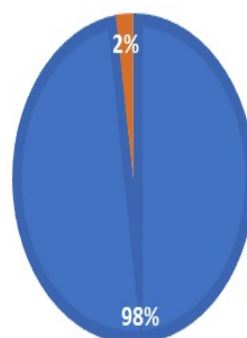
If a company offered these three options to reduce stress levels, the majority would want to spend time with their family and friends instead of going on vacation or pursuing a hobby. Indulging into meaningful conversation and providing space for emotional exchange constitute the quality time that our respondents have chosen as their way of balancing the work life they have.



- **Do you think there is any link between employee wellbeing and work productivity?:**

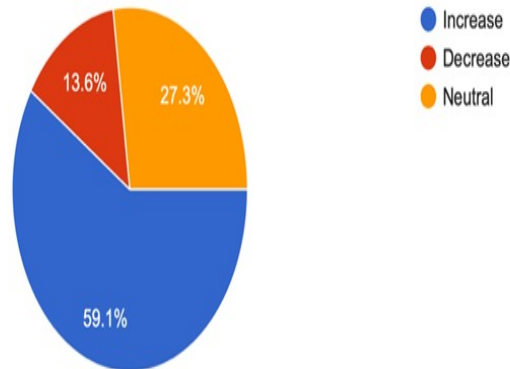
Our respondents proved a well-known fact that there is a clear link between employee well-being and productivity because if the employees in a workspace are healthy in every aspect of well-being, they can work better and so the overall work output increases.

■ Yes ■ No



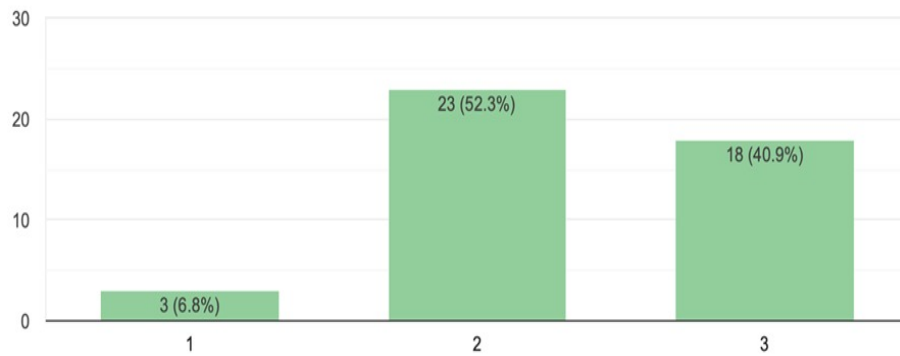
- **How does employee well-being affect retention?:**

While most of our participants support the idea that employee well-being enhances concentration and retention, some who hold a contrary view or remain neutral may lean towards prioritizing higher salaries, potentially at the expense of overall well-being.



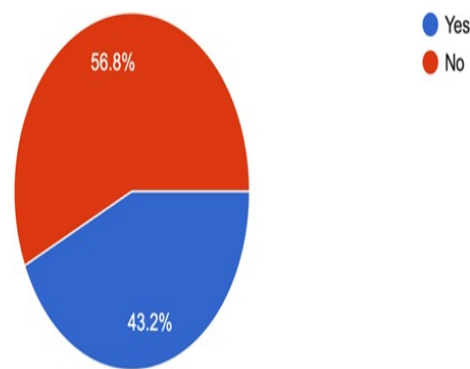
- **The Role of Managers in Promoting Employee Well-being on a scale of 1 to 3, 1 being lowest:**

Managers play a very important role in maintaining a positive work environment at the workplace. Our young aspiring employee participants believe this is true because when employees feel valued, they contribute exponentially to the projects.



