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Employees Insights: Understanding awareness on Well-Being programs

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Abstract

Employee Well – Being has become an essential component of organizational effectiveness and workforce productivity. This study examines the level of awareness and perception of well -being programs among the employees working at Werner Finley Pvt. Ltd.,Unit-3 Peenya. Using a structured questionnaire and simple random sampling, data were collected from 50 employees to explore their Socio- demographic profile, awareness of available well-being programs, and the perceived impact of such programs on their personal and professional well – being. The study aims to provide insights into the effectiveness of current initiatives and identify gaps in communication, accessibility, and employee engagement. The findings are expected to help the organization strengthen its employee well-being strategies and enhance workplace satisfaction.

Keywords

Employee Well-Being, Awareness, Work place programs, Employee Engagement, Organizational Support.

Introduction

Employee well-being is a crucial factor that influences job satisfaction, productivity, motivation and retention in modern workplaces. Organizations today invest in various well-being programs such as health insurance, safety initiatives, counselling services, stress management workshops, and recreational activities. However, the effectiveness of these programs largely depends on how well employees understand, access, and utilize them, this

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study focuses on understanding the extent to which employees are aware of these programs and how they perceive their impact on overall well-being.

Statement of the problem

Although organizations introduce multiple well-being programs, employees may noy fully utilize them due to limited awareness, inadequate communication, or lack of clarity regarding the benefits, it is unclear whether employees understand the purpose and availability of workplace well-bring programs.

Aim of the study

To understand employee awareness regarding well-being programs at Werner Finley Pvt. Ltd., Unit – 3

Objectives of the study

1. To study the socio-demographic of the employees.
2. To assess the level of employee's awareness about well-being programs in the industry.
3. To examine the impact of well-being programs on overall employee well-being

Scope of the study

The study focuses on the awareness and perceived effectiveness of well-being programs within this unit. The study is limited to 50 employees and aims to provide insights that can help the organization strengthen internal communication, improve programs utilization, and enhance employee satisfaction. The results are specific to unit and may not be generalized to other units.

Universe of the study

The universe consists of all employees working at Werner Finely Pvt. Ltd., Unit -3 Peenya.

Sample and Sampling Technique

Sampling Technique: Simple Random Sampling.

Sample Size: 50 employees

Simple random sampling ensures that every employee in the unit has an equal chance of being selected for the study.

Participants of the study

Participants include workers, supervisors who voluntarily responded to the questionnaire.

Questionnaire

A structured questionnaire was used as the primary tool for data collection. The questionnaire consists of close ended and few open-ended questions related to demographic details, awareness of well-being programs, accessibility, usefulness, and perceived impact on employee well-being.

Sources of data

Primary Data: Collected through questionnaire administered to employees.

Secondary Data: Books, journals, company policies, HR records, websites and reports regarding well- being and employee management.

Questionnaire Design

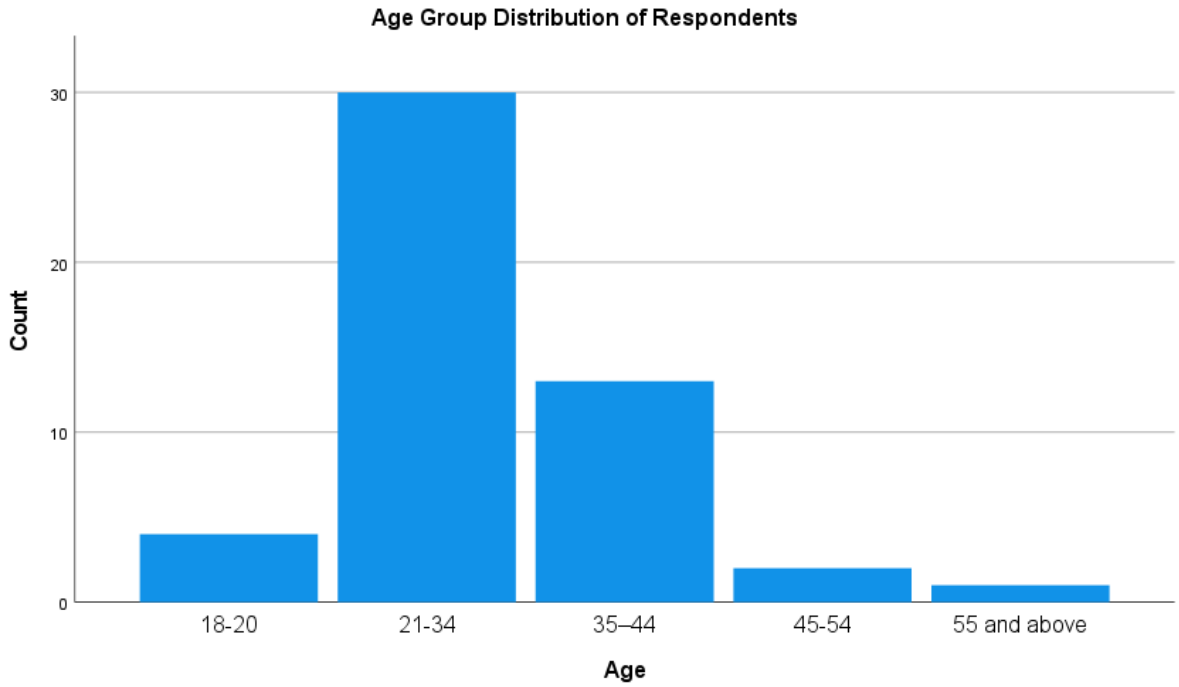
The questionnaire is divided into three sections:

