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A Study On Employee Benefits And Wellness Program Towards Endo India Par Formulations Pvt Ltd, Pudupakkam

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Abstract

This study investigates employee benefits and wellness programs at Endo India PAR Formulations Pvt Ltd, Pudupakkam. The primary aim is to analyze employee satisfaction, participation, and effectiveness of existing wellness initiatives. Findings reveal mixed levels of satisfaction with prevalent use of health insurance and flexible working arrangements, though many employees remain neutral about wellness impacts. The study recommends strengthening communication, improving program design, and enhancing benefit accessibility to improve overall engagement and job satisfaction.

Keywords

Employee Benefits, Wellness Programs, Job Satisfaction, Work-Life Balance, Employee Engagement, Pharmaceutical Industry

I. Introduction

Employee benefits and wellness programs play a critical role in modern organizational strategy. With rising employee expectations and competitive pressures, companies must go beyond traditional compensation models. Well-designed wellness initiatives not only improve physical health but also support mental and financial well-being, enhancing employee morale and reducing attrition. ENDO India, a pharmaceutical leader, has implemented various wellness and benefit schemes. This paper evaluates these efforts to provide strategic insights.

Employee benefits and wellness programs are strategic human resource tools designed to enhance employee well-being, job satisfaction, and organizational performance. These programs encompass a wide range of offerings, such as health insurance, retirement savings, flexible work arrangements, and wellness initiatives aimed at physical, mental, and emotional health. In today's competitive environment, companies are increasingly investing in such programs to attract and retain talent, reduce absenteeism, and increase productivity.

ENDO India PAR Formulations Pvt. Ltd., a pharmaceutical company, has recognized the importance of these programs in fostering a motivated workforce. This study explores the awareness, participation, and satisfaction levels of employees toward the wellness and benefits programs provided by the company. It aims to identify the gaps between offerings and expectations and to recommend improvements based on employee feedback and statistical analysis.

II. Objectives

➤ *Primary Objectives:*

- To study the employee benefits and wellness program.

➤ *Secondary objectives:*

- To understand employee awareness and participation levels in wellness programs at endo
- To evaluate the impact of wellness programs on employee productivity and overall well-being at endo
- To analyze the effectiveness of employee benefits and wellness programs at endo

III. Literature Review

Chapman (2021) and Miller (2013) emphasized the ROI of corporate wellness programs, linking them to reduced medical costs and higher engagement. Tuck (2016) highlighted the need for comprehensive wellness planning, while Diener et al. (1999) discussed emotional well-being's role in organizational outcomes. Pelletier and Keyes (2019) reinforced the benefits of employee-centric practices, while Armstrong (2014) noted that wellness and reward programs significantly affect retention.

Bradburn (1969) defined emotional well-being as the degree to which individuals report experiencing positive or negative affect. Diener et al. (1999) further elaborated this by highlighting emotional responses to life events as central to subjective well-being.

Pelletier and Chapman (2021) found that workplace wellness programs yield positive health outcomes and financial returns, though few studies rigorously calculate ROI. Miller (2013) observed that around 73% of employers offer incentives to boost employee participation in wellness programs.

Lee et al. (2018) and Lee, Blake & Lloyd (2010) highlighted initiatives such as onsite fitness facilities and wellness policies that foster employee health. Mathew (2011, 2018) emphasized that welfare programs enhance employee creativity and motivation. Tyagi (2020) and Shekhar (2015) discussed the relationship between welfare efforts and productivity in developing nations.

Armstrong (2014) noted that strategic wellness initiatives play a crucial role in boosting engagement and reducing turnover. Krekel et al. (2019) linked employee well-being to productivity, and Baicker et al. (2010) found that each dollar invested in wellness programs saved over \$3 in healthcare costs.

IV. Methodology

The study employed a descriptive research design using judgmental sampling. A structured questionnaire was administered to 102 employees.

- Primary data were collected via direct responses
- secondary data were sourced from organizational reports and literature.

Analytical tools included

- Percentage Analysis
- ANOVA
- Chi-Square Tests
- Correlation

Statistical Tools Used

S. No.	Tool Used	Variables Analyzed	Test Value	Significance (p-value)	Exact Inference
1	Chi-Square	Association between monthly income satisfaction compensation	Pearson Chi-Square value = 10.471	$p = 0.015$	Result shows no significant relationship suggesting satisfaction is not strongly dependent on income group.
2	Correlations	Relationship between satisfaction balance and work-life balance	Pearson Correlation $r = -0.278$	$p = 0.005$	A moderate negative correlation exists indicating that greater benefit satisfaction tends to support better balance.
3	One-Way ANOVA	Frequency of wellness program participation based on gender	$F = 1.387$	$p = 0.244$	No statistically significant difference found; gender does not influence participation frequency in wellness programs.

V. Results and Discussion

Results indicate that 36.3% of employees are satisfied with the overall benefits package, and 33.3% with retirement plans. Health insurance is the most utilized benefit, but 41.2% found accessing benefits only moderately easy. Only 16.7% participated in wellness programs daily, while 28.4% did so rarely. ANOVA results showed no significant relationship between gender and wellness participation, while a correlation was found between satisfaction with benefits and work-life balance. These suggest communication gaps and lack of customization in wellness delivery.

VI. Conclusion and Recommendations

The study concludes that while ENDO India offers robust health-related benefits, improvements are needed in accessibility, communication, and engagement. To enhance effectiveness:

- Increase employee awareness through targeted campaigns
- Tailor wellness programs based on demographics and health needs
- Improve feedback mechanisms to regularly evaluate benefit usage and satisfaction
- Introduce digital tools for ease of access

By addressing these areas, ENDO India can foster a more productive and loyal workforce.

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