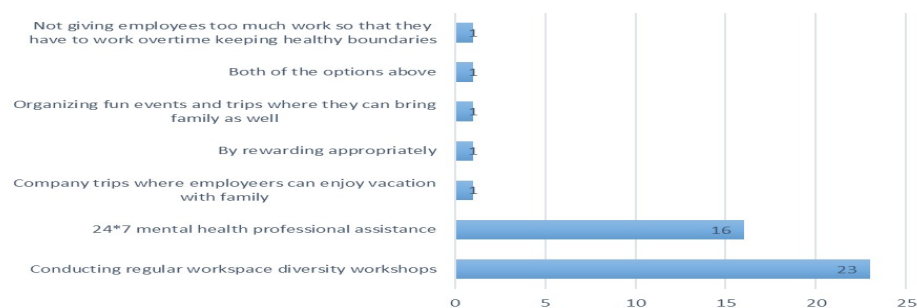
- **Do you think working from home is good for employee well-being?:**

It seems that this question can stir passionate debate as our respondents have divided almost equally here. This might be because everybody has their preferences. Some might like to sit comfortably in their homes and work while simultaneously taking care of their family whereas some may crave the work environment as you can better connect with co-employees and other officials.



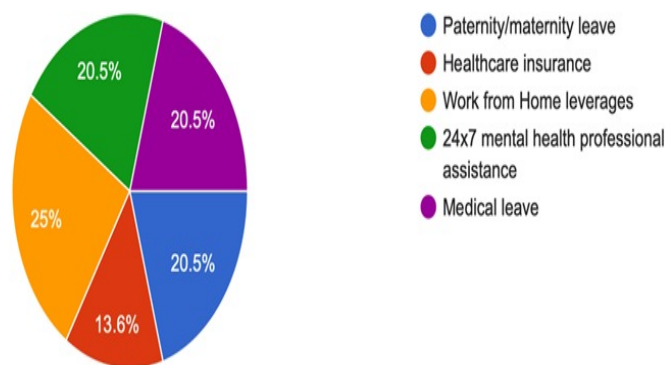
- **How can companies support employee mental health to enhance overall productivity?:**

Mental health is one of the primary issues in well-being. More than half of the respondents believe that conducting regular workspace diversity workshops will help because we get to meet people of all kinds which helps to broaden our perspectives and helps in self-growth, while another 36% feel the need for 24x7 mental health professionals possibly because of today's fast pacing deadline world. Various other solutions were proposed which emphasize the importance of mental health in overall employee well-being.



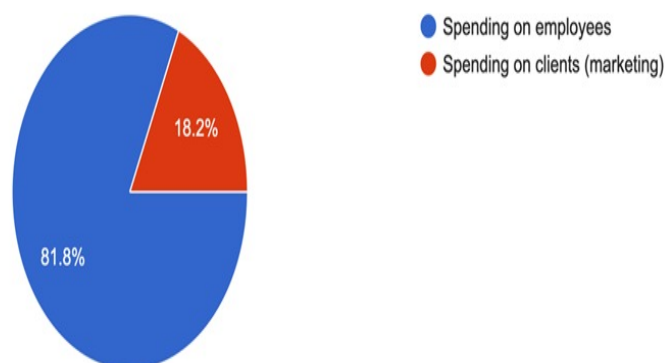
- **What according to you is the most basic amenity that should be provided to an employee?:**

The survey had a mixed response for the basic amenities that should be provided to an employee. Each of the variables had an equal share of responses which indicates diversity and how everyone has their own needs. Work from home was however most voted because of its various unofficial perks while the least voted was healthcare insurance since many families already have one until they are employed (organised sector).



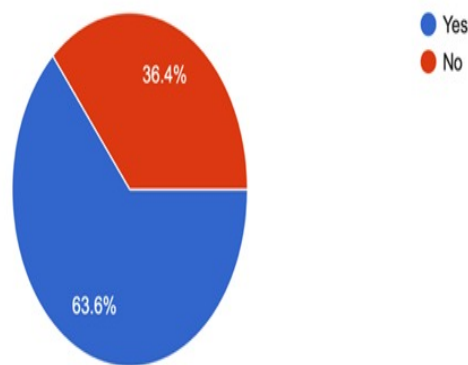
- **What do you think is more important?:**

This survey response re-establishes that employee well-being has a huge impact because if a company cannot function well because of unhealthy employees, then there's no fruit in spending on marketing to clients.