Section A: Socio -demographic profile (age, gender, marital status, education, experience, designation)

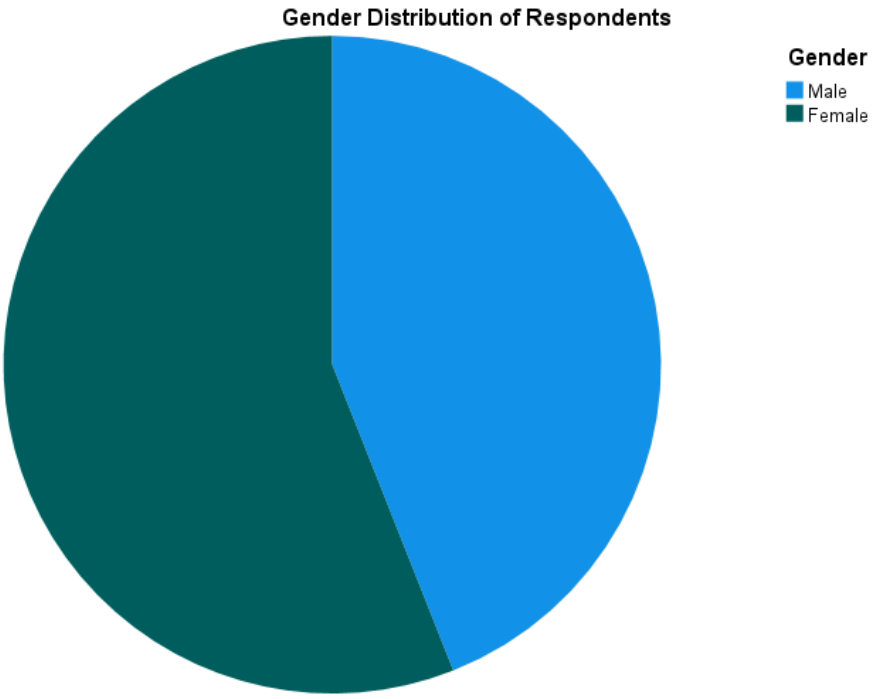
Section B: Awareness levels of well-being programs (health insurance, safety measures, welfare benefits, etc.)

Section C: Perceived impact on employee well-being (physical, mental, social, workplace, satisfaction, productivity)

