

## **The Intertwined Influence of Environmental and Organizational Factors on Corporate Wellness in the IT Sector: A Comprehensive Study**

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### **KEYWORDS      ABSTRACT**

The IT sector's rapid growth and expansion have placed immense pressure on its workforce, leading to increased demands on employees (Ayyagari, 2011). This has resulted in a rise in work-related stress, burnout, and a range of health issues, including cardiovascular problems, musculoskeletal disorders, and mental health conditions (Tarafdar et al., 2011). Consequently, the development and implementation of effective corporate wellness programs have become crucial for safeguarding employee well-being and bolstering organizational performance. The concept of corporate wellness has garnered increasing attention, particularly within the IT sector, which is often characterized by high-stress levels, long working hours, and prevalent sedentary behavior (Katz & Krueger, 2013). All of these factors can contribute to a range of physical and mental health problems, thereby underscoring the critical need for effective corporate wellness initiatives. This is further compounded by the rapidly evolving nature of the IT landscape and its associated pressures. Therefore, a proactive approach to employee well-being is not only ethically sound but also strategically advantageous for IT organizations.

### **Introduction**

Corporate wellness programs are designed to foster a healthy work environment that holistically supports employees' physical, mental, and emotional well-being (Gochman, 2013). These programs often encompass a variety of initiatives, from health screenings and fitness programs to stress management workshops and employee assistance programs. Environmental and organizational factors play crucial roles in shaping these fundamental aspects of employee health, thus highlighting the importance of investigating their synergistic relationship for optimizing corporate wellness within the IT industry. This research seeks to answer the following pivotal questions: What environmental factors influence corporate wellness in the IT sector? What organizational factors influence corporate wellness in the IT sector? And, importantly, how do these environmental and organizational factors interact synergistically to enhance corporate wellness within the IT sector? The central purpose of this study is to delve into the intricate role played by both environmental and organizational factors in promoting and sustaining corporate wellness within the demanding IT sector. This involves understanding how these factors contribute to or detract from employee well-being.

This study makes a significant contribution by focusing specifically on the corporate wellness of IT professionals in Kerala, a region with its own unique dynamics within the larger tech industry. By examining the interplay of environmental and organizational factors, this research fills a critical gap in the literature and provides valuable insights for developing targeted wellness interventions. The findings reveal a positive perception of corporate wellness among Kerala's IT professionals, with both environmental aspects (like access to natural light and ergonomic workspaces) and organizational factors (such as supportive leadership and flexible

work arrangements) playing crucial roles. The quantitative data robustly supports the positive influence of these factors, while the qualitative data enriches our understanding by capturing the lived experiences of IT professionals and highlighting the synergistic relationships between these factors. A key outcome of this research is a practical framework, offering actionable recommendations for IT companies in Kerala to optimize corporate wellness by strategically aligning environmental and organizational elements. This framework empowers organizations to create healthier, more supportive work environments. Looking ahead, longitudinal studies are recommended to track the long-term effectiveness of wellness programs, and further exploration of technology's evolving role in shaping corporate wellness is warranted.

### **Research Gap**

Existing research on corporate wellness in the IT sector, while valuable, often falls short in several key areas. First, while the general synergy between environmental and organizational factors is often acknowledged, a deeper understanding of the *specific* interactions between these factors is lacking. For instance, how does the presence of natural light specifically influence the effectiveness of flexible work arrangements in reducing stress? Furthermore, the relative importance of different environmental and organizational factors remains unclear. Which factors have the most significant impact on IT professionals' well-being, and do these priorities differ across demographic groups within the IT workforce? This granular level of understanding is crucial for designing targeted and effective wellness interventions.

Second, the IT sector is diverse, encompassing various roles, work styles, and demographics. Current research often fails to differentiate between the unique needs of these sub-populations. Wellness programs designed for software developers, for example, may not be suitable for IT support staff. Similarly, the challenges faced by remote workers, younger employees, or women in IT may be overlooked. This lack of focus on specific sub-populations limits the effectiveness and inclusivity of corporate wellness initiatives. Moreover, the long-term impact and sustainability of synergistic wellness programs are under-researched. Do these programs continue to be effective over time, and what factors contribute to their long-term success or failure? How can organizations adapt their programs to remain relevant and engaging in the face of evolving work dynamics and technological advancements?

