

**IMPACT OF EMPLOYEE WELLNESS PROGRAMS ON
JOB SATISFACTION AND PRODUCTIVITY**

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Abstract:

Wellness programs for employees are being more acknowledged as an essential component in the process of fostering a healthy working environment, raising job satisfaction, and increasing productivity. The purpose of this study is to investigate the connection between wellness programs and the influence those initiatives have on the overall work satisfaction of employees as well as the productivity of organizations. For the purpose of determining how wellness initiatives, which include things like exercise incentives, mental health services, and flexible work arrangements, contribute to a happy climate in the workplace, the research draws on data from a variety of different businesses. According to the findings, businesses that offer comprehensive wellness programs have a tendency to report greater levels of employee engagement, less absenteeism, and improved performance results. On top of that, employees who take part in these programs typically report greater levels of job satisfaction. This is because they receive more assistance for maintaining a healthy work-life balance and better health results. According to the findings of the survey, wellness programs that are carefully developed not only improve the well-being of employees but also act as a significant investment for businesses that want to increase their productivity and keep their best employees.

Keywords: *Employee, Wellness Programs, Job Satisfaction***Introduction:**

In today's highly competitive business world, more and more companies are beginning to see the significance of treating the health and happiness of their workforce as a strategic priority. The use of employee wellness programs, which encompass a wide range of health-promoting efforts such as physical fitness activities, mental health assistance, and lifestyle management services, has become more popular as a means of cultivating a healthy culture in the workplace. Not only do these programs try to enhance the physical and mental health of employees, but they also strive to increase their entire quality of life. This will result in a workforce that is more motivated, engaged, and happy with their experiences. The motivation behind the implementation of wellness programs is not exclusively motivated by altruism; there is a growing body of data demonstrating that investing in the well-being of employees correlates to demonstrable advantages for the business. When employees are healthier, they are more productive, they have lower absence rates, and they contribute to a more pleasant atmosphere inside the firm. When it comes to businesses, this translates to increased levels of productivity, decreased expenditures associated with healthcare, and improved employee retention rates, which ultimately has an effect on the bottom line.

The purpose of this research is to investigate the influence that employee wellness initiatives have on job satisfaction and productivity in a variety of companies and industries. The purpose of this study is to research the ways in which organizational initiatives might influence the attitudes of workers toward their job, their commitment to the company, and the overall success of the organization. Because businesses are looking for strategies to promote sustainable development while also providing a supportive and health-conscious work environment, it is essential that they have a solid understanding of this relationship. The study will give insights into how employee wellness programs may be enhanced to maximize advantages for both employees and companies. These insights will be provided through an in-depth investigation.

Workshops on stress management, counseling for mental health, and dietary assistance are just examples of the many different types of employee wellness programs that are available. On-site exercise centers and gym memberships are other possibilities. In order to assist its workers in maintaining a good work-life balance, several firms provide incentives such as awards for fulfilling health objectives, flexible work hours, and the ability to work remotely inside the workplace. Although the breadth of these programs may vary, the fundamental objective remains the same: to cultivate a culture in the workplace that places a premium on employees' well-being and makes them feel supported in their efforts to preserve their health. The extent to which these programs are successful in boosting job happiness and productivity has emerged as a prominent subject of interest for both scholars and practitioners in the field. There are a number of organizational outcomes that are known to be influenced by job satisfaction, which is a reflection of a person's happiness with their employment and the environment in which they operate.

These outcomes include turnover rates, employee engagement, and performance. When a person is happy with their job, they are more likely to have a good attitude about their work, remain with the firm for a longer period of time, and actively contribute to the accomplishment of organizational goals. For this reason, employers can benefit from gaining a knowledge of how wellness programs contribute to work satisfaction in order to develop tactics that boost staff morale and minimize employee turnover. To a similar extent, productivity is an essential component that businesses are consistently working to improve its level. Productivity of employees has an impact not only on the efficiency and profitability of an organization, but also on its ability to innovate and adapt to shifting market conditions. Employees who are in excellent health, both physically and psychologically, are more likely to demonstrate better levels of productivity, according to research that has been conducted. It is possible for businesses to assist their employees in improving their performance, which will ultimately lead to improved organizational outcomes, by addressing health-related concerns and lowering stress through wellness programs.