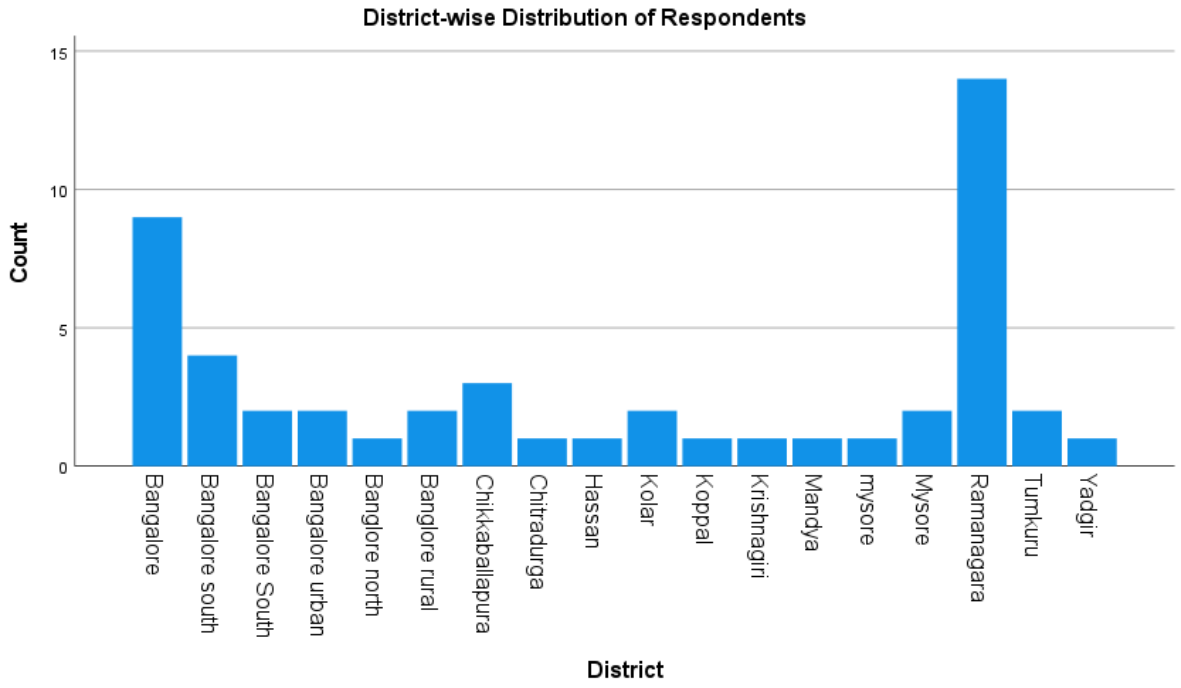
DATA ANALYSIS



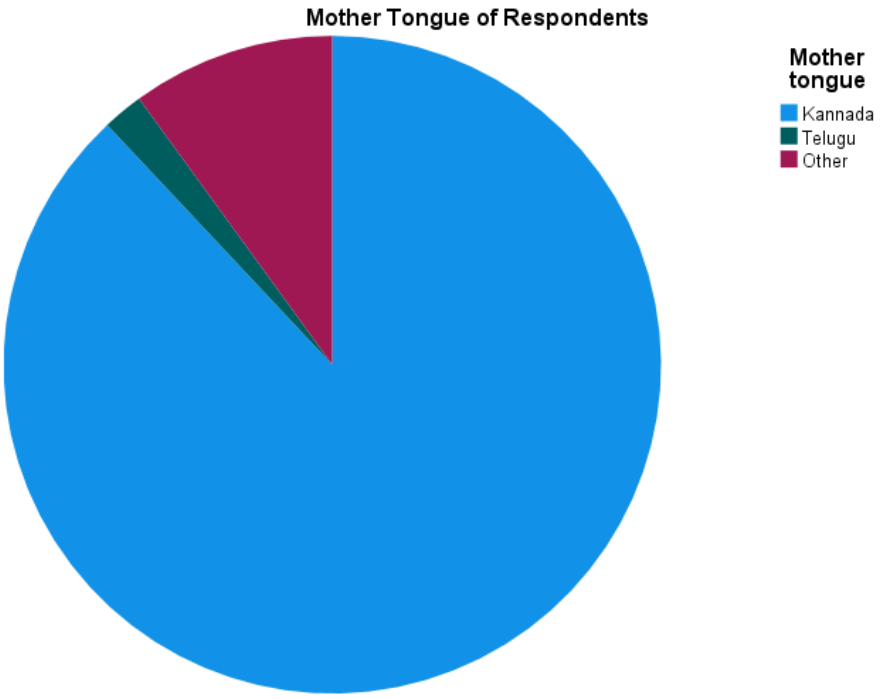
The majority of respondents were aged 21–34 years (n = 30), followed by the 35–44 age group (n = 13). Fewer participants were in the 18–20 (n = 4), 45–54 (n = 2), and 55 and above (n = 1) age categories, indicating that the sample was predominantly young adults.



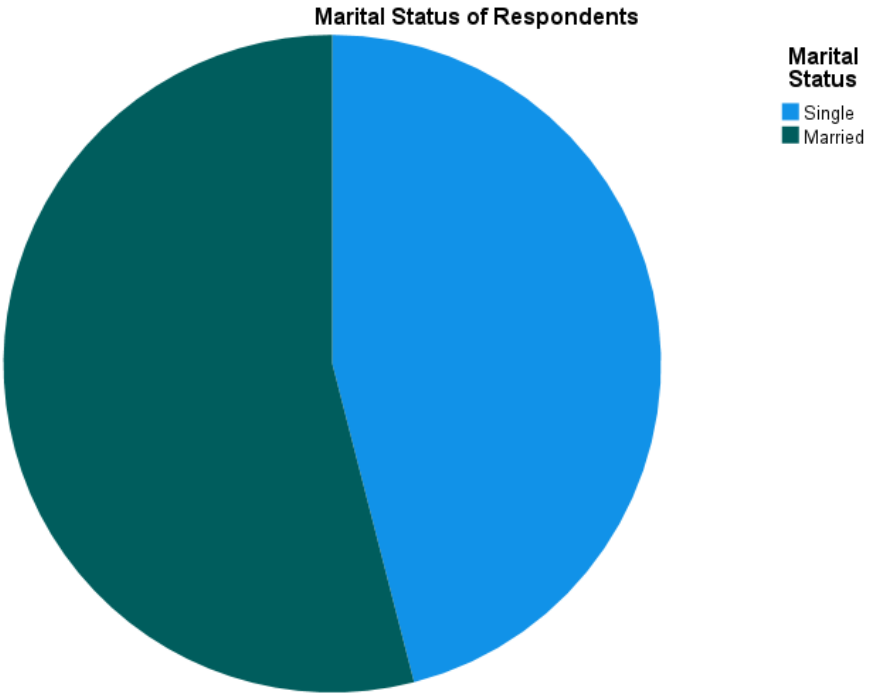
The pie chart shows that the majority of respondents are female (56%), while males constitute 44% of the sample. This indicates a slightly higher female representation in the survey population.



