

Impact of Employee Wellness Programs on Employee Morale in Information Technology Enabled Services Sector.

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- **Abstract:** Every organization has physical assets such as machines, materials, land and building but without men, it is motionless and dead. Organizations should identify, hire and maintain high quality, motivated employees for achieving its desired goals. Employees play a very crucial role in the organisational efficiency and eventually adding to the industrial production of the country. Hiring the right employees with the right attitude is quintessential to any organisation. The organisations across sectors should ensure their employees are satisfied and have a high morale to be considered as assets to the organisation. This is more relevant in white collar jobs as the stress levels are on the rise, this is pushing the employers to rethink on strategies to promote employee wellness for creating a better workplace. Work place wellness programs and policies include workforce physical and mental health promoting measures such as employee counselling, yoga and exercise at work place, on site kitchen with healthy food served, workshops and expert talks on wellness habits etc. Hence a study was undertaken in the ITES sector with the main objective of understanding the effectiveness of employee wellness programs and their impact on the employee morale in the organization. The researcher has taken a sample size of 135 employees working in 10 different ITES organizations and gave valuable insights on the employee wellness programs and their impact on the employee morale.
- **Keywords:** , materials, employee counselling, organisational efficiency, Work place