Finally, contextual factors, such as geographic location, organizational culture, and external events, can significantly influence the effectiveness of wellness programs. Research often overlooks these contextual nuances, limiting the generalizability of findings. Additionally, methodological limitations, such as reliance on self-reported measures of wellness and limited sample sizes, can weaken the validity of research findings. Emerging trends, such as the increasing prevalence of remote work and the integration of new technologies, also present new challenges and opportunities for corporate wellness that warrant further investigation. Crucially, the economic impact and ROI of synergistic wellness programs are often not thoroughly examined, making it difficult for organizations to justify investments in these initiatives.

While existing research often concentrates on individual-level factors influencing corporate wellness, such as lifestyle choices and coping mechanisms, a significant gap persists in the comprehensive understanding of the complex interplay between environmental and organizational factors and their combined impact on promoting holistic corporate wellness (Harrison & Kelley, 2015). This study aims to address this gap by examining how these factors interact to influence employee well-being.

## **Scope of the Study**

This study specifically targets the IT sector, an industry characterized by high stress levels, extended working hours, and prevalent sedentary behavior (Katz & Krueger, 2013). The demanding nature of IT work, coupled with rapid technological advancements, can contribute to chronic stress and burnout. Therefore, it is essential to understand the specific environmental and organizational factors that uniquely influence corporate wellness within this demanding professional landscape. This study's scope is geographically bounded to the IT sector within Kerala, India, allowing for a focused understanding of the specific context of this region's IT industry. It concentrates solely on the IT sector, excluding other industries, to investigate the unique wellness challenges and opportunities within this field. The study's focus lies in the interplay between environmental and organizational factors, specifically how the physical and social work environment, along with organizational practices, influence employee well-being. While individual-level factors may be acknowledged, they are not the primary subject of investigation.

Within the realm of corporate wellness, the study likely explores specific dimensions relevant to IT professionals, including physical wellness (ergonomics, physical activity, stress-related health), mental wellness (stress, burnout, work-life balance), emotional wellness (job satisfaction, morale), and potentially cognitive wellness (focus, productivity). The target population is primarily employees in Kerala's IT sector, potentially with further specification of employee types (e.g., software developers, IT support). While perspectives from HR professionals or management might be included, the core focus remains on the employees' experiences. The study's timeframe could be cross-sectional, providing a snapshot of wellness at a single point in time, or potentially longitudinal, examining changes over time.

Methodologically, the study, described as "comprehensive," likely employs a mixed-methods approach, combining qualitative and quantitative data collection. While the title suggests this comprehensive approach, the specific methods used (surveys, interviews, etc.) would be detailed within the study itself. Finally, the study will acknowledge limitations, such as sample size, potential biases in self-reported data, and the specific context of Kerala's IT sector. These acknowledged limitations further define the boundaries of the study's generalizability and contribute to a focused and manageable research project.

## **Need and significance of the study**

The IT sector, both globally and within Kerala, is characterized by a demanding work culture, long hours, and rapid technological advancements, leading to high stress and burnout among professionals. This necessitates understanding the root causes of these issues within Kerala's specific IT context. Furthermore, while existing research often examines environmental and organizational factors impacting wellness separately, a crucial gap remains in understanding their synergistic effects. This study addresses this need by investigating how these factors intertwine to influence corporate wellness, providing valuable insights for developing effective, targeted interventions within Kerala's IT sector. The growing recognition of the link between employee well-being and organizational outcomes like productivity and retention further underscores the importance of this research.

This study holds significant potential for practical application and positive impact. By identifying the specific environmental and organizational factors influencing wellness in Kerala's IT sector, the research can inform the development of more targeted and effective corporate wellness programs. The findings can guide IT organizations in creating healthier and more supportive work environments, emphasizing elements like workspace design and access to natural light. Moreover, the study can contribute to enhancing organizational policies and practices, promoting work-life balance, reducing stress, and improving employee engagement through flexible work arrangements, stress management programs, and leadership training focused on employee well-being.

Beyond practical applications, this study also contributes significantly to academic literature by adding to the body of knowledge on corporate wellness, specifically within Kerala's IT sector. This contributes to a broader understanding of well-being in demanding industries. The research can also raise awareness among IT companies in Kerala about the importance of a holistic approach to corporate wellness, considering both environmental and organizational factors. Finally, the study's findings have the potential to inform policy recommendations related to workplace health and well-being within Kerala's IT sector, potentially leading to guidelines for creating healthier work environments and promoting employee wellness at a broader level.