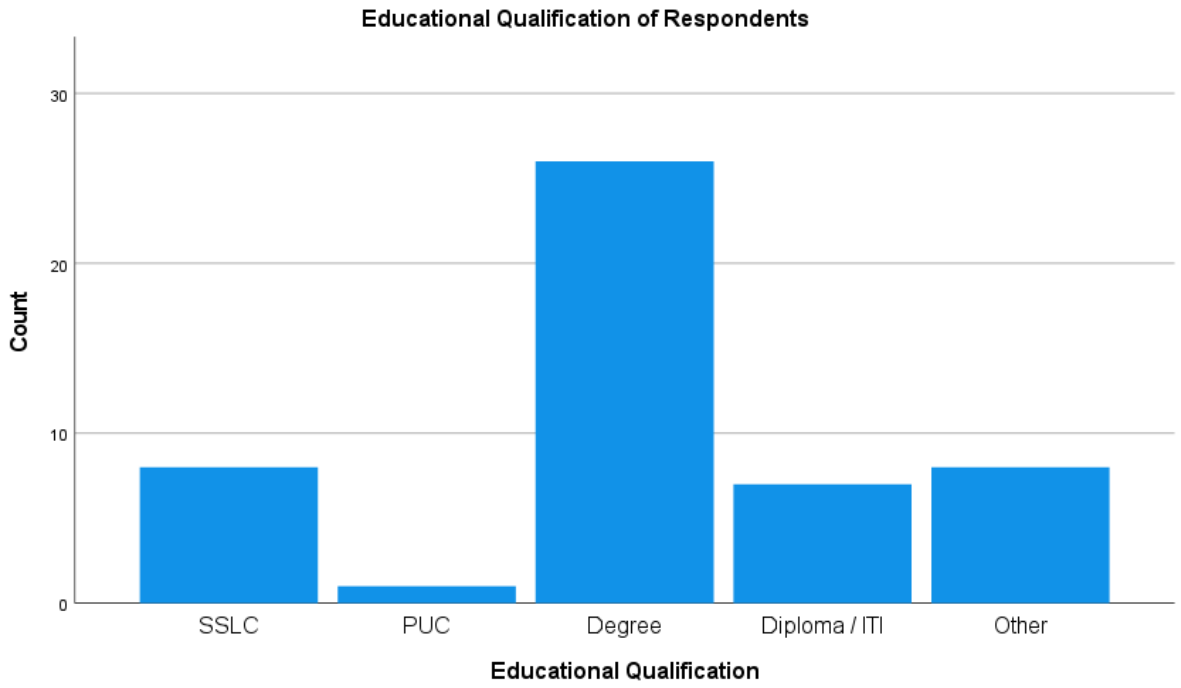
The bar chart indicates that the highest number of respondents are from Ramanagara (14), followed by Bangalore (9), while districts like Yadgir, Chitradurga, and Mandya have minimal representation. This suggests an uneven district-wise participation in the survey.



Most respondents have Kannada as their mother tongue, indicating a strong dominance of this language in the sample. A small minority speak Telugu or other languages, showing limited linguistic diversity among respondents.



The majority of respondents are married, indicating that married individuals form the larger share of the sample. A smaller but substantial proportion of respondents are single, showing a noticeable presence of unmarried individuals as well.



Most respondents are degree holders, indicating that the sample is largely composed of well-educated individuals. Very few have only PUC, while SSLC, Diploma/ITI, and other qualifications form smaller but noticeable portions of the group.

Most of the respondents have 1–2 years of experience, followed by 2–4 years, 5–7 years, and 8 or more years, indicating that respondents with lesser experience constitute the majority.

