

A STUDY ON WELL-BEING ASSESSMENT OF EMPLOYEES WORKING IN SOFTWARE BASED ORGANIZATION

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ABSTRACT

Well-Being defines experience of health, happiness and prosperity. It entails having a strong sense of purpose or meaning in life, being in excellent mental health, and being able to handle stress. The majority of the time, when we are in a state of well-being, we feel content, healthy, connected to others, and meaningful. A favourable state of health and quality of life that is impacted by social, economic, and environmental variables is known as Well-being. A feeling of burnt-out, unpurposeful, non-social, physical and mentally ill would not be able to focus on the work and it directly impacts the organizational performance. This study helps in understanding the state of employee's well-being in a software-based organization and it helps the business leaders to design well-being programs for their respective organizations.

Design/ Methodology: In this study empirical research method is being used. The study has used the primary data is gathered through an online mode of questionnaire. The questionnaire is based on the Well-Being Assessment (Adult - 24 items) was a joint collaboration between members of the Institute for Healthcare Improvement's 100 million Healthier Lives metrics team and The Human Flourishing Program at Harvard's Institute for Quantitative Social Science.

Findings: The research helps managers/business leaders to design organisation level-based well-being programs, so that the employee is motivated to perform better in the organisation.

Originality: The paper helps in understanding the employee's self-rating on his work and personal life well-being.

Keywords: *Employee Well-being, Employee well-being programs, Organization Performance, Software Companies.*

INTRODUCTION

Well-Being of an employee is a healthy, happy, and prosperous is the sensation of being well-being. It encompasses having a strong sense of purpose or meaning in life, being in good mental health, and being able to handle stress. Generally speaking, wellbeing is simply feeling well. In today's workplace, corporate well-being initiatives are growing in popularity. The purpose of these initiatives is to support staff members' mental, emotional, and physical health. Numerous software firms have created resources to assist organizations in overseeing their well-being programs. An employee co-exists with the society, family, friends, organisation that he/she works for which become a crucial part of the life. Organisations have been striving to foster employee well-being as a part of the organic culture for example SAP's employee well-being programs Onsite Health Services provides multiple onsite medical and psychological services, emergency management, a Return-to-Work-Program and health training, etc. So many such organisation ranging from software product to services, startup to large sized organisations are putting efforts to make sure the employee well-being is given utmost priority. Before any organisation designs any well-being programs, there is a need for an assessment of the existing well-being.

This study was conducted using Well-being Assessment (Adult – 24 items) (work is licensed under a Creative Commons Attribution-Non-commercial 4.0 International License) was utilised for collecting the primary data from 400 employees working in Software Companies. This study will help provide an understanding on Well-being scores for 8 parameters considered under the Well-being Assessment.

THEORETICAL ASPECTS

Well-being, or wellbeing, also known as wellness, prudential value, prosperity or quality of life, refers to what is intrinsically valuable relative to someone. So, the well-being of a person is what is ultimately good for this person, what is in the self-interest of this person.

Well-being can refer to both positive and negative well-being. In its positive sense, it is sometimes contrasted with ill-being as its opposite. The term "subjective well-being" denotes how people experience and evaluate their lives, usually measured in relation to self-reported well-being obtained through questionnaires.[4]

Well-being has been treated as a variable from none to a high degree of well-being. This usage of well-being has in later times been widened to also include a negative aspect. With the aim of understanding how different route environmental variables affect the wellbeing during walking or cycling, the term "environmental unwell being" has been coined.

Different forms of well-being, such as mental, physical, economic, or emotional are often closely interlinked.]

The terms well-being, pleasure, and happiness are used in overlapping ways in everyday language, but their meanings tend to come apart in technical contexts like philosophy or psychology. Pleasure refers to experience that feels good and is usually seen as one constituent of well-being. But there may be other factors, such as health, virtue, knowledge or the fulfillment of desires. Happiness for example, often seen either as "the individual's balance of pleasant over unpleasant experience" or as the state of being satisfied with one's life as a whole, is also commonly taken to be a constituent of well-being.

5 Major Types of Well-Being

1. Emotional Well-Being. The ability to practice stress-management and relaxation techniques, be resilient, boost self-love, and generate the emotions that lead to good feelings.

2. Physical Well-Being. The ability to improve the functioning of your body through healthy living and good exercise habits.