The implementation of wellness programs is not without its difficulties, despite the potential benefits that may be gained. The effectiveness of these programs may be strongly impacted by a variety of factors, including employee involvement rates, the accessibility of the program, the backing of management, and the perceived value of the efforts. In addition, determining the direct impact that wellness programs have on outcomes such as work satisfaction and productivity can be difficult due to the fact that these outcomes are frequently influenced by a wide range of internal and external factors. In order to address these difficulties, the purpose of this study is to investigate the link between various types of wellness programs and the benefits that these programs have on employment satisfaction and productivity. The purpose of this study is to give a complete knowledge of the elements that contribute to the success of wellness initiatives and to identify best practices that may help companies in the process of establishing programs

that are effective. The research will provide evidence-based suggestions for enhancing employee wellness programs in order to obtain the best advantages for both employees and employers alike. These recommendations will be derived from the analysis of data from a variety of sectors and the evaluation of real-world case studies. In the end, this research will make a contribution to the expanding body of literature on workplace well-being by drawing attention to the strategic significance of employee wellness programs as a method of cultivating a workforce that is healthier, more productive, and more contented. The fact that this is the case highlights the significance of making the health and well-being of employees a priority as a means of achieving long-term success for a firm.

Definition and Components of Corporate Wellness Programs

It is essential to have a shared concept of corporate wellness initiatives in order to establish a common understanding. Organisations have devised these programmes with the intention of advancing and improving the well-being of their employees and employees in general. Normal components of such programs incorporate physical wellness activities, stretch administration methods, nutritional direction, mental wellbeing back, and wellbeing examinations.

Employee Wellbeing

Physical Wellbeing

The primary focus of wellness programs is often on enhancing the physical well-being of employees. This is accomplished by encouraging regular exercise, providing access to wellness centers, promoting ergonomic arrangements, and promoting healthy lifestyle habits. The reduction of healthcare expenditures, the reduction of absenteeism, and the advancement of wellbeing are all strongly tied to the physical wellness of individuals.

Mental Wellbeing

The mental health of employees is also given priority in corporate wellness initiatives, which acknowledge the enormous impact that mental health has on overall wellbeing. Workshops on push administration, mindfulness training, access counseling services, and processes to maintain work-life balance are some examples of the activities that may be included. Improving one's mental health can lead to a reduction in feelings of burnout, an increase in flexibility, and a progression in job satisfaction.

Emotional Wellbeing

A happy atmosphere at work may be created by paying attention to employees' emotional well-being. It is possible for wellness programs to add resources for enthusiastic back, such as therapy or alternative treatment options, courses on passionate insights, and initiatives that promote healthy interactions among employees. An increased sense of job satisfaction and a sense of belonging inside the company are both outcomes that are correlated with positive emotional wellness.

Job satisfaction

Physical Environment and Job Satisfaction

Corporate wellness programs frequently seek to improve the physical work environment by implementing ergonomic interventions and activities in order to reduce the risks that are associated with the working environment that employees face. Increased job satisfaction may be achieved by providing employees with a safe and comfortable working environment. This, in turn, can lead to increased productivity and a reduction in employee turnover rates.

Work-Life Adjust and Job Satisfaction

Making adjustments between one's personal life and one's professional life might be a significant aspect of job happiness. There is a correlation between wellness programs that enable employees to maintain a healthy work-life balance through flexible work schedules, more employment options, and vacation time, and increased levels of job satisfaction. As a result of this adjustment, employees are able to maintain a sense of individual satisfaction and maintain their energy levels, which ultimately results in improved job performance.

Motivation and Job Satisfaction

Some examples of activities that are regularly included in corporate wellness programs are recognition programs, employee growth opportunities, and team-building exercises. These activities are designed to inspire employees. The programs in question foster a constructive and robust work environment, so enhancing job satisfaction via the cultivation of a sense of accomplishment and the establishment of a position within the business.