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
I am aware that my organization offers well being programs	50	1	5	3.60	1.212
I understand the purpose of the well being programs provided	50	1	5	3.68	1.168

I have recivede communication(email, meetings, posters, etc.) about these programs	50	1	5	3.76	1.098
I know how to access or enrol in the well-being programs offered	50	1	5	3.56	1.091
My organization provides enough information about available well-being resources	50	1	5	3.92	1.027
I have participated in one or more well-being programs provided by my employer	50	1	5	3.78	.932
The well-being programs are accessible and convenient for me	50	1	5	3.66	1.081
I feel encourage to taken part in the well-being initiatives	50	1	5	3.62	1.123
My manager / supervisor supports employee participation in well-being activities	50	1	5	3.82	.919

I have heard of mindfulness or stress-reduction programs being offered at work	50	1	5	3.74	.922
I believe the well-being programs have a positive impact on employee health and wellness	50	1	5	3.58	1.126
The programs have helped me manage stress and maintain work-life balance	50	1	5	3.54	1.110
I am satisfied with the range of well-being services provided	50	1	5	3.86	.881
I believe the programs contribute to a healthier work place culture	50	1	5	3.78	1.093
My organization communicates effectively about its well-being programs	50	2	5	3.90	.789
I know that well-being programs often includes services such as mental support, fitness programs, and counselling	50	1	5	3.98	.869

I can list at least one well-being initiative offered in my company	50	1	5	3.68	.935
The objectives of the well-being programs are clearly communicated	50	1	5	3.66	1.002
Well-being programs are easily accessible to all employees	50	1	5	3.64	.942
I am encouraged by my supervisors to participate in well-being activities	50	1	5	3.80	.926
I regularly participate in the organization well-being programs	50	1	5	3.68	1.115
The activities offered are engaging and enjoyable	50	3	5	3.94	.586
The wellbeing programs have helped improve my physical health	50	1	5	3.76	.847
I feel less stressed due to my involvement in these programs	50	1	5	3.64	1.025
The programs have had a positive impact on my mental well-being	50	2	5	3.68	.913

I feel more balanced and emotionally stable at work	50	1	5	3.72	.882
I feel more productive at work since joining the wellbeing programs	50	1	5	3.68	.999
The programs have improved my overall job satisfaction	50	2	5	3.92	.752
The organization allocates sufficient resources (time, budget, space) for wellbeing programs	50	1	5	3.76	.981
I have noticed a positive change in my work-life balance	50	1	5	3.82	.873
I feel emotionally supported at my work place	50	1	5	3.62	1.176
The programs have helped reduce my work-related stress	50	1	5	3.80	.904
Valid N (listwise)	50				

The descriptive analysis (N = 50) indicated that employees generally reported moderate to high awareness and participation in organizational well-being programs (M range = 3.54–3.98, SD

range = 0.586–1.212). Participants perceived these programs as accessible, well-communicated, and supportive of physical and mental health. Mean scores suggest that employees felt encouraged by supervisors and experienced positive outcomes such as reduced stress, improved work-life balance, and enhanced job satisfaction. Overall, the findings reflect a favourable perception of the effectiveness and impact of workplace well-being initiatives.

Table 1: Level of employee awareness about well-being programs in the industry

Well-being Variable	Demographic	χ^2	df	p	Cramer's V	Interpretation
Awareness of well-being programs	Gender	1.573	4	.813	.181	Not significant, weak
	Marital Status	2.123	8	.978	.206	Not significant, weak
	Education	7.821	12	.796	.198	Not significant, weak
	Experience	12.165	12	.433	.285	Not significant, moderate
	Age	13.728	16	.619	.262	Not significant, weak
	Mother Tongue	3.781	8	.876	.194	Not significant, weak
Understanding purpose	Gender	3.090	4	.544	.253	Not significant, weak
	Marital Status	2.874	8	.943	.221	Not significant, weak
	Education	8.562	12	.740	.207	Not significant, weak
	Experience	14.528	12	.268	.311	Not significant, moderate
	Age	13.449	16	.640	.259	Not significant, weak
	Mother Tongue	1.760	4	.780	.187	Not significant, weak
Received communication	Gender	2.006	4	.734	.200	Not significant, weak
	Marital Status	1.987	8	.978	.176	Not significant, weak
	Education	7.021	12	.855	.187	Not significant, weak

Well-being Variable	Demographic	χ^2	df	p	Cramer's V	Interpretation
	Experience	10.197	12	.599	.261	Not significant, moderate
	Age	16.245	16	.436	.285	Not significant, moderate
	Mother Tongue	1.306	8	.995	.114	Not significant, weak
Know how to access/enroll	Gender	4.077	4	.395	.286	Not significant, moderate
	Marital Status	3.256	8	.917	.224	Not significant, weak
	Education	10.245	12	.596	.226	Not significant, moderate
	Experience	13.544	12	.331	.300	Not significant, moderate
	Age	16.923	16	.391	.291	Not significant, moderate
	Mother Tongue	5.331	8	.722	.231	Not significant, weak
Organization provides enough info	Gender	2.004	4	.734	.200	Not significant, weak
	Marital Status	2.112	8	.976	.198	Not significant, weak
	Education	8.114	12	.777	.202	Not significant, weak
	Experience	12.796	12	.384	.292	Not significant, moderate
	Age	12.446	16	.713	.249	Not significant, weak
	Mother Tongue	1.801	8	.987	.134	Not significant, weak
Participated in programs	Gender	1.479	4	.831	.172	Not significant, weak
	Marital Status	1.889	8	.987	.180	Not significant, weak
	Education	7.329	12	.838	.191	Not significant, weak
	Experience	14.251	12	.285	.308	Not significant, moderate

