

A Study On Impact Of Health Culture Over The Employee's Productivity

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ABSTRACT

Industries during COVID 19 pandemic adopted various practices and models to maintain healthy and stable workforce as health and wellbeing reflected on employee performance and productivity of the organizations. Even before pandemic large number of organizations were practicing to build a culture for maintaining a healthy workforce. This paper is a research conducted to analyse the impact of health culture on employees and to determine its effectiveness over organizations. This study is about understanding employees perceptions about health and come up with recommendations for the company to improve productivity and retain employees. It hence has put forth that adopting a culture for health is necessary for organizations to have a efficient and workforce. The research design of the study is descriptive in nature and the data has been collected using survey. The study focuses on wellbeing of employees and also provides suggestions to overcome negative impacts of health and building a valued workforce. The Analysis for this study is done by using SPSS software

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I. INTRODUCTION

Health is a function of more than medical care and for those working to improve health, well-being, and equity still too often find themselves traveling on parallel paths that rarely intersect. A Culture of Health places well-being at the center of every aspect of life, with the goal of enabling everyone in our diverse society to lead healthier lives, now and for generations to come. The Culture of Health action framework is designed around four action areas and one outcome area. Action areas are the core areas in which investment and activity are needed: (1) making health a shared value; (2) fostering cross-sector collaboration to improve well-being;

(3) creating healthier, more equitable communities; and (4) strengthening integration of health services and systems. Each action area contains a set of drivers indicating where there is a need to accelerate change and a set of measures illustrating places for progress. Within the primary Culture of Health outcome improved population health, well-being, and equity the authors identified three outcome areas: enhanced individual and community well-being, managed chronic disease and reduced toxic stress, and reduced health care costs

OBJECTIVES OF THE STUDY

1. To determine the level at which businesses adopt Health Culture.
2. To Identify the problems faced by employee's due to health effects.
3. To examine the degree of impact on employee's performance and productivity.
4. To analyze the relationship between health and retention of employees.

II. REVIEW OF LITERATURE

Yingnan JiaJunling Gao¹, Junming Dai², Pinpin Zheng, Hua Fu has done a research work titled "Associations between health culture, health behaviors, and health-related outcomes: A cross-sectional study" and has published it in PLOS ONE on July 26, 2017. The main objective of this research work is to examine the associations between demographic characteristics, health behaviours, workplace health culture, and health-related outcomes in Chinese workplaces. The sample size taken is 1600 and the demographic variables includes type of workplace, gender, age, marital status, education, and family per-capita monthly income. Age, education, and income. The Descriptive analyses is done using analyses of variance and chi-squared test. The present study indicated that workplace health culture, health behaviours, and demographic characteristics were associated with health-related individual health culture, physical activity, and passive smoking might play a critical role in workplace health promotion. The findings suggested that workplace health promotion should pay more attention on improving the health behaviour of leadership rather than that of employees. Moreover, leaders should recognize their health-related behaviours will have both positive and negative impact on the employee

Farida Saleem, Muhammad Imran Malik and Saiqa Saddiqa Qureshi has done a research work titled “Work Stress Hampering Employee Performance During COVID-19: Is Safety

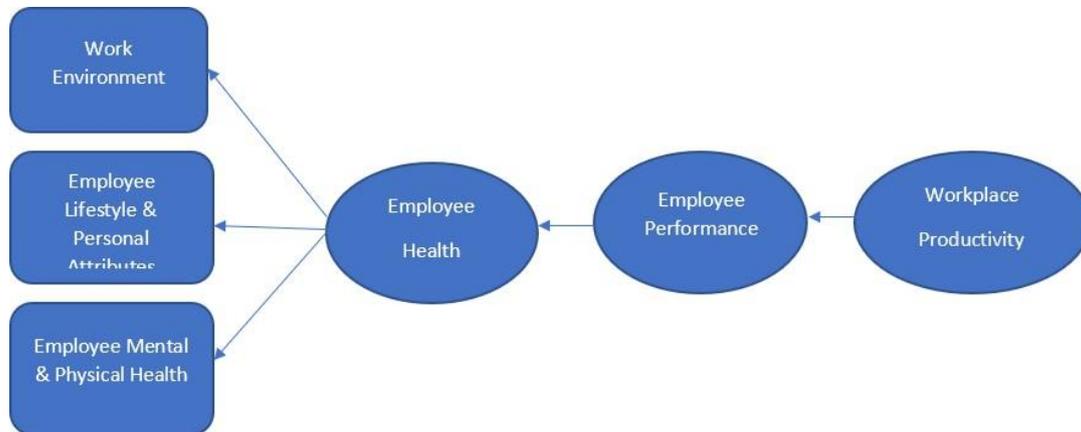
Culture Needed?” and has published it in *Frontiers in Psychology* on 2021. The main objective of this research work is to examine The sample size taken is 245 and ANOVA test is used to identify the significant impact of the demographic variables on the proposed model. Both exploratory and confirmatory factor analysis are performed. The study found the employees experiencing work stress feel that their autonomy is decreasing, and they may not perform as per the required standards resulting towards their decreased productivity. The health hazards not only affect the individuals in their individual capacity but also add to the cost of the organization in terms of employee absence and turnover of employees. The study suggests that decreasing stress by maintaining a SC is necessary for improving the TP of employees and it is argued that the employees will be in a position to perform well when they feel safe at their workplaces.