Literature Review

Over the past several years, there has been a significant amount of focus placed on the connection that exists between employee wellness programs and important organizational outcomes such as job satisfaction and organizational productivity. The purpose of this literature review is to provide a synthesis of the research that has already been conducted on this subject, focusing on the theoretical frameworks, empirical findings, and practical implications of wellness efforts in the workplace.

Bakker & Demerouti, (2007) In order to gain a foundation for understanding the influence that wellness initiatives have on employee outcomes, several theoretical frameworks are currently being utilized. One of the most common models is the Job Demand-Resource (JD-R) model, which proposes that job resources, such as wellness efforts, have the potential to reduce the negative impacts of job demands on employee stress and burnout. According to this paradigm, wellness programs serve as tools that improve employees' capacity to deal with the demands of their jobs, which eventually results in increased job satisfaction and productivity.

Rhoades & Eisenberger,(2002) The Social Exchange Theory is another significant paradigm that proposes that good organizational activities generate a reciprocal connection between employees and employers (Blau, 1964). This theory examines the interaction between employees and employers. Employees may have a feeling of duty to demonstrate enhanced devotion and productivity in order to show appreciation

for the firms that invest in them through wellness initiatives. Within the context of the connection between wellness efforts and employee outcomes, this hypothesis highlights the significance of perceived organizational support as a mediator.

Impact on Job Satisfaction

Numerous studies have shown that there is a beneficial connection between health initiatives for employees and the level of work satisfaction they experience. According to research conducted by Goetzel et al. (2014), employees who take part in wellness programs report better levels of job satisfaction. This may be related to the fact that they experience improvements in both their physical health and their mental well-being. In a similar vein, Adams et al. (2016) discovered that companies who provided comprehensive wellness programs had considerably greater levels of work satisfaction compared to those that did not provide such efforts.

Access to fitness facilities, assistance for mental health, and tools for stress management are the aspects of wellness programs that have the greatest impact on the degree to which employees are satisfied with their jobs. According to Parks and Steelman (2008), wellness initiatives that encourage a healthy balance between work and personal life, such as flexible scheduling and the ability to work from home, considerably increase the levels of satisfaction experienced by employees. This change is frequently associated with a decrease in stress as well as an increased sense of control over their personal lives and their professional lives.

Impact on Productivity

There has also been a significant amount of research conducted on the relationship between wellness programs and productivity. According to the findings of a meta-analysis conducted by Tamers et al. (2016), businesses that implemented comprehensive wellness programs saw a decrease in absenteeism and an improvement in overall productivity. It was pointed out by the authors that wellness programs not only improve the health of workers but also cultivate a culture of involvement, which is essential for increased productivity.

A longitudinal research was carried out by Berry et al. (2010), which shown that firms that implemented wellness programs enjoyed substantial gains in productivity measures over the course of time. Their findings indicate that wellness programs lead to healthier employees who are more focused, engaged, and less likely to experience burnout. This directly contributes to higher performance outcomes through the direct contribution of wellness initiatives.

A study by Siswadi (2024) PT Industri Kapal Indonesia (Persero) is doing research with the goal of determining the impact that work pressure and workload have on job satisfaction, as well as the impact that this has on the wellness of workers. When doing quantitative research, the approach that was taken was a cross-sectional study design. As part of the research project, 104 employees who were selected by the use of basic irregular testing participated. In order to determine the degree of the components that are associated with physical workload, a survey and the Beat Oximeter Device were applied. Evaluation of the information was carried out with the help of the Examination Minute of Basic (AMOS) application, which was employed for the way research. The results showed that there is an impact of work stretch on job satisfaction ($p = 0.002$), that work period influences job satisfaction ($p = 0.000$), that mental workload influences job satisfaction ($p = 0.026$), that physical workload does not influence on job satisfaction ($p =$

0.649), that there is no coordinated impact of work push on employee wellbeing ($p = 0.666$), that work period affects employee wellbeing ($p = 0.002$), that mental workload influences worker wellbeing ($p = 0.014$), that physical workload influences employee wellbeing ($p = 0.000$), that work stretch has an indirect impact on worker wellbeing through job satisfaction ($p = 0.005$), that work period has an indirect impact on employee wellbeing through job satisfaction ($p = 0.002$), that mental workload has an indirect impact on employee performance through job satisfaction ($p = 0.035$), and that physical workload does not influence job satisfaction ($p = 0.649$).