## **Review of literature**

This literature review examines the interconnectedness of corporate wellness and the effect of organisational factors and environmental factors affect the corporate wellness of employees in Kerala with several key factors impacting IT professionals, including stress levels, mood, productivity, job satisfaction, burnout, and physical health symptoms. The rapid growth and demanding nature of the IT sector necessitate a focus on employee well-being, as these factors significantly influence both individual and organizational outcomes.

### **Corporate Wellness: A Multifaceted Construct**

Corporate wellness programs aim to promote employee health and well-being through various initiatives, encompassing physical, mental, and social aspects (Goetzel & Ozminkowski, 2008). A holistic approach to wellness recognizes the complex interplay between individual characteristics and the work environment (Harter et al., 2002). Effective programs often include components such as health education, stress management, fitness facilities, and work-life balance initiatives (Bhaskar et al., 2018).

### **Stress Levels:**

High stress levels are prevalent among IT professionals due to factors like tight deadlines, rapidly changing technologies, and long working hours (Ayyagari et al., 2011). The Perceived Stress Scale (PSS) is a widely used instrument to measure the degree to which situations in one's life are appraised as stressful (Cohen et al., 1983). Chronic stress can negatively impact

both physical and mental health, leading to decreased productivity, increased absenteeism, and higher healthcare costs (Quick et al., 1997). Corporate wellness programs that incorporate stress management techniques, such as mindfulness and relaxation exercises, can be effective in mitigating stress levels (Grossman et al., 2004).

### **Mood:**

Mood, encompassing both positive and negative affect, plays a crucial role in overall well-being. The Positive and Negative Affect Schedule (PANAS) is a commonly used tool to assess these mood dimensions (Watson et al., 1988). A positive mood is associated with increased creativity, engagement, and job satisfaction, while a negative mood can lead to decreased motivation, increased stress, and impaired cognitive function (Lyubomirsky et al., 2005). Corporate wellness initiatives that promote positive emotions, such as team-building activities and recognition programs, can contribute to a more positive work environment.

### **Productivity:**

Employee productivity is a key concern for organizations. While self-reported productivity and perceived performance can provide valuable insights, it's important to consider objective measures where possible. Research suggests a strong link between employee well-being and productivity (Harter et al., 2002). When employees feel well, they are more likely to be engaged, focused, and productive. Corporate wellness programs that address factors like stress, burnout, and work-life balance can contribute to improved productivity (Goetzel & Ozminkowski, 2008).

### **Job Satisfaction:**

Job satisfaction, a measure of an employee's positive feelings and attitudes towards their job, is a critical outcome variable (Locke, 1976). It is influenced by various factors, including work environment, compensation, relationships with colleagues, and opportunities for growth. Corporate wellness programs can positively impact job satisfaction by improving employee well-being and creating a more supportive work environment (Harter et al., 2002).

### **Burnout:**

Burnout, characterized by emotional exhaustion, cynicism, and reduced personal accomplishment, is a significant concern in the IT industry (Maslach & Leiter, 2001). The Maslach Burnout Inventory (MBI) is a widely used tool for assessing burnout (Maslach et al., 1996). Long working hours, high pressure, and lack of control are some of the factors that can contribute to burnout among IT professionals. Corporate wellness programs that address these factors, such as promoting work-life balance and providing resources for stress management, can help prevent and mitigate burnout (Lee & Ashforth, 1996).

### **Physical Health Symptoms:**

Physical health symptoms, such as headaches, sleep problems, and musculoskeletal issues, are often associated with stress and burnout (Devereux et al., 2004). Corporate wellness programs that promote healthy lifestyle choices, such as regular exercise, healthy eating, and stress management techniques, can contribute to improved physical health outcomes (Bhaskar et al., 2018).

## **Interconnectedness and Implications for Corporate Wellness:**

These factors are interconnected and influence each other. For example, high stress levels can lead to negative mood, burnout, and physical health symptoms, which in turn can negatively impact productivity and job satisfaction. Therefore, a comprehensive approach to corporate wellness is essential, addressing these interconnected factors to create a healthier and more productive workforce. Future research should focus on developing and evaluating targeted wellness interventions that address the specific needs of IT professionals.

## **Corporate Wellness and the Built Environment:**

Corporate wellness programs are evolving to encompass not only individual health behaviors but also the physical work environment (Goetzel & Ozminkowski, 2008). The built environment significantly influences employee well-being, impacting physical health, mental health, and overall job satisfaction (Vischer, 2008). Creating a healthy and supportive work environment is essential for fostering a culture of wellness within organizations.