Well-being Variable	Demographic	χ^2	df	p	Cramer's V	Interpretation
	Age	12.665	16	.697	.252	Not significant, weak
	Mother Tongue	5.331	8	.722	.231	Not significant, weak
Programs are accessible	Gender	3.441	4	.487	.266	Not significant, moderate
	Marital Status	3.102	8	.928	.245	Not significant, weak
	Education	9.314	12	.673	.217	Not significant, moderate
	Experience	14.374	12	.277	.310	Not significant, moderate
	Age	15.992	16	.453	.283	Not significant, moderate
	Mother Tongue	1.997	4	.736	.141	Not significant, weak
Feel encouraged to take part	Gender	3.570	4	.468	.269	Not significant, moderate
	Marital Status	3.258	8	.917	.223	Not significant, weak
	Education	10.542	12	.569	.230	Not significant, moderate
	Experience	13.200	12	.355	.297	Not significant, moderate
	Age	16.401	16	.425	.286	Not significant, moderate
	Mother Tongue	2.006	8	.995	.114	Not significant, weak
Manager supports participation	Gender	3.829	4	.430	.277	Not significant, moderate
	Marital Status	3.197	8	.915	.221	Not significant, weak
	Education	8.669	12	.734	.207	Not significant, weak
	Experience	13.301	12	.348	.298	Not significant, moderate
	Age	14.952	16	.528	.273	Not significant,

Well-being Variable	Demographic	χ^2	df	p	Cramer's V	Interpretation
						moderate
	Mother Tongue	4.227	8	.836	.206	Not significant, weak
Heard of mindfulness programs	Gender	5.611	4	.230	.335	Not significant, moderate
	Marital Status	3.555	8	.904	.225	Not significant, weak
	Education	7.112	12	.850	.189	Not significant, weak
	Experience	4.785	12	.965	.179	Not significant, weak
	Age	11.941	16	.748	.244	Not significant, weak
	Mother Tongue	5.077	6	.534	.225	Not significant, weak
Programs positively impact wellness	Gender	3.412	4	.491	.261	Not significant, moderate
	Marital Status	2.987	8	.960	.202	Not significant, weak
	Education	9.813	12	.637	.256	Not significant, moderate
	Experience	6.465	12	.891	.208	Not significant, weak
	Age	15.694	16	.474	.280	Not significant, moderate
	Mother Tongue	5.077	6	.534	.225	Not significant, weak
Programs help stress/work-life	Gender	4.882	4	.300	.312	Not significant, moderate
	Marital Status	3.742	8	.877	.237	Not significant, weak
	Education	7.643	12	.812	.196	Not significant, weak
	Experience	14.210	12	.287	.308	Not significant, moderate
	Age	10.756	16	.824	.232	Not significant, weak
	Mother Tongue	1.997	4	.736	.141	Not significant, weak
Satisfied with range of services	Gender	2.931	4	.570	.242	Not significant, weak

Well-being Variable	Demographic	χ^2	df	p	Cramer's V	Interpretation
	Marital Status	2.964	8	.972	.223	Not significant, weak
	Education	11.214	12	.512	.274	Not significant, moderate
	Experience	18.705	12	.096	.353	Not significant, moderate
	Age	13.779	16	.615	.262	Not significant, weak
	Mother Tongue	2.264	8	.972	.150	Not significant, weak
Programs contribute to culture	Gender	3.295	4	.509	.256	Not significant, moderate
	Marital Status	3.021	8	.918	.241	Not significant, weak
	Education	10.097	12	.607	.224	Not significant, moderate
	Experience	12.324	12	.420	.287	Not significant, weak
	Age	14.746	16	.543	.272	Not significant, moderate
	Mother Tongue	2.931	8	.970	.195	Not significant, weak
Communication effective	Gender	6.402	3	.094	.358	Not significant, moderate
	Marital Status	4.987	6	.734	.258	Not significant, weak
	Education	7.985	9	.533	.212	Not significant, weak
	Experience	8.672	9	.468	.240	Not significant, weak
	Age	14.059	12	.297	.306	Not significant, moderate
	Mother Tongue	1.760	4	.780	.187	Not significant, weak
Know programs include services	Gender	1.760	4	.780	.187	Not significant, weak
	Marital Status	2.006	8	.734	.200	Not significant, weak
	Education	6.271	12	.903	.177	Not significant, weak

