

# Employee Well-being

## Understanding your role as an employer

By *Nor Izmawati Mostapar, Vice President of Corporate Communications & e-Learning at MII*

It is crucial for employers to realize and acknowledge that taking care of employees' well-being positively affects business results.

When talking about employee well-being, employers generally focus on the physical aspect of "well-being".

However, since the pandemic outbreak and the change from office to work-from-home, many employers are beginning to understand what it means to look after the well-being of employees. It is more than just health; it is about everyone's physical and mental state.

Nowadays, the term 'employee well-being' has expanded from the traditional viewpoint and focus on providing merely medical care to ensuring employees are in the healthiest and happiest state possible.

### IMPORTANCE OF EMPLOYEE WELL-BEING

Let's take a look at why employee well-being is more important now than ever before:

#### 1. Reduced absenteeism and healthcare costs

Companies have become aware that being proactive is more profitable than reacting to issues like burnout, stress, or sickness, after they happen. For example, companies have started to implement wellness programs and benefits to change

employees' sedentary lifestyles that increase possibilities of diabetes, high blood pressure and other diseases. Employee burnout because of workloads lead to increase of sick days. When employees are not able to perform their work efficiently, this has a direct impact on cost to employers.

#### 2. Improved employee morale and engagement

During the COVID-19 crisis, we have seen how important it is to keep employee morale afloat. Introducing employee well-being initiatives such as mental health workshops or a fitness competition among departments or teams, can significantly improve employees' morale. This also promotes employee engagement, where employees feel more connected, their health is elevated, and consequently their happiness is increased.

#### 3. Attractive employer branding

According to research, 78% of employers offer wellness programs to attract and retain talent. The fight for the best talent on the market is very competitive. As such, providing employee well-being benefits that are in line with future workforce aspirations is very important if employers want to attract the best candidates that will ensure your company's business success.

### CATEGORIES OF EMPLOYEE WELL-BEING

Employee well-being can be categorized into several types to help employers determine the right kinds of benefits to offer each employee. This way, an employer will be seen as catering to individual needs instead of using a one-size-fits-all approach which pays mere lip-service to the issue of employee well-being. Categorization also helps to ensure effectiveness of the organization's well-being initiative and campaign.

Here are the three main categories of employee well-being:

#### 1. Financial well-being

Financial well-being is one of the most overlooked aspects of employee well-being. An employee's



**The fight for the best talent on the market is very competitive, so providing employee well-being benefits that are in line with your future workforce is very important if employers want to attract the best candidates that will ensure your company's business success.**

sense of security and their feeling of having enough money to meet their needs affects their well-being, and it will be reflected in their job performance. An attentive employer can easily detect issues in financial well-being through regular counselling sessions. Employers can assist by engaging financial advisors to help employees make better financial decisions.

## 2. Mental well-being

Whether stress originates from the workplace or the domestic setting, it affects employee performance. Mental well-being as a part of employee well-being takes into consideration stress, burnout, or any other disturbed feelings that

one might have. Employers who practice a company culture in which mental health is openly discussed will greatly benefit as they are quick to address issues on psychological soundness. In turn, employees will perform better at their jobs when they know that their mental and physical well-being is being taken care of by their employers.

## 3. Physical well-being

Traditionally, employee well-being has focused on physical well-being, involving illness prevention or healing. For example, many companies offer fitness incentives or gym memberships to its employees to promote healthy lifestyles and prevent development of multiple

illnesses. Taking care of the physical well-being of employees also means providing benefits such as annual onsite health screening programs for all employees to help identify or control ongoing medical issues.

## WHAT IMPACTS EMPLOYEE WELL-BEING

### 1. Employee Recognition

Employee recognition positively affects productivity and creates a culture of appreciation. When hard work, dedication and teamwork are appreciated, employees will feel more job satisfaction and this is made evident by their years of service and show of loyalty to the company. Overall, employee recognition has the power to inspire employees and make them realize that they play a crucial role in the success of the company.

### 2. Seamless communication

Remote working or working-from-home is here to stay, although it has now become an option rather than forced requirement. In many companies, employee well-being has been affected by work and lifestyle changes triggered by the pandemic crisis. The impact has been mitigated, in many cases by proper and timely communication. Therefore, effective communication is key to ensuring employees' well-being is always at check. By facilitating seamless communication between employees, and from top-down, employers can alleviate one of the main sources of work-related stress-communication.

### 3. Promoting collaboration

Collaboration on projects in large teams can be a trigger source for stress for many employees. Collaboration can become tiresome, giving rise to increased frustration if employees cannot track each other's work or assess their contribution to the project. By enabling easy collaboration through mentoring and coaching, employers can optimize employees' well-being



and decrease their stress levels.

### 4. Listening to your employees

Many employers hear what their employees want to say but employers rarely listen. When employees have grievances that are not addressed, they start feeling as if their opinions do not matter. Listening to employees and acting upon their recommendations can make them feel like valued members of the company and this will motivate them to continuously contribute and give back.

### 5. Giving regular and timely feedback

Feedback matters, whether it is critical or positive. Receiving regular feedback makes employees more satisfied with their jobs as they genuinely believe that the company takes their professional and personal growth and development seriously. Through feedback, employees can find out how to work better, which allows them to improve their skills and continue learning. The feeling of satisfaction and happiness in a career is crucial for every employee's well-being.

### 6. Showing empathy

Showing empathy at the workplace means to humanize the work

environment. The 'employee first' attitude will help drive the company forward and create brand visibility in the society. Showing empathy and having compassion for employees' issues will create an emotional bond between the employers and the employees, making the workplace a second home to everyone in the company.

## THE FUTURE OF EMPLOYEE WELL-BEING

Employee well-being is more important now than it was just a couple of years ago, thanks to the pandemic crisis. Companies have finally realized the power that they have, to transform their employees' lives, reduce costs related to healthcare, and create a healthier company culture. Humanizing the work environment will be the determining factor for the overall success of a company.



## REFERENCES



<https://semoscloud.com/blog/employee-well-being/>