Zirui Song, MD, Katherine Baicker has done a research work titled “Effect of a Workplace Wellness Program on Employee Health and Economic Outcomes” and has published it in *JAMA, American Medical Association* in 2016. The main objective of this research work is to evaluate a multicomponent workplace wellness program resembling programs offered by US employers. The sample size taken is 32974 and analysis used for measuring data were Secondary and Sensitivity Analyses, Heterogeneity Analyses, Statistical Analyses. Four outcome domains were assessed. Self-reported health and behaviors via surveys and clinical measures of health via screenings were compared; health care spending and utilization and employment outcomes from administrative data were compared. The study found that employees exposed to a workplace wellness program reported significantly greater rates of some positive health behaviors compared with those who were not exposed, but there were no significant effects on clinical measures of health, health care spending and utilization, or employment outcomes after 18 months

III. RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

The data for the research is obtained in descriptive format through primary data collection and the qualitative data aims to produce contextual real-world knowledge about the cultures and structures followed by organizations. The primary data and is collected through online questionnaire. Primary data collection is the process of gathering data through survey, questionnaire, interviews or experiments. The data is collected in the form of Likert scale from employees working in companies.



ANALYSIS AND INTERPRETATION

CORRELATION BETWEEN WORKLOAD AND UNHEALTHY PRODUCTS

Correlations			
		Is work load leading you to stress	Do you intake any unhealthy products due to work stress
Is work load leading you to stress	Pearson Correlation	1	.464**
	Sig. (2-tailed)		.000
	N	114	114
Do you intake any unhealthy products due to work stress	Pearson Correlation	.464**	1
	Sig. (2-tailed)	.000	
	N	114	114

From the above table 4.15 the Pearson correlation is observed to be 0.54 a moderate correlation and this shows that there exists a inter relationship between two variables.

GENDER VS WORK ENVIRONMENT - ANOVA

		Sum of Squares	Df	Mean Square	F	Sig.
Have you been bullied by someone atwork place	Between Groups	.289	1	.289	.157	.693
	Within Groups	206.448	112	1.843		
	Total	206.737	113			
Do you feel safe atwork place	Between Groups	.870	1	.870	1.887	.172
	Within Groups	51.621	112	.461		
	Total	52.491	113			
Do you find genderdiscrimination at work place	Between Groups	.046	1	.046	.029	.864
	Within Groups	174.244	112	1.556		
	Total	174.289	113			
Are your emotions and thoughts valued by your co-employees	Between Groups	4.113	1	4.113	3.606	.060
	Within Groups	127.747	112	1.141		
	Total	131.860	113			

From the above table 4.16 the significance value is found to be more than 0.05 and from theobserved value we conclude that no relationship exist between the two variables

WORK TIMING VS HEALTH ISSUES DUE TO INCRESED SCREEN TIMESITTING PERIOD

Work timing * Is increased screen time and sitting period causing you health issues
Crosstabulation

Count

strongly disagree	Is increased screen time and sitting period causing you health issues					Total
	Disagree	neutral	Agree	strongly agree		
Day Shift	8	9	20	37	18	92
Work timing Night Shift	0	4	0	3	0	7
Alternative Shifts	1	2	3	8	1	15
Total	9	15	23	48	19	114

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	16.328 ^a	8	.038
Likelihood Ratio	15.041	8	.058
Linear-by-Linear Association	.526	1	.468
N of Valid Cases	114		

From the above table 4.18 we observe that there is a significant Evidence to conclude the observed distribution is not as the expected distribution

So, we conclude that there exists a relationship between work timing and health issues

IV. SUGGESTIONS

- ✓ Optimal health and well-being should flourish across geographic, demographic, and social sectors.
- ✓ Opportunities to be healthy and staying healthy should be valued and accessible to everyone across the entire society.
- ✓ Individuals and families should have the means and opportunities to make choices that lead to healthy lifestyles and optimal well-being and functioning.
- ✓ Business, government, individuals, and organizations should work together to foster healthy communities and lifestyles.
- ✓ Everyone should have access to affordable, high-quality health care---both preventive and remedial.
- ✓ No one should be excluded.
- ✓ Health care to be efficient and equitable.
- ✓ The economy should be less burdened by excessive and unwarranted health care spending.
- ✓ The health of the population to guide public and private decision making.
- ✓ People must understand that we are all in this together.

V. CONCLUSION

The study concludes that companies are now focusing on wellbeing of employees. As workforce are being valued they feel motivated to work beyond expectations with improved performance which results in increased productivity. The study concludes that Health Culture has a greater impact on employees as workers retain only when organizations maintains a healthy environment.

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