

Employee Wellness Programmes At Camino Infotech Private Limited, Kochi

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Abstract- Camino Infotech Private Limited, located in Kochi, is a growing IT company known for its dynamic workforce and evolving corporate culture. As the demands of the modern workplace increase, employee wellness has become a critical area of focus. Recognizing the importance of maintaining a healthy and motivated workforce, this study aims to evaluate the existing employee wellness programmes at Camino Infotech. The need for this evaluation arises from the growing awareness around employee well-being, its impact on productivity, and the necessity to ensure that wellness initiatives align with employee needs and organizational goals. The study explores the various wellness programmes offered by the company, assesses employee awareness, participation levels, and satisfaction, and identifies potential barriers to engagement. Data was collected using structured questionnaires and analyzed through percentage analysis, chi-square tests, correlation analysis, and the weighted average method. Findings reveal key trends such as limited participation despite high awareness, a preference for in-person sessions, and scheduling challenges. Based on these insights, the project provides targeted recommendations to enhance the effectiveness of wellness initiatives and promote a healthier, more engaged work environment at Camino Infotech.

Keywords- Employee Wellness, Productivity, Participation, Employee awareness

I. INTRODUCTION

In today's competitive business environment, organizations recognize that employee wellbeing is crucial for achieving operational excellence and long-term growth. Employee wellness programs, which include services, benefits, and facilities that focus on physical, mental, and social health, contribute to a more engaged and productive workforce. Studies have shown that such programs can reduce absenteeism, lower healthcare costs, and improve employee morale, demonstrating a strong return on investment.

Camino Infotech, a leading technology firm in Kochi, Kerala, has proactively implemented comprehensive employee wellness initiatives aimed at fostering a healthy and supportive

work environment. This project explores the structure, implementation, and impact of these programs on employee satisfaction and organizational performance, offering insights into effective wellness strategies that can serve as a model for other organizations seeking to improve employee well-being and productivity.

II. REVIEW OF LITERATURE

- **Williams, J., & Zhang, Y. (2025)** explores the future of employee wellness programs, highlighting the integration of wearable technology and digital health platforms. Wearables track physical activity and sleep, while digital platforms provide mental health support. The research predicts that wellness programs will rely on data-driven insights to personalize health plans and improve employee well-being.
- **Robinson, D., & Turner, B. (2024)** examines the mental health benefits of wellness programs in high-stress corporate environments. It found that counseling, mindfulness, and stress management programs reduced stress, anxiety, and improved job performance and satisfaction, emphasizing the importance of mental health support in preventing burnout.
- **Morris, S., & Edwards, P. (2024)** links employee wellness programs with organizational loyalty in the education sector. Wellness initiatives such as career development, mental health support, and fitness programs increased employee loyalty and retention, demonstrating that investing in well-being boosts organizational commitment.
- **Chang, K., & Xu, L. (2023)** explores wellness programs in the public sector and their impact on employee engagement. It found that programs offering mental health resources and work-life balance increased engagement, productivity, and job satisfaction, showing that wellness initiatives benefit public sector organizations too.

III. OBJECTIVES OF THE STUDY

Primary Objective

To evaluate the employee wellness programmes at Camino Infotech Private Limited, Kochi.

Secondary Objectives

- 1.To identify the existing wellness programmes at Camino Infotech, Kochi.
- 2.To analyze employee participation in the wellness programmes and their satisfaction levels.
- 3.To provide recommendations for enhancing the existing wellness initiatives based on employee feedback and industry best practices to improve overall workplace well-being.

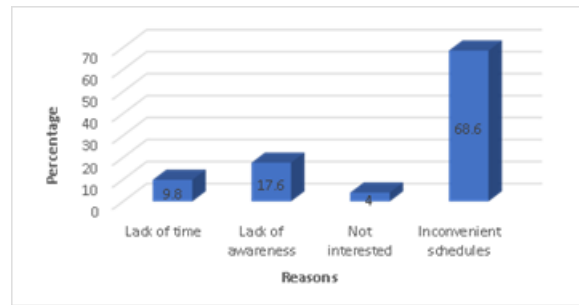
IV. RESEARCH METHODOLOGY

The research design chosen for this study is descriptive research. Descriptive research plays a key role in offering a detailed overview of a specific phenomenon or population. The population under study is made up of Camino Infotech's employees. The sample size of this study includes selected 51 employees by using complete enumeration method. The sampling method employed in this study is census sampling. A census involves examining every unit, individual, or item within a population. It is referred to as a complete enumeration, signifying a full count. In this case, the researcher selects the entire population for the study. Data is collected through using both primary and secondary sources.

V. DATA ANALYSIS

PERCENTAGE ANALYSIS - PREVENTION OF RESPONDENTS IN PARTICIPATING IN WELLNESS PROGRAMMES

Sl no	Particulars	No of respondents	Percentage
1	Lack of time	5	9.80
2	Lack of awareness	9	17.6
3	Not interested	2	4
4	Inconvenient schedules	35	68.6



The data reveals that the primary barrier preventing respondents from participating in wellness programs is inconvenient schedules, with 68.6% citing this as the reason. 17.6% of respondents report lack of awareness as a hindrance, while 9.8% mention lack of time as an obstacle. A small percentage, 4%, state that they are not interested in the programs. This suggests that timing issues are the most significant challenge for participation, and addressing schedule flexibility or improving awareness could potentially increase engagement in wellness initiatives.

CHI SQUARE TEST - RELATIONSHIP BETWEEN PARTICIPATION IN WELLNESS PROGRAMMES AND WORK LIFE BALANCE IN CAMINO INFOTECH

H0 : There is no significant relationship participation in wellness programmes and work life balance in Camino Infotech.