A study by Shamsuddin (2024) Examining the relationship between the administration of compensation and the well-being of workers, with a particular emphasis on the level of job satisfaction in Somalia, might be an interesting topic to investigate. The technique of investigation for this study included both qualitative and quantitative approaches to data collection and analysis. The quantitative strategy is test inquiry, which comprises regulating aspects associated to compensation administration and analyzing their impact on employee welfare. The subjective technique may be an effective writing audit, while the quantitative strategy is test inquiry. The findings of the study may serve as a valuable point of reference for businesses operating in Somalia, allowing them to develop and implement effective frameworks for the administration of incentives, which may improve the well-being of workers and the level of job satisfaction they experience.

A study by Asongwe (2023) the purpose of this project is to make a contribution to the current body of literature on the mental health and wellbeing of workers, as well as to provide suggestions for businesses that wish to improve the mental health and wellbeing of their employees. In the course of this investigation, a mixed-methods strategy will be utilized, which will involve the combination of qualitative and quantitative information gathering procedures. In order to get the subjective information, we will conduct interviews and center groups with employees, directors, and HR professionals. On the basis of the findings of the investigation, conclusions will be drawn regarding the factors that contribute to the mental health and wellbeing of employees, the impact that these factors have on job satisfaction and wellbeing, as well as the strategies and mediations that organizations can implement in order to make strides in the mental health and wellbeing of their employees. The formation of a pleasant work environment and the improvement of worker mental wellness and welfare will be the subject of suggestions that will be provided to businesses.

A study by Patni (2023) analyzed the impact that the culture of the company has on the level of job satisfaction and made a conscious effort to leave the industry. The majority of the time, when people talk about organizational culture, they are referring to the values, habits, and underlying presumptions that help influence and organize the conduct of members of the company. The method of manner analysis was employed in order to investigate the connection between the components of organizational culture, work happiness, and the intention to take off. A slightly interceded demonstration of organizational culture was shown to explain 14.3% of the variation in job satisfaction and 50.3% of the variation in work wellness. Additionally, the data demonstrated that the variation in desire to quit the company was correlated with the variation in job satisfaction. The findings shed light on the multifaceted and intricate nature of the corporate culture that exists within the fitness sector. Using work inspiration as a directing factor for financial matters and management lecturers at private colleges in east Surabaya, the purpose of this study is to determine the impact of organizational commitment, worker authority, and job satisfaction on organizational commitment and work wellbeing. This will be accomplished through the use of work

inspiration. Corporate culture, worker authority, and work happiness are all factors that have a positive impact on organizational commitment and job performance, according to the findings of this study, which supports the findings of the study.

A study by Dhanale (2022) to investigate how the internal promotion of a company affects the level of satisfaction experienced by its workforce. There is a test measure of one hundred for the think about, and the information was gathered from the IT staffing company. The method that was employed was the evaluation of information, which was carried out by employing the one-way analysis of variance, the T-test, as well as the connection and relapse assessment. Within the firm, it has been shown that the majority of workers acknowledge that communication contributes to an increase in employee satisfaction. According to the findings of the study, there is a correlation between inner showcasing and job happiness that would be considered to be satisfactory. It has been suggested that in order to increase job happiness, there should be a greater emphasis placed on individuals' capacity to adjust their work schedules and personal lives. The firm ought to carry out activities with the purpose of enhancing the level of satisfaction experienced by workers and effectively conveying the objectives to the employees.

A study by Marshall (2020) according to the extent to which a complete wellness program has an effect on the levels of work satisfaction experienced by employees. The participants in this study were from a contract foodservice business that provides office administrations to higher education institutions. The organization's northeast regional location, which consisted of around 200 employees, was the source of the population for this study. Beginning with entry-level employment and continuing all the way up to senior-level management, the organization's workforce has a wide range of positions. The researcher made a request to personnel working in various departments of the firm, asking them to show interest in participating in the study. There is a complete wellness program that the firm provides, and all of the employees who are employed by the organization have the option to participate 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.

