



Name: Thakar Manali Bankimbhai

Enrollment No: 139997292010

Branch: Management

Title of the Thesis: Employee Wellness: A study of Banking Sector in Gujarat

Abstract

Since last few years, banks have been going through enormous changes in terms of organization and structure. Technological innovations and new structure of the operation have made an impact on the working conditions and daily lives of employees. It has a relevant impact not only on companies' organisation but also on employee's health. Thus, it is imperative that wellness of bank employees is assessed. Thus, the purpose of the research investigation was to develop the Employee Wellness Scale and examine its psychometric features in a sample of bank employees. A review of the literature is provided, discussing theoretical and empirical support for all the items on Employee Wellness Scale. The sample size for the investigation was 496. Data analysis resulted in a seven-factor Employee Wellness Model. The findings of the research suggest, that early onset of noncommunicable diseases among bank employees is a major concern. Thus, there is an urgent need for comprehensive and integrated interventions to reduce the prevalence of health issues and its risk factors among bank employees in Gujarat.

This PhD Thesis will help in understanding the current scenario of employee wellness in banking sector. The thesis presents a theoretically and methodologically sound scale for assessing employee wellness in banking sector which will allow individuals and organisations to assess employee's areas of strengths and areas for growth regarding wellness.

List of Publication(s):

- Manali Thakar & Dr. Sampada Kapse (2017). Evolution of Employee Wellness Program: A Review of Literature. SAMIKSHA : An International Journal of Multidisciplinary Academic Research, Vol.5, Issue- 2, 8-14
- Manali Thakar & Dr. Sampada Kapse (2018). Employee Wellness: A Review of Measurement. SAMIKSHA : An International Journal of Multidisciplinary Academic Research, Vol.5, Issue- 2, 8-14
- Manali Thakar & Dr. Sampada Kapse (2018). A study on health issues among bank employees of Gujarat. Quest- Journal of Management & Research, Volume 8, Issue-2.