

Title

Analysing the Impact of Employee Wellness Programs on Employee Productivity: A Critical Review

Verchamoh L. Kamara¹, Abdiaziz Mohamoud Muhamed², Sadik Nasir Osamn³ and Abubaakr Ali Muhammad⁴

¹School of Business & Social Science Albukhary International University Kedah, Malaysia

²School of Business & Social Science Albukhary International University Kedah, Malaysia

³School of Business & Social Science Albukhary International University Kedah, Malaysia

⁴School of Business & Social Science Albukhary International University Kedah, Malaysia

Abstract

In today's workplace, organizations are increasingly investing financial resources in wellness programs due to their growing importance. However, the issue of underperformance among employees persists. This study examines the direct impact of employee wellness programs on employee productivity. By analysing the literature from nine relevant journal articles on wellness programs within organizations, this study confirms that existing employee wellness programs enhance organizational health and safety. Furthermore, it supports the notion that these programs contribute to the overall financial success of organizations. However, the study did not find substantial evidence supporting the immediate impact of employee wellness programs on employee productivity. Therefore, the study outlines recommended strategies that organizations can consider to ensure and enhance employee productivity through wellness programs

Keywords: Employee Wellness program, Productivity, Health Promotion, Disease Prevention, Alternative Approaches.

1. Introduction

In recent years, the rapid advancement of technology has created a significant demand for integrated systems. As a result, Enterprise Resource Planning (ERP) has become an indispensable component within business organizations (Caison et al., 2008; Madan & Yadav, 2018). ERP is a comprehensive management information system that aids management in decision-making. The presence of this technology enables companies to acquire information rapidly and with precision. Modern ERP technology has the capability to generate various data points during each operational process, empowering users to access fresh insights for decision-making purposes (Adjei et al., 2021; Jang et al., 2021). Additionally, ERP systems can effectively oversee all facets of business units, thereby enhancing the efficiency of business processes.

2. Literature Review

2.1 Theory

The rapid pace of technological advancement has led to a heightened demand for integrated systems. Consequently, Enterprise Resource Planning (ERP) has become an indispensable component of business organizations (Caison et al., 2008; Madan & Yadav, 2018). ERP is defined as an integrated management information system that aids decision-making within management. This technology's presence enables companies to access information swiftly and accurately. Furthermore, modern ERP technology can generate various pieces of information during each process, empowering users to obtain fresh insights for decision-making purposes (Adjei et al., 2021; Jang et al., 2021). ERP also possesses the capability to oversee all facets of business units, ultimately enhancing the efficiency of business processes.

2.2 Theory 2

After compiling the research instrument, the next step is to distribute the questionnaire form online through social media. After obtaining the number of samples, the data was analyzed using SEM PLS using the help of smart pls 3.0.

3. Material and Method

The method should provide detailed information to allow the experiments to be repeated by others. In sum, this section provides all the methodological details that other researchers need to duplicate your work in the future. Please specify the research design, samples, research instruments, procedures, and data analysis in brief.

3.1 Design Study

This section outlines the process of collecting and employing data to address the hypotheses put forth. The study focuses on individuals belonging to the millennial generation in Indonesia who use digital banking services. Those eligible to complete the questionnaire are individuals who actively utilize digital banking channels, including but not limited to mobile banking, internet banking, or other digital platforms.

3.2 Data Analysis

After compiling the research instrument, the next step is to distribute the questionnaire form online through social media. After obtaining the number of samples, the data was analyzed using SEM PLS using the help of smart pls 3.0.

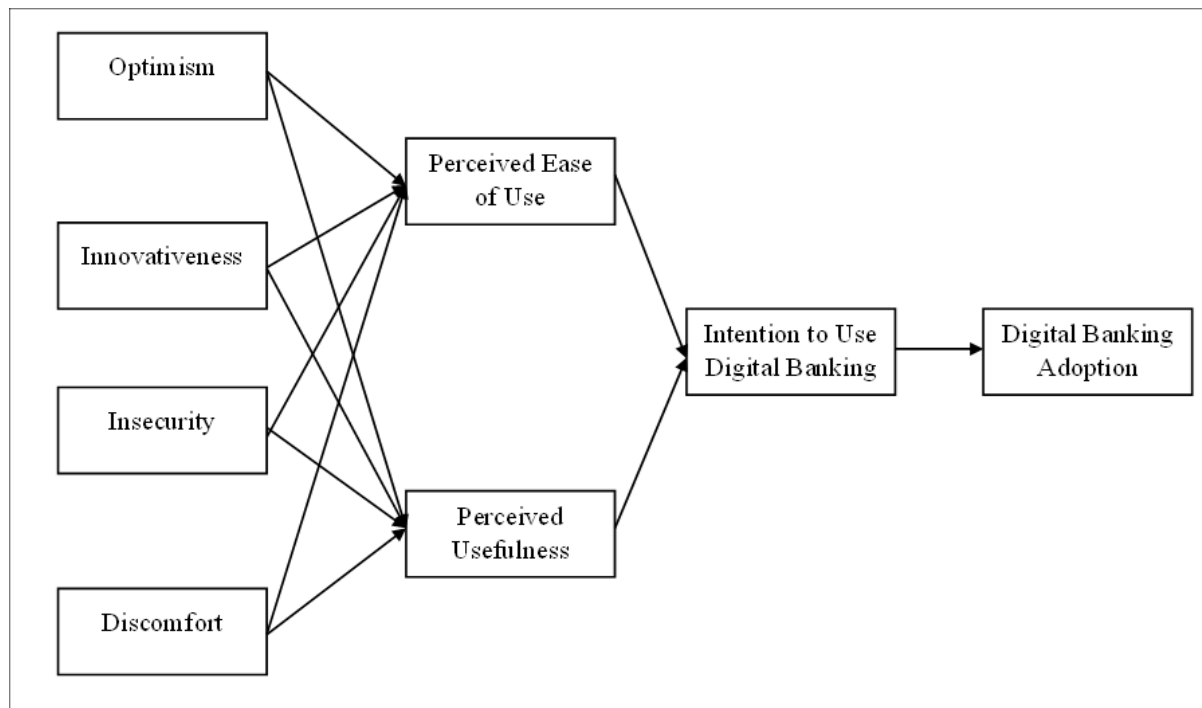


Figure 1. Research Model
(Times new roman 12pts)

4. Acknowledge (if any)

5. References (Times new roman, 12pt, bold)

Please use APA 7 reference guide (<https://apastyle.apa.org/>) when preparing your paper. The examples of reference format are:

Article Journal

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<https://doi.org/10.1108/APJML-02-2017-0023>

9. Appendix (if any)

This section should be placed at the end of the manuscript after the reference list.