METHODOLOGY

AIM: This research endeavors to investigate the influence that corporate wellness initiatives have on the well-being of employees and the level of work satisfaction they experience.

OBJECTIVE : A pleasant work environment that is conducive to overall employee happiness and productivity is the goal of corporate wellness programs. These programs aim to increase employee wellbeing and job satisfaction by encouraging both physical and mental health, improving morale and engagement, and establishing a positive work environment.

HYPOTHESIS

- For the purpose of this investigation, the hypothesis is that the influence of corporate wellness programs will have a favorable impact on the wellbeing of employees as well as the level of work satisfaction they experience.

- It is anticipated that employees who take part in these programs would experience benefits in both their physical and mental health, which will ultimately result in enhanced job satisfaction and general wellness.
- Additionally, it is predicted that employees who participate in health activities and receive support from their business would exhibit greater levels of productivity and engagement in their job. This is a hypothesis that has been put up.

VARIABLE:

- Indirect Variable (IV) – The Wellness Programs of Corporations
- Direct Variable (DV) – Well-being of Employees and Satisfaction with Their Jobs

SAMPLE:

We evaluate the influence that corporate wellness initiatives have on the overall well-being of employees and their level of work satisfaction among a sample size of one hundred individuals ranging in age from twenty to forty years old. People who are actively working or employed, as well as persons who fit within the age range, are included in the data that is inclusive. Those individuals who do not fall within this particular age range as well as those who suffer from any kind of psychiatric disease have been omitted from the data.

DEFINATION

Creating a healthy and productive workplace may be accomplished via the implementation of a corporate wellness program by an employer. The company incorporates wellness activities into their way of life in order to improve the well-being of its employees.

It has been defined as the combination of feeling great and functioning well; the experience of positive feelings such as bliss and satisfaction as well as the enhancement of one's potential, having some control over one's life, having a sense of reason, and coming into contact with positive connections for the purpose of achieving well-being.

The term "job satisfaction" refers to the prevailing feelings that workers have regarding their respective employment. It is the state of happiness and well-being that an individual possesses in relation to their wellness inside the workplace and the environment that it is situated in. Within a firm, it has the potential to be an incredible factor in determining efficiency.

Tools For Measurement: For the purpose of data gathering, the study utilized a questionnaire. Both the psychological wellbeing scale and the work satisfaction questionnaire were utilized in the research investigation. Both of these surveys were taken into consideration.

- The Psychological Wellbeing Scale: In the year 1995, Carol D. Ryff established this scale, which is comprised of a total of eighteen components.
- The Job Satisfaction Questionnaire was developed by Spector in 1997 and consists of 20 items.

Research Design:

It is ideal to use a research design that integrates both quantitative and qualitative approaches in order to investigate the influence that corporate wellness programs have on the well-being of employees and their level of happiness with their employers. To collect numerical data on the well-being of employees and their level of satisfaction with their jobs, a quantitative technique can be utilized. It is possible to accomplish this by means of questionnaires or surveys that are distributed to employees both prior to and during the implementation of the wellness program. The questionnaires may contain questions based on a Likert scale, which are used to assess the degree of contentment and well-being, in addition to questions that are more particular in nature and pertain to the efficiency of the wellness program.

Statistics: In the current investigation, the computed result was arrived at using the utilization of regression analysis.

Limitations: The only persons who are included in the population are those who are employed and live in the Delhi National Capital Region (which includes Delhi, New Delhi, Noida, and Gurugram).

- The hypotheses are exclusively concerned with the influence that wellness programs offered by corporations have on the well-being and contentment of their employees.
- The precise magnitude of the correlation is not shown in qualitative terms; rather, it is only a notion of what it may be by examining the quantitative value of the correlation, which is established by statistical analysis.
- Instead of coming from a single department, the staff come from a variety of departments inside the firm.