## **Access to Natural Light:**

Natural light, also known as daylighting, has been shown to have numerous benefits for employee health and well-being. Studies have linked access to natural light with improved mood, reduced eye strain, decreased headaches, and better sleep quality (Boubekri et al., 2014). Furthermore, exposure to natural light can enhance cognitive function and productivity (Huth et al., 2014). Incorporating natural light into office design is a key environmental factor that can contribute to improved corporate wellness.

## **Ergonomic Workspace Design:**

Ergonomics focuses on designing workspaces that fit the needs of the employees, minimizing the risk of musculoskeletal disorders and other physical health problems (Bridger, 2008). Ergonomic workspace design includes factors such as adjustable chairs, proper monitor placement, keyboard and mouse positioning, and sit-stand desks. Ergonomic interventions can lead to reduced pain, improved comfort, and increased productivity (NIOSH, 1997). Prioritizing ergonomic design is a crucial aspect of creating a healthy and supportive work environment.

## **Air Quality:**

Indoor air quality (IAQ) significantly impacts employee health and well-being. Poor IAQ can lead to various health problems, including respiratory issues, allergies, headaches, and fatigue (Sundell et al., 2011). Maintaining good IAQ through proper ventilation, air filtration, and regular cleaning is essential for creating a healthy workplace. Furthermore, studies have shown that improved IAQ can lead to increased productivity and reduced absenteeism (Fisk, 2017).

## **Noise Levels:**

Excessive noise levels can be disruptive and negatively impact employee concentration, productivity, and stress levels (Evans & Lepore, 1993). Noise control strategies, such as sound-absorbing materials, noise-masking systems, and quiet zones, can help create a more conducive work environment. Reducing noise levels can contribute to improved focus, reduced stress, and increased job satisfaction.

### **Temperature:**

Thermal comfort is an important aspect of workplace environmental quality. Employees who are too hot or too cold can experience discomfort, reduced concentration, and decreased productivity (Parsons, 2003). Maintaining a comfortable temperature range is essential for employee well-being. Providing employees with some control over their thermal environment, such as individual thermostats or fans, can also be beneficial.

### **Office Layout/Design:**

The design and layout of the office space can significantly impact employee interaction, collaboration, and well-being. Open-plan offices, while promoting communication, can also contribute to noise distractions and lack of privacy (Kim & de Dear, 2013). Careful consideration should be given to the design of the office layout to balance the need for collaboration with the need for individual focus and privacy. Biophilic design, which incorporates natural elements into the built environment, has been shown to have positive effects on employee well-being (Kellert & Calabrese, 2015).

### **Access to Green Spaces/Nature:**

Access to green spaces and nature, whether through outdoor areas or indoor plants, has been linked to improved mental health, reduced stress, and increased cognitive function (Kaplan, 1995). Bringing nature into the workplace can create a more calming and restorative environment, contributing to improved employee well-being. Providing access to green spaces or incorporating biophilic design principles can be a valuable component of a corporate wellness strategy.

### **Interconnectedness and Implications for Corporate Wellness:**

These environmental factors are interconnected and contribute to the overall quality of the workplace environment. A holistic approach to corporate wellness should consider all of these factors to create a truly supportive and healthy work environment. Organizations that prioritize environmental wellness can reap benefits such as increased employee engagement, improved productivity, reduced absenteeism, and enhanced job satisfaction. Future research should focus on further exploring the complex relationships between these environmental factors and various dimensions of corporate wellness.

### **Organizational Factors and Corporate Wellness:**

Corporate wellness programs are shifting their focus from solely individual behaviors to encompass the broader organizational context (Goetzel & Ozminkowski, 2008). Organizational factors, including leadership styles, work arrangements, company culture, and wellness programs, play a crucial role in shaping employee well-being and influencing the success of wellness initiatives (Harter et al., 2002).

### **Supportive Leadership:**

Supportive leadership, often measured through perceived supervisor support, is a critical factor in promoting employee well-being. Leaders who are supportive, empathetic, and communicative create a positive work environment and foster a sense of belonging among employees (Avolio et al., 2009). Supportive leadership is associated with increased job

satisfaction, reduced stress, and improved employee engagement (Eisenberger et al., 2002). In the context of wellness, supportive leaders champion wellness initiatives, encourage employee participation, and model healthy behaviors.

