

Defining the digital Benefits of Employee Wellbeing in the Workplace

¹ Mr. Santosh Kumar Baral, ² Mrs. Manisha Mohapatra

¹Assistant Professor, Raajdhani Engineering College, Odisha, Bhubaneswar, India

²Assistant Professor, Raajdhani Engineering College, Odisha, Bhubaneswar, India

Abstract

When talking about employee welfare at work, employers frequently emphasized the health benefits. Today, we recognize that employee well-being encompasses more than just a healthy workforce. The goal of workplace employee wellbeing is to raise everyone's level of health. When talking about healthy and productive people or workers, it is not just about physical well-being but also about other aspects of well-being that cannot be ignored. Many organizations realized the effect employee wellbeing has on performance and, consequently, on business outcomes after the recent COVID-19 outbreak. Employers needed to discover solutions to meet their employees' increased demand for empathy since they were distressed and worried. A CIPD 2020 study report on Health and Wellbeing in the Workplace found that stress-related absenteeism has increased by 37% since last year and that 89% of workers have worked while feeling ill (presenteeism). Additionally, a McKinsey source found that stress at work costs American firms \$200 billion in medical expenses per year.

Keywords digital workplace, digital transformation, change management, systematic literature review

Introduction:

Modern workplace requires not only technological but also organizational and process adaptation to achieve full functional and operational transformation from a traditional into a digital workplace. Social and technological changes have affected the ways of communication, cooperation and collaboration. Challenges and opportunities that those changes bring are discussed between policy makers, academics, businessmen and others. There are different viewpoints on how changes affect the way we do business, but it is unquestionable that technology has strong impact on work and organization. According to Coetzee (2019), in the twenty-first century "organizations from the era of Industry 4.0 are rapidly becoming smart networked jobs as a result of the exponential revolution brought by technological development". Dery, Sebastian and van der Meulen (2017) state that technological and organizational progress has significantly improved the communication, collaboration and co working in conjunction with lifestyle changes and trends related to work-life balance. It enabled the digital transformation of the workplace. The focus of digital workplace transformation can be on technological tools or so-called "enablers" but it should also include organizational adjustment, changed processes and psychological factors of employees (Eckhardt, Endter, Giordano, & Somers, 2018).

Benefits of Workplace Wellbeing of Employee

1. Increased Productivity and Employee Participation - Everyone will benefit from the greater participation that team members will show. A happy employee has a 12% higher chance of being productive. Additionally, stress-tolerant workers are less likely to burn out. In general, when worker well-being is increased, workers are more concentrated at work, and productivity increases.

2. A better reputation - People are more eager to work for organizations that put their employees' welfare first. Your recruitment costs will go down and you'll have a more engaged workforce if your employees are happy in their positions and more inclined to suggest your business to their peers. Global leaders spend 70% of their money on wellness initiatives because they have

3. Offer healthcare services - Providing your staff with access to healthcare is a great method to raise morale at work. Providing healthcare to workers aids in lowering the amount of sick days. Additionally, it assists them in paying for necessary services like eye tests and dental checkups that they otherwise might forgo because of the cost.

Provide private health insurance and health cash plans to employers, for instance, to enable employees receive treatment more quickly and pay for necessary healthcare.

Research focus Topics of screened research papers is extremely varied. They range from digital workplace elements to different success factors of the transformation process. Köffer (2015) provides a concise review of the literature on the digital workplace of the future in his study, focusing exclusively on leading journals and papers on topics related to collaboration, compliance, mobility and stress in the digital workplace. He also makes recommendations based on the literature within each of the four targeted digital workplace topics. Attaran et al. (2019) focus on the changing nature of the workplace, emphasizing the importance of smart workplace technologies as well as identifying key determinants of the digital workplace implementation success.

Here are FIVE strategies that HR leaders need to focus on for Employee Wellbeing

1. Create a communication culture - Clear and frequent communication should be at the forefront of any organization to keep everyone connected. This is especially important during a crisis. Companies must persuade employees that they care about their well-being. Human resources act as a liaison between management and employees. HR leaders as a steward of well-being must ensure that communications are consistent in order to maintain a positive interaction in which employees feel informed and engaged.

2. Pleasant Working Conditions - Healthy and pleasant working conditions contribute to professional well-being. As a result, it is critical to provide employees with a comfortable, clean, and customized positive workplace environment. Aside from that, flexible working hours or work from home opportunities (if compatible with work activities) can be provided which can boost motivation and reduce work-related stress.

3. Provide healthcare services - Giving your employees access to healthcare is an excellent way to boost workplace morale. Making healthcare available to employees helps to reduce the number of sick days. It also helps them pay for essential services like eye exams and dental check-ups that they might otherwise avoid due to the cost. For instance, provide health cash plans and private health insurance to businesses in order to give employees access to faster treatment and help them pay for essential healthcare.

4. Begin an employee volunteer programme - This wellness programme is an investment in employees as well as the community. Many people do not have the time to volunteer but would like to help their communities. Provide them with the opportunity to do so by launching a volunteer programme in the company. For example, HR leaders could organize a staff volunteering day in which the entire team takes the day off and works on a single large project together.

5. Create mental health resources for your employees - Assisting teams in taking care of their mental health is a great way to improve their overall wellbeing in the workplace while also lowering absenteeism. HR leaders need to make it clear to their employees that the door is always open for them to share whatever is on their minds. However, some people may prefer to speak with a counselor through an Employee Assistance Programme (EAP) rather than discuss their concerns in a professional setting.

Conclusion

In conclusion, the importance of employee wellbeing in the workplace should never be underestimated by HR leaders because it has a direct impact on the workforce's productivity. HR leaders can improve employees' mental health at work and increase staff commitment by creating a workplace where employees are encouraged to take charge of their own health and are given regular opportunities for growth. This is advantageous to both the organization and its employees.

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