Well-being Variable	Demographic	χ^2	df	p	Cramer's V	Interpretation
	Experience	9.816	12	.632	.256	Not significant, moderate
	Age	8.353	16	.938	.204	Not significant, weak
	Mother Tongue	1.760	4	.780	.187	Not significant, weak
Can list at least one initiative	Gender	2.716	4	.606	.233	Not significant, weak
	Marital Status	1.987	8	.978	.176	Not significant, weak
	Education	11.656	12	.476	.280	Not significant, moderate
	Experience	14.198	12	.288	.308	Not significant, moderate
	Age	19.673	16	.235	.314	Not significant, moderate
	Mother Tongue	2.716	4	.606	.233	Not significant, weak

Chi-square analyses examined the relationship between employee demographics and awareness, understanding, and participation in well-being programs. Results showed no significant differences across gender, marital status, education, experience, age, or mother tongue ($p > .05$), indicating that awareness and engagement with well-being initiatives are consistent across all groups. Cramer's V values ranged from weak to moderate (.114–.358), reflecting a generally uniform perception and participation among employees. Employees across different demographics reported similar understanding of program purposes and accessibility. Overall, these findings highlight that organizational well-being programs are equitably communicated and accessible, fostering inclusive participation for all employees.

Table 2: Impact of well-being programs on employee well being

Well-being Variable	Demographic	χ^2	df	p	Cramer's V	Interpretation
Objectives clearly	Gender	5.43	4	.245	.33	Not significant,

Well-being Variable	Demographic	χ^2	df	p	Cramer's V	Interpretation
communicated						moderate
	Marital Status	4.83	8	.776	.31	Not significant, moderate
	Education	25.27	16	.065	.36	Not significant, moderate
	Experience	11.30	12	.503	.27	Not significant, weak
	Age	17.32	16	.365	.29	Not significant, weak
	Mother Tongue	3.78	8	.876	.19	Not significant, weak
Well-being programs easily accessible	Gender	3.62	4	.460	.27	Not significant, weak
	Marital Status	3.91	8	.876	.28	Not significant, weak
	Education	40.59	16	.001	.45	Significant, moderate
	Experience	16.04	12	.190	.33	Not significant, moderate
	Age	8.63	16	.928	.21	Not significant, weak
	Mother Tongue	1.80	8	.987	.13	Not significant, weak
Encouraged by supervisors	Gender	4.11	4	.392	.29	Not significant, weak
	Marital Status	3.87	8	.869	.28	Not significant, weak
	Education	48.06	16	.000	.49	Significant, moderate
	Experience	10.33	12	.587	.26	Not significant, weak
	Age	16.91	16	.391	.29	Not significant, weak
	Mother Tongue	1.31	8	.995	.11	Not significant, weak
Regular participation	Gender	6.12	4	.190	.35	Not significant, moderate
	Marital Status	5.67	8	.684	.30	Not significant, weak
	Education	26.73	16	.045	.37	Significant, moderate
	Experience	8.25	12	.766	.23	Not significant, weak
	Age	13.50	16	.636	.26	Not significant, weak

Well-being Variable	Demographic	χ^2	df	p	Cramer's V	Interpretation
	Mother Tongue	5.33	8	.722	.23	Not significant, weak
Activities engaging/enjoyable	Gender	4.87	4	.302	.31	Not significant, moderate
	Marital Status	4.13	8	.847	.29	Not significant, weak
	Education	10.87	8	.209	.33	Not significant, moderate
	Experience	11.15	6	.084	.33	Not significant, moderate
	Age	2.86	8	.943	.17	Not significant, weak
	Mother Tongue	2.00	4	.736	.14	Not significant, weak
Physical health improvement	Gender	3.76	4	.436	.27	Not significant, weak
	Marital Status	3.60	8	.888	.27	Not significant, weak
	Education	16.50	16	.419	.29	Not significant, weak
	Experience	16.97	12	.151	.34	Not significant, moderate
	Age	6.18	16	.986	.18	Not significant, weak
	Mother Tongue	4.12	8	.847	.20	Not significant, weak
Reduced stress	Gender	5.00	4	.286	.32	Not significant, moderate
	Marital Status	3.51	8	.898	.27	Not significant, weak
	Education	19.67	16	.235	.31	Not significant, moderate
	Experience	10.95	12	.533	.27	Not significant, weak
	Age	16.45	16	.422	.29	Not significant, weak
	Mother Tongue	2.05	8	.979	.14	Not significant, weak
Mental well-being impact	Gender	5.87	4	.209	.34	Not significant, moderate
	Marital Status	3.95	8	.863	.28	Not significant, weak