H1: There is a significant relationship participation in wellness programmes and work life balance in Camino Infotech.

OBSERVED FREQUENCY TABLE

Participati on	Strong ly Disagr ee	Disagr ee	Neutr al	Agr ee	Strong ly Agree	Tot al
Physical health programme s	1	4	4	1	0	10
Mental health programme s	3	6	0	1	0	10
Nutritional programme s	2	7	4	1	0	14
Health check ups	2	4	4	1	0	11

Social wellness initiatives	2	4	0	0	0	6
Total	10	25	12	4	0	51

Social wellness initiatives	0.57	0.381	1.41	0.47	0	2.831
Total	1.809	1.152	5.843	0.626	0	8.8567

EXPECTED FREQUENCY TABLE

Participati on	Strong ly Disagr ee	Disagr ee	Neutr al	Agr ee	Strong ly Agree	Tot al
Physical health programme s	1.96	4.9	2.35	0.78	0	10
Mental health programme s	1.96	4.9	2.35	0.78	0	10
Nutritional programme s	2.75	6.86	3.29	1.1	0	14
Health check ups	2.16	5.39	2.59	0.86	0	11
Social wellness initiatives	1.18	2.94	1.41	0.47	0	6
Total	10	25	12	4	0	51

CHI - SQUARE CALCULATION

Participat ion	Strong ly Disagr ee	Disagr ee	Neutr al	Agre e	Strong ly Agree	Tota l
Physical health programm es	0.47	0.165	1.16	0.062	0	1.857
Mental health programm es	0.552	0.246	2.35	0.062	0	3.21
Nutritional programm es	0.205	0.0029	0.153	0.0091	0	0.37
Health check ups	0.0119	0.358	0.768	0.0228	0	1.16

Degree of freedom = 16

Chi square value = 8.8567

Critical value at 0.05 significance level = 26.296

Calculated Chi square value = 8.8567 is less than the Critical value ; 26.296. Therefore, accept null hypothesis. That means there is no significant relationship between participation in wellness programmes and work life balance in Camino Infotech.

WEIGHTED AVERAGE OF APPROPRIATE OPTION ON EMPLOYEE WELLNESS PROGRAMMES

Wellness Program mes	Very Satisfi ed	Satisfi ed	Neutr al	Dissatisfi ed	Very Dissatisfi ed
Gyms & Sports	0	7	27	15	2
Counsellin g	1	3	30	17	0
Health check ups	0	6	30	15	0
Family trips	0	5	29	17	0

Weighted Average = $\frac{\sum(\text{Rating Level} \times \text{Number of Respondents})}{\sum \text{Number of respondents}}$

CALCULATION OF WEIGHTED AVERAGE

Sl no	Employee Wellness Programmes	Weighted Average
1	Gyms & Sports	2.76
2	Counselling	2.76
3	Health check ups	2.82
4	Family trips	2.76

Sl no	Employee Wellness Programmes	Ranks
1	Gyms & Sports	2
2	Counselling	2
3	Health check ups	1
4	Family trips	2

The Health Check-ups program has the highest satisfaction level, with a weighted average of 2.82, earning it Rank 1. This suggests that participants are somewhat more satisfied with this program compared to the others. The other wellness programs—Gyms & Sports, Counselling, and Family Trips—all have the same weighted average of 2.76, placing them in Rank 2. This indicates that these programs have similar levels of satisfaction, with a tendency toward dissatisfaction or a neutral stance among participants. In summary, participants seem more satisfied with Health Check-ups, while the other programs receive similar, less favourable satisfaction ratings.

VI. FINDINGS

The majority of respondents (74.5%) are aware of wellness programmes, indicating a strong awareness among the majority of the sample. A larger proportion (62.7%) of respondents are not participating in the wellness programmes. The primary barrier preventing respondents from participating in wellness programs is inconvenient schedules. The data shows the frequency at which wellness programmes are conducted with 49% of respondents indicating that the programs should occur every six months. Calculated chi square value = 14.26 is less than the critical value 15.507. Therefore, accept null hypothesis. That means there is no significant relationship between the mode of delivery of wellness programmes and satisfaction level in Camino Infotech.

VII. SUGGESTIONS

Address the key barrier of inconvenient schedules by offering flexible timing. Provide incentives for participation, such as reward points, recognition, or wellness-related perks. Since 49% prefer biannual programs, Camino Infotech can schedule wellness events every six months and supplement them with smaller, ongoing activities. Given the strong preference for in-person sessions (76.48%), ensure that wellness initiatives emphasize face-to-face engagement while offering virtual alternatives for flexibility. Since 74.5% prefer communication via mobile apps/portals, Camino Infotech should develop or enhance a dedicated wellness platform with event notifications, reminders, and engagement features.

VIII. CONCLUSION

The study on employee wellness programs at Camino Infotech, Kochi, highlights key aspects of awareness, participation, and satisfaction among employees. While a majority of employees are aware of these programs,

participation remains low due to scheduling conflicts. Health check-ups emerged as the most satisfactory initiative, while Gyms, Sports, Counselling, and Family Trips received moderate satisfaction. The findings indicate no significant relationship between participation and work-life balance or between the mode of delivery and satisfaction levels. However, a strong positive correlation between employee tenure and wellness satisfaction suggests that long-term employees find greater value in these programs. To enhance engagement, Camino Infotech should address scheduling issues, improve communication through mobile platforms, and introduce more flexible and appealing wellness initiatives.

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