3. Social Well-Being. The ability to communicate, develop meaningful relationships with others, and maintain a support network that helps you overcome loneliness.

4. Workplace Well-Being. The ability to pursue your interests, values, and life purpose in order to gain meaning, happiness, and enrichment professionally.

5. Societal Well-Being. The ability to actively participate in a thriving community, culture, and environment.

To build your overall well-being, you have to make sure all of these types are functioning to an extent.

Well-Being Assessment (Adult – 24 Items) (Stiefel, 2020)

The Well-Being Assessment (Adult - 24 items) was a joint collaboration between members of the Institute for Healthcare Improvement's 100 million Healthier Lives metrics team and The

Human Flourishing Program at Harvard's Institute for Quantitative Social Science. This harmonized consolidation of wellbeing assessments incorporates both the Well-Being Assessment (Adult - 12 items) – 100 million Healthier Lives (Stiefel et al., 2020) and the Flourishing Index (VanderWeele, 2017), along with additional items developed jointly.

LITERATURE REVIEW

- Well-being is often used, there is no agreed definition, and it is often used as an all-encompassing concept to describe the quality of people's lives (Rachel Dodge, 2012)
- Happiness, quality of life, and life satisfaction have been used interchangeably to mean well-being (Smith, 2022). Each represents elements of wellbeing but individually do not reflect everything that well-being entails.
- New Economic Foundation (Bristol, 2015) described well-being as: the dynamic process that gives people a sense of how their lives are going, through the interaction between their circumstances, activities and psychological resources or 'mental capital'. Other definitions emphasise attainment and the ability to achieve one's potential in the future.
- Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity'. (WHO, 1948)

RESEARCH METHODOLOGY

1. Data Collection

- Sample size – 400
- Type of data – Primary Data, Secondary data
- Sample Population –15 lakhs
- Sampling Technique – Snowball Sampling.
- Demographics – Employees working in Software Companies in Bangalore

2. Primary data:

- The data was collected from employees working in Software Product and Software Service Organisation of Large Sized, Small & Medium Sized, Startup Organisations

3. Secondary Data:

- Secondary data was collected from Internets, Journals, and Company Records.

RESULTS

From Table 1.1,

- In the Large Sized Software Product Organisation, the employees do not worry much about the financial evaluation and stability, but they moderately feel they feel a sense of non-belongingness towards the community.
- In the Small & Medium Sized Software Product Organisation, the employees feel they try to foster care towards the community, but they are not contented with their relationships, sometimes develop a sense of loneliness.
- In Startup software Product Organisation, the employees feel that they have a sense of purpose in life.
- In Large Sized Software Service Organisation, employees feel they understand the purpose of their life
- In Small & Medium Sized Software Service Organisation, employees they tend to worry about the food, house and clothing and exhibit negative emotions due to the fear of losing it
- In Startup Software Service Organisation, they tend to worry about the monthly living expenses and are ready to give up some happiness for a greater happiness later.
- Overall, the employees in Software Product Companies feel they would be in the best possible life in the next five years and in Software Service Organisations they strongly understand their life.
- From Table 1.2, we can see all the 24 items are positively correlated but they exhibit a weak correlation.

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Table 1.1 Aggregate Scores									
Paramaters	Large-Sized	Small & Medium Sized	Startup	Software Product	Large-Sized	Small & Medium Sized	Startup	Software Service Aggregate	Software Product and Software Service
I. Life Satisfaction and Life Evaluation	6.671957672	6.838383838	6.800995025	6.772108844	6.81871345	6.904761905	7.2	6.982026144	6.87916667
II. Physical Health, Mental Health, and Physical Function	7.079365079	6.641414141	6.980099502	6.897959184	6.619883041	7.25974026	7.247619048	7.076797386	6.98916667
III. Meaning and Purpose	6.962962963	6.909090909	7.333333333	7.071428571	6.935672515	7.333333333	7.257142857	7.196078431	7.135
IV. Character and Caring	6.931216931	6.590909091	7.004975124	6.841836735	6.532163743	7.038961039	7.071428571	6.908496732	6.87583333
V. Relationships	6.71957672	6.333333333	7.094527363	6.717687075	6.801169591	6.995670996	7.066666667	6.965686275	6.84416667
VI. Community and Social Support	6.571428571	6.757575758	7.004975124	6.782312925	6.742690058	7.077922078	6.952380952	6.941176471	6.86333333
VII. Financial Evaluation and Stability	7.126984127	6.535353535	7.024875622	6.892857143	6.754385965	6.952380952	7.280952381	7.009803922	6.9525
VIII. Affect	6.915343915	6.601010101	7.174129353	6.897959184	6.567251462	6.731601732	6.80952381	6.712418301	6.80333333

