Chapter 8
Organizational Policies and Emotional Well–Being of Employees

Jaspreet Dahiya
Baba Mastnath University, India

Reena Devi
Baba Mastnath University, India

ABSTRACT

Organizations these days are emphasizing the idea of employees' welfare. Workers are regarded as the most vital component of every company. Employee well-being is seen as critical to both the organization's and the individual's overall success. Workers nowadays seek for environments that offer both a rewarding work environment and competitive compensation. When workers feel overly stressed at work, they may be less productive and more likely to leave. The main goal of this research is to comprehend how employee wellness programs are affected by organizational policies.

INTRODUCTION

A workforce that is both physically and mentally healthy is indispensable for maintaining efficiency and profitability. As a result, the significance of employee wellbeing is steadily ascending on the corporate agenda, with an increasing number of employers acknowledging the positive impact that workplace health and employee well-being can have (Alamanda et al, 2022). Talks about whether the concept of employee wellbeing represents a truly novel approach or is simply a rebranding of conventional practices, such as occupational health, absence management, and

sound management principles, have arisen as a result of businesses seeking optimal business performance and realizing the inherent relationship between employee well-being and organizational success.

Occupational policies have developed into a specialty field committed to helping businesses by taking care of their workers. In the past, larger companies provided this kind of assistance more often, frequently concentrating on treating workers' health problems after they had already been ill (Larik and Lashari, 2022).

Nonetheless, there has been a discernible trend in favor of a preventative strategy, realizing that preserving employee well-being involves promoting general health among working-age individuals as well as treating current illnesses. Placing employee welfare within a larger societal framework is crucial. Changes in society, way of life, and work have an impact on people's lives despite their basic need for social support. Recent changes haven't affected someone's sense of physical safety, health, or ability to cope with life. People still spend a large amount of their life at work in spite of these changes, which has led to an increase in the desire for companies to actively assist their staff in meeting these basic demands (Andriani, 2016). Because of this, there is a greater emphasis on employee wellness outside of the job, since it is crucial to people's entire quality of life. The lines between an employee's personal and professional lives are becoming more and more hazy in today's workplace, as work obligations intrude on their free time (Foanto et al, 2020).

Work assignments are now extended into personal time in the modern workplace. Workers must juggle several responsibilities while maintaining optimal output. The improvement of management leadership skills and HR procedures has a direct effect on workers' well-being. The idea of employee well-being continues to be of interest, but there are still gaps in knowledge about the mediating function it plays in the HR field. Both the organization and the personnel should gain from HRM. Nonetheless, organizations still prioritize employee productivity over employee concerns. The risk to employees' well-being is growing as a result of workplace pressure. An analytical framework for HRM is necessary if employee concerns and risks to wellbeing are to be treated seriously (Frame and Hartog, 2003).

The significance of employee wellbeing has grown in the modern era as a result of organizations' heightened attention to the variables that affect it. In order to gain a competitive edge and recognize the value of human resources inside a company, companies have made employee well-being one of their primary organizational HR initiatives (Lukmiati et al, 2020). Ensuring the efficacy of employee wellness treatments is crucial for organizations to improve the caliber of connections among their workforce. The notion of employee wellbeing has gained significant attention in studies and is considered a strategically useful tool for organizations. The wellbeing of employees has become a crucial component of research and HR initiatives for firms, making it a strategically significant instrument. With businesses realizing more

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