

MEDIATING EFFECT OF OCCUPATIONAL HEALTH AND EMPLOYEES WELL BEING ON ORGANIZATIONAL PERFORMANCE

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ABSTRACT

Health and well-being in the workplace has become recent mega-trend impacting businesses environment. Organizations are integrating wellness strategies to create an overall health enhancing work experience, as well as incentive programs to increase employee's participation and awareness in organizational wellness. With today's changing business environment, considering the importance of workplace health & wellbeing causes easier adaptation to internal and external circumstances changing more effectively than their competitors. Staff well-being is an increasingly relevant and necessary consideration in the modern workplace. Occupational well-being is construed as a positive evaluation of various aspects of one's job, including affective, motivational, behavioral, cognitive and psychosomatic dimensions. The wellbeing of employees influences their organizations productivity and performance. Improving wellbeing increases employee performance and decreases uncertified sick leave, turnover and stress-related compensation claims. The purpose of this paper is to highlight the increased focus on occupational well being for managing employees' psychological health, and to present an argument for a systemic approach to decrease occupational stress & higher level of organizational performance.

KEYWORDS: Occupational Health, Employees Well Being, Organizational Performance, Healthy, Work Place