

Module: Introduction to Research (BMHP5005)

Assessment 2: Viva Voce

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Topic: The impact of workplace wellness programs on employee productivity and absenteeism

Introduction

- **Rationale:** Companies are always looking for methods to increase worker productivity and decrease absenteeism since these results may significantly affect their bottom line.
- Programs for workplace wellness are being investigated as a viable way to accomplish these objectives, although it is yet unknown how beneficial they will be (Richemond and Needham, 2020).
- **Aim:** Investigating the effect of workplace wellness initiatives on employee productivity and absenteeism is the aim of this systematic literature review.
- **Objectives:**
 - Find and critically assess empirical research that looked at how workplace wellness initiatives affect employee productivity and absenteeism.
 - Synthesise the results of the chosen studies to provide a thorough study of the connection between workplace health initiatives and staff productivity and absence.
 - To ascertain the overall strength of the evidence base, evaluate the quality and consistency of the extant literature on this subject.

Methods

- **Identification of databases:** A thorough search of electronic databases, including PubMed, Medline, PsycINFO, CINAHL, and the Cochrane Library, was undertaken by the researcher.
- **Search terms:** Keywords phrases relevant to employee productivity, workplace wellness initiatives, and absenteeism were combined in the search strategy. Workplace wellness programmes, employee health, employee well-being, employee productivity, employee absenteeism, and workplace health promotion were among the search phrases used.
- **Inclusion Criteria:**
 - Primary research studies or empirical studies
 - Centred on workplace health initiatives and how they affect workers' performance and absence rates
 - Used a mixed-methods or quantitative research strategy
 - Had a minimum of 50 individuals in the sample.
 - Peer-reviewed literature
- **Exclusion criteria:** Studies that had a different emphasis, such as general workplace health promotion, workplace safety, or workplace mental health, were not included.

Literature Review

Author(s), title, and year of publication	Aim of study	Methods and Sample size and characteristics	Summary of main findings
Abdullah, D.N.M.A. and Lee, O.Y, Effects of Wellness Programs on Job Satisfaction, Stress and Absenteeism between Two Groups of Employees (Attended and Not Attended), 2015	The aim of the study is to examine the differences in work satisfaction, stress levels, and absenteeism between employees who have participated in wellness programs and those who have no.	The research was carried out at a significant Malaysian telecommunications firm. 125 corporate workers were chosen as respondents using simple random selection, and the researchers employed a survey questionnaire to gather information from them. The T-test was used to evaluate the study hypotheses.	According to the study's findings, businesses should embrace wellness initiatives to enhance staff wellbeing and foster a culture of health and wellness. While the study was carried out in Malaysia, the UK-based firms might still benefit from its conclusions. This shows that managing stress and ensuring the well-being of employees are crucial concerns for UK firms to handle. As a result, the study's finding that corporate wellness initiatives may be successful in raising work satisfaction, lowering stress levels, and reducing absenteeism rates is pertinent for businesses in the UK.
Altwaijri, Y., Hyder, S., Bilal, L., Naseem, M.T., AlSaqabi, D., AlSuwailem, F., Aradati, M. and DeVol, E , Evaluating the Impact of a Workplace Wellness Program in Saudi Arabia: An Intra-Department Study, 2019	This study seeks to enhance staff members' general wellbeing on a departmental level in a hospital environment in Riyadh, Saudi Arabia.	The study is carried out in Riyadh, Saudi Arabia, primarily in a hospital context. The sample for the research comprises every worker in the department that the study is concentrating on inside the hospital.	The study's findings revealed that the workers' physical functioning had significantly improved, with an increase in their weekly averages for fruit and water consumption. Despite the fact that the research was carried out in a foreign nation, the results show that workplace wellness programs may improve employee health, physical performance, and absenteeism. For businesses in the UK that are thinking about introducing wellness initiatives, this information is crucial. Companies in the UK may see a decrease in absenteeism as well as an uptick in staff productivity and work satisfaction by investing in wellness initiatives.

Literature Review

Author(s), title, and year of publication	Aim of study	Methods and Sample size and characteristics	Summary of main findings
Gubler, T., Larkin, I. and Pierce, L. Doing Well by Making Well: The Impact of Corporate Wellness Programs on Employee Productivity, 2016	The aim of this study paper was to examine how a corporate wellness program affects employee productivity.	A panel of 111 employees from five washing companies who provided objective health and productivity data for the research. Productivity gains were assessed using a pre-post longitudinal approach, with program participation and post-program health changes serving as the primary performance indicators. The study was conducted on Washington DC, USA	The research emphasises the significance of corporate wellness programs in enhancing workers' physical and mental health as well as their productivity, which is an essential component for any business's success. Notwithstanding the fact that the research was not carried out in the UK, the results can still be applicable there. The National Health Service (NHS) in the UK places a strong emphasis on encouraging healthy lifestyles and wellbeing among people and communities, which is in line with the study's emphasis on socially responsible health policy (Dabos and Rousseau, 2016). Additionally, given the increasing significance of employee health and wellbeing and the study's results, firms in the UK may be encouraged to engage in wellness programs for their staff.

Results

- The three research studies show that workplace wellness programs may have a beneficial effect on employee productivity and absenteeism.
- The way the program is developed and implemented will have a significant influence on how workplace wellness programs affect employee attendance and productivity.
- Initiatives to promote workplace wellness may be especially helpful for some employee groups, such as those who are older or have a history of chronic illnesses.
- For businesses, the financial advantages of increased productivity and decreased absenteeism may outweigh the expenses of implementing the program, therefore workplace wellness programs must be cost-effective.

Discussion

- The positive effects of wellness programs on employee health, wellbeing, and job satisfaction, as well as the potential for increased productivity and decreased absenteeism, are some of the key themes that emerged from the review of the literature on workplace wellness initiatives and employee productivity and absenteeism.
- The assessment also emphasised the need of a complete strategy for workplace wellness, which includes exercise, a good diet, stress reduction, and mental health assistance.
- These results highlight the potential advantages of workplace wellness programs for both companies and workers, which is significant for health and social care.
- These initiatives may enhance work satisfaction, lower stress levels, and boost productivity by encouraging employee health and wellness.
- Initiatives to promote workplace wellness may also assist to minimize healthcare expenses and enhance organizational performance by decreasing absenteeism.

Conclusion

- The systematic literature analysis has concluded that workplace wellness initiatives have the potential to increase worker productivity and decrease absenteeism.
- Nevertheless, these programmes' efficacy may differ based on their particular components, implementation approaches, and company culture.
- Nevertheless, there is more conflicting information about the effects of other programme elements, such as diet and quitting smoking (Parks and Steelman, 2018).
- The analysis also showed that employee involvement and participation, organisational support, and leadership are often necessary for workplace wellness initiatives to be successful.
- Programs that are incorporated into the entire culture of the firm and that engage workers in the planning and execution process are more likely to be successful.

References

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