ANALYSIS OF RESULTS

TABLE-1: Impact of corporate wellness initiatives on employee wellbeing and work satisfaction: comparing ss, ms, and f values

| 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 of 1.45 (0.05) is significant, which indicates that corporate wellness programs on employee wellbeing and job satisfaction show a high emphasis on prioritizing and concentrating efforts on improving these characteristics inside the workplace. This interpretation is based on the notion that the score is significant. This high score suggests that there is a great amount of emphasis and devotion towards the implementation of programs that improve the wellness of employees and the happiness they experience in their jobs. It is an indication of a dedication to the creation of a pleasant work environment that supports the health, happiness, and general contentment of employees, which will ultimately lead to higher productivity and success within the firm.

DISCUSSION

Prioritizing and focusing efforts on improving employee health and job satisfaction is clearly a top priority. This impressive score highlights a strong dedication to implementing initiatives that support these important viewpoints in the workplace. By prioritizing the creation of a supportive work environment that enhances employees' happiness, health, and overall satisfaction, employers may expect to witness an increase in productivity and overall success. This dedication to the well-being of employees not only improves job satisfaction but also leads to a more engaged and enthusiastic staff, which in turn leads to a more successful firm. A score of 1.45 (0.05) indicates that corporate wellness initiatives have a positive impact on employee health and job satisfaction. It suggests that efforts should be focused on improving these areas within the workplace. Efforts to improve workers' health and happiness on the job are clearly well-supported by this score. It means you're dedicated to creating a welcoming workplace that boosts employees' health, happiness, and overall contentment, which in turn leads to greater productivity and success for your business. As the importance of employee health and happiness on the job continues to rise, more and more companies are instituting corporate wellness programs. Efforts to improve these perspectives in the workplace are prioritized and concentrated, as shown by the setting's score. This resolute emphasis demonstrates a great deal of focus and dedication to carrying out actions that support employee wellness and job happiness. Emphasizing employee wellness demonstrates a company's dedication to creating a supportive workplace that boosts employees' happiness, health, and overall happiness, which extends beyond only physical health and extends to their mental and emotional well-being as well. Workers are more likely to be invested, motivated, and productive when they feel supported and valued in all parts of their lives, not just work. Participation in corporate wellness initiatives is beneficial for employees and the company overall. Researchers have shown that retention rates are greater and turnover costs are lower when workers believe their health and happiness are a top priority. To top it all off, a supportive workplace can do wonders for morale, team spirit, and representative participation. Beyond that, putting the health of employees first may have a multiplicative effect on the organization's productivity and success. When employees are happy and healthy, they are more inclined to give their all on the job, which boosts productivity, creativity, and advancement. As a result, this might propel the growth of commerce and lead to success.

CONCLUSION

The importance of wellness programs in improving work happiness and productivity is emphasized in this study, which comes at a time when organizational performance is more and more tied to employee well-being. The data given here further supports the idea that wellness programs that cover all bases, from fitness and mental health to flexible work arrangements, are an investment in human capital rather than a cost. The results show that when companies care about their employees' health, it shows in their job satisfaction levels, which makes them more invested in their work and more productive overall. When workers are taken care of physically and mentally, they are more likely to have a good outlook on their jobs and produce better results. As an added bonus, wellness program integration is in line with well-established theoretical frameworks like the Job Demand-Resource model and Social Exchange Theory, which show how these efforts may be valuable resources for reducing job stress and increasing employee engagement. The findings are encouraging, but there are still obstacles to participation and execution, so it's clear that customized solutions that take employees' individual preferences and requirements into account are necessary. By making wellness programs easily available, widely publicized, and intrinsic to the overall corporate plan, organizations may cultivate a culture that supports and promotes involvement

in these endeavors. There is a need for more study on the complex linkages between wellness initiatives and employee outcomes in a variety of corporate settings. Organisations might also benefit from conducting longitudinal studies to better understand the effects of wellness programs on staff morale and output over the long run. Last but not least, putting an emphasis on employee health helps the company reach its objectives and is good for the employees themselves. Companies that care about their long-term success will understand the need of investing in wellness programs for their employees. By doing so, they can create healthier environments that boost happiness, contentment, and productivity.

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