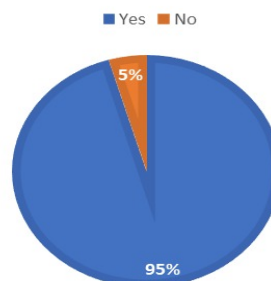
- **If offered a salary of 70 lakhs per annum, would you accept a job at Apple or Microsoft, even if it entails working 12 hours a day, five days a week, without insurance or other well-being benefits?:**

This question was asked to gain a general point of view of our participants, and this had a similar opinion as our previous responses. When given a real-world choice in two of the dream companies for the majority, money was yet again a driving force here to motivate the employees to work compromising their well-being.



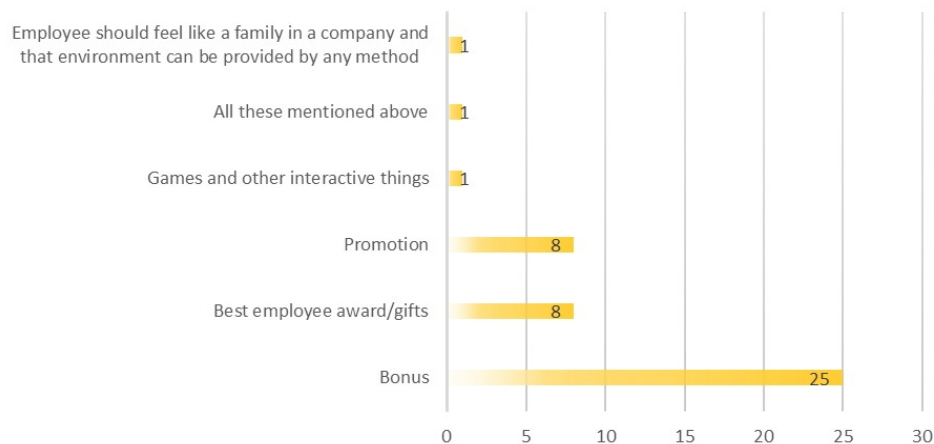
- **Should the company do more engaging activities for employee engagement? :**

All our participants agree that employee engagement is necessary and that can be accomplished by undertaking various engagement activities like get-togethers, sports tournaments, informal conferences, etc. This has a positive effect on the workplace environment and hence will help in increasing overall work productivity.



- **What according to you is the best method to motivate the employee to contribute to his/her productivity?**

For a better work-life, productivity is the goal. Our participants have given very creative ideas and methods to motivate the employees to contribute to their productivity. The most common answer is a bonus which is obvious because money is the driving force for most people. Another thing that can be observed in all those methods is the common concern for employee well-being which is targeted directly or indirectly.



- **How can employees and employers find a middle ground when prioritising well-being?**

This question was left for the respondents to share their perspectives and opinions and as per those, the following ideas have emerged:

- Time space for physical activity
- Enhanced employee interaction
- Employee rights
- Rewards in the form of promotions and bonuses
- Professional mental health assistance
- Regular employee feedback
- Diverse and Inclusive workplace environment
- Availability of activity rooms serving as stress bursters
- Fortnightly official meeting followed by informal gathering at venues other than the office
- Focusing on building boss and employee relationships

- Limited number of working hours to ensure work life balance
- Providing benefits such as work from home, health insurances etc.



# Chapter 6

## Conclusion

Employee well-being is a crucial factor in boosting productivity and performance. Prioritizing employee well-being creates a more engaged, productive, and committed workforce. This leads to increased retention rates, job satisfaction, and overall performance. There are countless ways companies can prioritize employee well-being, such as offering flexible work arrangements, providing mental health support, promoting physical activity and healthy eating habits, and creating a positive work culture. Additionally, workplace wellness programs can be an effective way to promote employee well-being. However, money is a driving force for some people because let's accept the fact, who doesn't want more money? That is exactly why the well-being of employees is being stressed because ultimately no money but health and well-being will let you live a longer and quality life which is then regretted later in old age. By measuring the success of employee well-being initiatives, companies can identify areas for improvement and make data-driven decisions about how to prioritize employee well-being. Overall, investing in a program will have a Positive Impact on Employee Well-Being and is essential for long-term success in today's competitive business world.

## Chapter 7

## References

## Chapter 8

### Recommendations.