### **Flexible Work Arrangements:**

Flexible work arrangements, such as remote work options and flexible hours, are becoming increasingly popular and are recognized as important contributors to work-life balance and employee well-being (Baltes et al., 1999). Flexible work arrangements can reduce stress, improve job satisfaction, and increase employee autonomy (Golden & Veiga, 2005). These arrangements can also facilitate better integration of work and personal life, leading to improved overall well-being.

### **Comprehensive Wellness Programs:**

Comprehensive wellness programs encompass a range of initiatives designed to promote employee health and well-being. These programs may include health screenings, stress management resources, gym memberships, health education programs, and employee assistance programs (Bhaskar et al., 2018). Effective wellness programs are tailored to the specific needs of the employee population and are integrated into the organizational culture (Goetzel & Ozminkowski, 2008).

### **Workload:**

Workload, both in terms of quantity and complexity, significantly impacts employee stress levels and overall well-being. Excessive workload can lead to burnout, decreased productivity, and increased health problems (Devereux et al., 2004). Organizations need to manage workload effectively to prevent employee overload and promote a healthy work-life balance.

### **Work-Life Balance Initiatives:**

Work-life balance initiatives aim to help employees better manage the demands of work and personal life. These initiatives may include flexible work arrangements, childcare support, employee assistance programs, and paid time off (Greenhaus & Beutell, 2005). Promoting work-life balance is essential for reducing stress, improving job satisfaction, and enhancing employee well-being.

### **Employee Engagement Initiatives:**

Employee engagement initiatives focus on creating a workplace where employees feel valued, motivated, and connected to their work (Kahn, 1990). Engaged employees are more likely to be productive, committed to the organization, and have a positive impact on business outcomes (Harter et al., 2002). Employee engagement initiatives can include opportunities for professional development, recognition programs, and team-building activities.

### **Company Culture:**

Company culture, encompassing shared values, beliefs, and practices, plays a significant role in shaping employee well-being. A positive and supportive company culture characterized by open communication, mutual respect, and recognition can foster a sense of belonging and

promote employee well-being (Cameron & Quinn, 2006). A culture that values employee well-being is essential for the success of corporate wellness programs.

### **Interconnectedness and Implications for Corporate Wellness:**

These organizational factors are interconnected and influence each other. For example, supportive leadership can contribute to a positive company culture, which in turn can enhance employee engagement and the effectiveness of wellness programs. A holistic approach to corporate wellness requires organizations to consider all of these factors and create a work environment that supports employee well-being. Future research should continue to explore the complex interplay of these organizational factors and their impact on various aspects of corporate wellness.

### **Objectives of the study**

- **To identify and analyze the key environmental factors and organizational factors that influence corporate wellness within the IT sector in Kerala.**
- **To investigate the synergistic relationship between environmental and organizational factors and how their interplay impacts corporate wellness in Kerala's IT sector.**

### **Hypothesis**

H0 1: “The effect of the environmental factors on corporate wellness is significantly not low”

H0 2: “The effect of the organizational factors on corporate wellness is significantly not low”

### **Research Methodology**

This study employs a mixed-methods approach to investigate the intertwined influence of environmental and organizational factors on corporate wellness within Kerala's IT sector. This combined approach leverages quantitative data to test hypotheses about the relationships between these factors and wellness outcomes, while qualitative data informs the development of a practical framework for organizations.

The first phase involves quantitative data collection and analysis. A stratified sample of IT professionals in Kerala, representing diverse roles, company sizes, and demographics, will complete a comprehensive survey. This survey will utilize validated scales to measure environmental factors (e.g., natural light, ergonomics), organizational factors (e.g., leadership

support, flexible work), and corporate wellness indicators (e.g., stress, mood, productivity). Data analysis will include descriptive statistics, correlational analysis to examine relationships between factors and wellness, and multiple regression to explore combined effects and synergistic relationships .

The second phase focuses on qualitative data collection and analysis. Semi-structured interviews will be conducted with a subset of IT professionals and HR managers to gather in-depth insights. These interviews will explore perceptions of key factors influencing wellness, experiences with existing programs, suggestions for improvement, and perspectives on synergistic relationships. Thematic analysis will be employed to identify recurring themes and patterns within the interview transcripts.

The third phase involves framework development and a pilot study. Based on the combined quantitative and qualitative findings, a framework of recommendations will be developed to guide IT organizations in Kerala in optimizing corporate wellness by strategically aligning environmental and organizational factors. This framework will then be implemented in a pilot study with a small number of IT organizations. Pre- and post-implementation data on wellness indicators will be collected and analyzed using appropriate statistical tests to evaluate the framework's effectiveness .