Well-being Variable	Demographic	χ^2	df	p	Cramer's V	Interpretation
	Education	14.22	12	.287	.31	Not significant, moderate
	Experience	12.35	9	.194	.29	Not significant, weak
	Age	21.70	12	.041	.38	Significant, moderate
	Mother Tongue	5.08	6	.534	.23	Not significant, weak
Emotional stability	Gender	4.56	4	.336	.30	Not significant, moderate
	Marital Status	4.33	8	.828	.29	Not significant, weak
	Education	39.35	16	.001	.44	Significant, moderate
	Experience	16.01	12	.191	.33	Not significant, moderate
	Age	8.54	16	.931	.21	Not significant, weak
	Mother Tongue	4.11	8	.847	.20	Not significant, weak
Productivity	Gender	5.98	4	.203	.34	Not significant, moderate
	Marital Status	4.21	8	.841	.29	Not significant, weak
	Education	27.59	16	.035	.37	Significant, moderate
	Experience	9.34	12	.674	.25	Not significant, weak
	Age	13.49	16	.636	.26	Not significant, weak
	Mother Tongue	3.40	8	.907	.18	Not significant, weak
Job satisfaction	Gender	6.22	4	.183	.35	Not significant, moderate
	Marital Status	5.01	8	.756	.28	Not significant, weak
	Education	21.32	12	.046	.38	Significant, moderate
	Experience	8.82	9	.454	.24	Not significant, weak
	Age	20.25	12	.062	.37	Not significant, moderate
	Mother Tongue	2.11	6	.909	.15	Not significant, weak

Well-being Variable	Demographic	χ^2	df	p	Cramer's V	Interpretation
Resource allocation	Gender	4.89	4	.299	.31	Not significant, moderate
	Marital Status	4.00	8	.855	.28	Not significant, weak
	Education	17.38	16	.362	.30	Not significant, weak
	Experience	18.04	12	.114	.35	Not significant, moderate
	Age	17.06	16	.382	.29	Not significant, weak
	Mother Tongue	2.59	8	.958	.16	Not significant, weak
Work-life balance	Gender	5.45	4	.244	.33	Not significant, moderate
	Marital Status	3.90	8	.870	.28	Not significant, weak
	Education	26.76	16	.044	.37	Significant, moderate
	Experience	14.84	12	.250	.32	Not significant, moderate
	Age	22.76	16	.120	.34	Not significant, moderate
	Mother Tongue	2.26	8	.972	.15	Not significant, weak
Emotional support	Gender	5.00	4	.287	.32	Not significant, moderate
	Marital Status	4.11	8	.847	.28	Not significant, weak
	Education	24.13	16	.087	.35	Not significant, moderate
	Experience	12.51	12	.406	.29	Not significant, weak
	Age	15.05	16	.521	.27	Not significant, weak
	Mother Tongue	4.23	8	.836	.21	Not significant, weak
Reduce work stress	Gender	5.77	4	.217	.34	Not significant, moderate
	Marital Status	4.10	8	.847	.28	Not significant, weak

Well-being Variable	Demographic	χ^2	df	p	Cramer's V	Interpretation
	Education	37.86	16	.002	.44	Significant, moderate
	Experience	15.23	12	.229	.32	Not significant, moderate
	Age	15.53	16	.486	.28	Not significant, weak
	Mother Tongue	4.02	8	.855	.20	Not significant, weak

Chi-square analyses examined the impact of well-being programs on various aspects of employee well-being across demographics. The results indicated that well-being programs were generally effective and positively perceived, with significant associations observed for education on program accessibility, supervisor encouragement, participation, emotional stability, productivity, job satisfaction, work-life balance, and stress reduction ($p < .05$, Cramer's V = .37–.49). Across other demographics, no significant differences were found, suggesting that the programs benefit employees broadly and equitably. Overall, these findings highlight that organizational well-being initiatives contribute to improved mental, emotional, and work-related outcomes for all employees.

Conclusion:

The study revealed that employees demonstrated **moderate to high levels of awareness and participation** in the well-being programs offered by the organization. The well-being initiatives were perceived as **accessible, clearly communicated, and supportive** of both physical and mental health needs. Employees also reported experiencing **positive outcomes**, including reduced stress, improved work-life balance, enhanced emotional stability, and increased job satisfaction, indicating the overall effectiveness of these programs.

Chi-square analyses showed **no significant differences** in awareness, understanding, or participation across gender, marital status, age, experience, education level, or mother tongue, suggesting that the organization's well-being initiatives are **equally accessible and inclusive** for all employees. The consistency of responses across demographic groups indicates that communication about well-being programs is uniform and that employees broadly share similar levels of engagement.

However, significant associations emerged for education in relation to factors such as program accessibility, supervisor encouragement, participation rates, emotional well-being, productivity, and job satisfaction. These findings point to the possibility that educational background may influence how employees interpret or utilize certain aspects of well-being initiatives.

Overall, the study concludes that the organization's well-being programs are **effective, equitable, and beneficial**, contributing meaningfully to employees' mental, emotional, and occupational well-being. The results highlight the importance of maintaining and further strengthening such initiatives to sustain a healthy, supportive, and productive work environment.

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