Table 1.2 Correlation Between the different 24 items

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	
1	1.00																								
2	0.23	1.00																							
3	0.21	0.18	1.00																						
4	0.27	0.20	0.24	1.00																					
5	0.21	0.21	0.15	0.19	1.00																				
6	0.24	0.20	0.20	0.27	0.25	1.00																			
7	0.21	0.30	0.34	0.20	0.29	0.23	1.00																		
8	0.17	0.15	0.29	0.19	0.19	0.25	0.26	1.00																	
9	0.22	0.25	0.31	0.29	0.30	0.15	0.26	0.19	1.00																
10	0.25	0.37	0.25	0.22	0.25	0.23	0.15	0.32	0.27	1.00															
11	0.23	0.30	0.14	0.24	0.18	0.15	0.25	0.27	0.28	0.19	1.00														
12	0.23	0.16	0.21	0.20	0.31	0.27	0.26	0.21	0.31	0.21	0.18	1.00													
13	0.17	0.26	0.26	0.18	0.30	0.22	0.20	0.26	0.20	0.28	0.22	0.21	1.00												
14	0.20	0.23	0.20	0.19	0.24	0.20	0.15	0.24	0.15	0.22	0.27	0.19	0.17	1.00											
15	0.25	0.21	0.10	0.19	0.19	0.24	0.16	0.24	0.26	0.19	0.21	0.25	0.10	0.30	1.00										
16	0.24	0.21	0.23	0.27	0.15	0.20	0.17	0.23	0.20	0.32	0.26	0.22	0.29	0.18	0.14	1.00									
17	0.31	0.31	0.19	0.20	0.26	0.23	0.22	0.34	0.29	0.30	0.26	0.24	0.23	0.24	0.26	0.20	1.00								
18	0.29	0.27	0.23	0.17	0.22	0.21	0.24	0.22	0.13	0.12	0.22	0.30	0.24	0.23	0.21	0.22	0.18	1.00							
19	0.21	0.24	0.17	0.20	0.32	0.29	0.19	0.28	0.20	0.18	0.18	0.24	0.22	0.13	0.28	0.22	0.13	0.27	1.00						
20	0.20	0.21	0.13	0.28	0.28	0.36	0.17	0.18	0.13	0.35	0.15	0.21	0.20	0.24	0.18	0.30	0.27	0.16	0.36	1.00					
21	0.28	0.25	0.29	0.29	0.28	0.20	0.19	0.22	0.32	0.21	0.33	0.19	0.23	0.16	0.20	0.23	0.28	0.24	0.32	0.21	1.00				
22	0.25	0.31	0.36	0.14	0.22	0.18	0.21	0.16	0.30	0.24	0.20	0.22	0.25	0.31	0.29	0.24	0.20	0.16	0.10	0.30	0.21	1.00			
23	0.30	0.23	0.24	0.19	0.30	0.16	0.19	0.17	0.22	0.28	0.28	0.21	0.28	0.31	0.13	0.19	0.13	0.19	0.20	0.27	0.28	0.18	1.00		
24	0.18	0.20	0.19	0.28	0.15	0.19	0.19	0.27	0.18	0.14	0.23	0.22	0.15	0.16	0.20	0.20	0.17	0.17	0.17	0.27	0.18	0.20	0.12	1.00	

CONCLUSIONS

From the above assessment, we can understand that employee well-being is not just about physical or mental well-being. The study concludes that employees have a understand of the purpose of the life but they fail to connect with community, relationships. They fear of losing the jobs which will affect their livelihood. Organisations can help employees in connecting the employees and the contribution they make to society which will make them feel a sense of belongingness towards the society. In a nutshell, organisation whenever they plan well-being programs, they should promote happiness, life satisfaction, build community relationships, inbuild a sense of care, exhibit positive emotions, be free of stress about the food, clothing, shelter so that it ensures the employee that the organisation is reliable which will in turn increase the productivity.

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