Throughout all phases, ethical considerations will be paramount. Informed consent will be obtained from all participants, and confidentiality and anonymity will be strictly maintained. The entire study protocol will be reviewed and approved by an appropriate ethics review board before any data collection begins.

Sl. no	Variables	Constructs
1	Corporate Wellness	<ul style="list-style-type: none"> <li>○ Stress levels (e.g., Perceived Stress Scale)</li> <li>○ Mood (e.g., Positive and Negative Affect Schedule)</li> </ul>

		<ul style="list-style-type: none"> <li>○ Productivity (e.g., self-reported productivity, perceived performance)</li> <li>○ Job satisfaction</li> <li>○ Burnout (e.g., Maslach Burnout Inventory)</li> <li>○ Physical health symptoms (e.g., headaches, sleep problems)</li> </ul>
2	<b>Environmental Factors</b>	<ul style="list-style-type: none"> <li>▪ Access to natural light</li> <li>▪ Ergonomic workspace design (e.g., adjustable chairs, monitor placement)</li> <li>▪ Air quality</li> <li>▪ Noise levels</li> <li>▪ Temperature</li> <li>▪ Office layout/design</li> <li>▪ Access to green spaces/nature</li> </ul>
3	<b>Organizational Factors</b>	<ul style="list-style-type: none"> <li>▪ Supportive leadership (e.g., perceived supervisor support)</li> <li>▪ Flexible work arrangements (e.g., remote work options, flexible hours)</li> <li>▪ Comprehensive wellness programs (e.g., availability of health screenings, stress management resources, gym memberships)</li> <li>▪ Workload</li> </ul>

		<ul style="list-style-type: none"> <li>▪ Work-life balance initiatives</li> <li>▪ Employee engagement initiatives</li> <li>▪ Company culture (e.g., communication, recognition)</li> </ul>
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**Analysis and Interpretation of the data**

This study investigates the corporate wellness of IT employees in Kerala, focusing on the interplay of environmental and organizational factors. Corporate wellness, a multifaceted concept, encompasses various aspects of employee well-being, including physical health, mental health, and overall job satisfaction. This research examines specific constructs within these broader categories, namely: stress levels, mood, productivity, job satisfaction, burnout, and physical health symptoms as key indicators of corporate wellness. The study explores the influence of environmental factors on corporate wellness, considering elements such as access to natural light, ergonomic workspace design, air quality, noise levels, temperature, office layout/design, and access to green spaces/nature. These environmental factors play a crucial role in creating a comfortable and healthy work environment that supports employee well-being. Furthermore, the research investigates the impact of organizational factors on corporate wellness. These factors include supportive leadership, flexible work arrangements, comprehensive wellness programs, workload, work-life balance initiatives, employee engagement initiatives, and company culture. These organizational aspects contribute to the overall work climate and influence employee perceptions of well-being. This study aims to

evaluate the current state of corporate wellness among IT employees in Kerala and analyze the specific contributions of both environmental and organizational factors. By understanding these relationships, this research seeks to provide valuable insights for IT companies in Kerala to develop and implement effective corporate wellness programs that enhance employee well-being, improve productivity, and foster a positive work environment. The subsequent sections will present the analysis and interpretation of the collected data, providing a detailed examination of the relationship between these variables. For this various statistical tools such as mean, median, standard deviation, f- test, and t-test are used

### Evaluate the corporate Wellness among IT employees in Kerala

**Table 1: Descriptive Statistics for Corporate Wellness**

Variable	Mean	Median	Std Dev	Min	Max
Stress level	3.66	4.00	0.70	1.00	4.00
Mood (e.g., Positive and Negative Affect Schedule)	3.58	4.00	0.76	1.00	4.00
Productivity (e.g., self-reported productivity, perceived performance)	3.40	4.00	0.72	1.00	4.00
Job satisfaction	3.60	4.00	0.67	1.00	4.00
Burnout (e.g., Maslach Burnout Inventory)	3.61	4.00	0.74	1.00	4.00
Physical health symptoms (e.g., headaches, sleep problems)	3.27	3.00	0.83	1.00	4.00
<b>Overall corporate wellness</b>	<b>3.52</b>	<b>3.71</b>	<b>0.74</b>	<b>1.86</b>	<b>4.00</b>

It is seen from the table that more than majority of the sample IT Professionals have strongly agreed or agreed with the core statements related to the variable ‘corporate wellness’. The result is reiterated with a mean score value of 3.52 in this respect. It is come into a conclusion that the perception of IT Professionals on the variable ‘corporate wellness’ is at a high level.

**Objective 1: Evaluate the environmental factors that cause corporate wellness among IT employees**

**Table 2: Descriptive Statistics for Environmental Factors**

Variable	Mean	Median	Std Dev	Min	Max
Access to natural light	3.69	4.00	0.70	1.00	4.00
Ergonomic workspace design	3.61	4.00	0.76	1.00	4.00
Air quality	3.43	4.00	0.72	1.00	4.00
Noise levels	3.63	4.00	0.67	1.00	4.00
Temperature	3.64	4.00	0.74	1.00	4.00
Office layout/design	3.56	4.00	0.71	1.00	4.00
Access to green spaces/nature	3.30	3.00	0.83	1.00	4.00
<b>Overall environmental factors</b>	<b>3.55</b>	<b>3.71</b>	<b>0.76</b>	<b>1.86</b>	<b>4.00</b>

It is seen from the table that more than the majority of the sample IT Professionals have strongly agreed or agreed with the core statements related to the variable ‘environmental factors affect

the corporate wellness'. The result is reiterated with a mean score value of 3.52 in this respect. It comes to the conclusion that the perception of IT Professionals on the variable 'environmental factors affect the corporate wellness' is at a high level.

Objective 2: To investigate the synergistic relationship between environmental and organizational factors and how their interplay impacts corporate wellness in Kerala's IT sector.

**Table 3:** One-Sample t-test for analyzing the effect of the environmental factors on corporate wellness

Variable	Mean Value	SD	t Value	P Value
Organizational factors	3.55	0.750	49.021	0.000*

\*Significant at 1% level

Table 10 shows that the One Sample t-test for analyzing the effect of the environmental factors on corporate wellness. It is seen from the table that the mean value obtained is 3.55 which is well above the threshold mean value of 3 which states that the perception of IT Professionals regarding the effect of the environmental factors is at a high level. Since the P value is less than 0.01, the null hypothesis is rejected at a 1 percent significance level. Hence the Null Hypothesis H<sub>0</sub> 4 that "The effect of the environmental factors on corporate wellness is significantly not low" stands rejected. Therefore it can be concluded that the effect of environmental factors on the corporate wellness of IT Professionals in Kerala is at a high level.

**Objective 1: Evaluate the organizational factors that cause corporate wellness among IT employees**

**Table 4: Descriptive Statistics for organizational factors**

Variable	Mean	Median	Std Dev	Min	Max
Supportive leadership	3.59	4.00	0.70	1.00	4.00
Flexible work arrangements	3.51	4.00	0.76	1.00	4.00
Comprehensive wellness programs	3.33	4.00	0.72	1.00	4.00
Workload	3.53	4.00	0.67	1.00	4.00
Work-life balance initiatives	3.54	4.00	0.74	1.00	4.00
Employee engagement initiatives	3.46	4.00	0.71	1.00	4.00
Company culture	3.20	3.00	0.83	1.00	4.00
<b>Overall organizational factors</b>	<b>3.45</b>	<b>3.71</b>	<b>0.76</b>	<b>1.86</b>	<b>4.00</b>

It is seen from the table that more than the majority of the sample IT Professionals have strongly agreed or agreed with the core statements related to the variable ‘organizational factors affect the corporate wellness’. The result is reiterated with a mean score value of 3.45 in this respect. It concludes that the perception of IT Professionals on the variable ‘organizational factors affect corporate wellness’ is at a high level.

**Objective 2:** To investigate the synergistic relationship between environmental and organizational factors and how their interplay impacts corporate wellness in Kerala's IT sector.

**Table 5:** One-Sample t-test for analyzing the effect of the organizational factors on corporate wellness

Variable	Mean Value	SD	t Value	P Value
Organizational factors	3.45	0.760	51.048	0.000*

\*Significant at 1% level

Table 10 shows that the One Sample t-test for analyzing the effect of the organizational factors on corporate wellness. It is seen from the table that the mean value obtained is 3.45, which is well above the threshold mean value of 3. This states that the perception of IT Professionals regarding the effect of the IT Skills is at a high level. Since the P value is less than 0.01, the null hypothesis is rejected at a 1 percent significance level. Hence the Null Hypothesis H<sub>0</sub> 4 that “The effect of the organizational factors on corporate wellness is significantly not low” stands rejected. Therefore, it can be concluded that the effect of organizational factors on the corporate wellness of IT Professionals in Kerala is at a high level.

### **Conclusion**

In conclusion, the data strongly suggests a positive perception of corporate wellness among IT professionals in Kerala. The overall corporate wellness mean score of 3.52 indicates a general agreement or strong agreement with positive wellness statements. Both environmental and organizational factors appear to contribute significantly to this perception, with mean scores of 3.55 and 3.45 respectively. One-sample t-tests confirm these findings, showing statistically significant positive effects of both environmental and organizational factors on corporate wellness ( $p < 0.01$ ). While individual aspects within these categories vary slightly, the overall trend points towards a high level of perceived corporate wellness driven by both the work environment and organizational practices. This suggests that IT companies in Kerala are, on average, providing a work environment and organizational structure that supports employee well-being.

This study effectively demonstrates the significant roles of environmental and organizational factors in promoting corporate wellness within the IT sector. By understanding the complex

interplay between these factors, IT organizations can develop more effective and targeted corporate wellness programs to support employee well-being and, consequently, improve overall organizational performance. This study has investigated the complex interplay between environmental and organizational factors and their influence on corporate wellness within Kerala's rapidly growing IT sector. The findings confirm the significant impact of both environmental elements, such as access to natural light and ergonomic workspaces, and organizational practices, including supportive leadership and flexible work arrangements, on employee well-being. Furthermore, the research has illuminated the synergistic relationships between these factors, demonstrating that their combined positive influence on wellness often surpasses the sum of their individual effects. For example, the positive impact of natural light on stress reduction may be amplified when combined with the flexibility offered by remote work options. These insights underscore the importance of a holistic approach to corporate wellness that considers both the physical and social aspects of the work environment.

### **Limitations of the Study:**

This study, while offering valuable insights into the interplay of environmental and organizational factors on corporate wellness within Kerala's IT sector, is not without limitations. The geographic focus on Kerala restricts the generalizability of findings to other regions or IT sectors, as the unique cultural, economic, and organizational context of Kerala's IT industry could influence the relationships observed. The likely use of a cross-sectional design, providing a snapshot in time, limits the ability to establish causality between the identified factors and wellness outcomes. While correlations can be observed, it's difficult to definitively conclude that certain factors *cause* specific changes in well-being. Furthermore, the reliance on self-reported data introduces the potential for biases, as participants may respond in socially desirable ways, and their perceptions might be influenced by unmeasured factors.

Additional limitations include potential issues with sample size and representativeness, which could affect the generalizability of findings even within Kerala. While the study explored synergistic relationships, it might not have fully explored the nuances of interactions between all possible combinations of factors. The focus on pre-defined factors could have also meant overlooking other potentially influential elements. The qualitative analysis, while providing rich insights, is susceptible to researcher bias, and the pilot study used to test the developed framework may have been too small and short-term to provide robust evidence of its effectiveness. Future research should address these limitations by employing longitudinal designs, incorporating objective wellness measures, using larger and more diverse samples, and conducting more in-depth analyses of factor interactions.

### **Practical Implications:**

This study has significant implications for various stakeholders. For IT organizations in Kerala, the research provides actionable insights to develop and implement more effective wellness

programs by identifying key environmental and organizational factors impacting employee well-being. The study's framework offers a practical guide for strategically aligning these factors, emphasizing a holistic approach that considers both the physical workspace and organizational culture. For policymakers, the findings can inform decisions related to workplace health, encouraging organizations to prioritize employee wellness through supportive policies and guidelines. For IT professionals, the study empowers them to advocate for workplace changes and actively participate in wellness initiatives, recognizing the importance of both environmental and organizational factors.

Furthermore, this research contributes to the academic literature by providing empirical evidence of the synergistic relationship between environmental and organizational factors in corporate wellness. It highlights the need for further research, particularly concerning the Kerala IT context, long-term impacts, emerging technologies, and specific sub-populations within IT. For the IT industry as a whole, the study can raise awareness about the importance of a comprehensive approach to corporate wellness, potentially shifting industry culture towards prioritizing employee well-being. Finally, by demonstrating the connection between wellness and organizational outcomes, the study can help justify investments in wellness initiatives, highlighting the positive economic implications of a healthier and more engaged IT workforce in Kerala.

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