

The Efficacy of the Wellness Program in Enhancing the Health of the Teaching and Non-Teaching Staff in Selected Private Higher Educational Institutions (HEIs) in the Second District of Albay

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Originality: 100%

Grammarly: 99%

Plagiarism: 0%

ABSTRACT

Article History:

Received: 21 Aug 2023

Revised: 10 Jan 2023

Accepted: 31 Jan 2024

Published: 28 Mar 2024

Keywords - social science, wellness program, policy development, physical health, mental health, philippines

Employees are the most valuable asset that a company may have since they are the foundation of its success. Their overall health must be cared for to perform at their best. Thus, having a wellness program is a great initiative for any organization. This study evaluated the efficacy of wellness programs on the overall health of teaching and non-teaching staff in selected Private Higher Educational Institutions (PHEIs) in the Second District of Albay. Multimethod design was utilized using structured interviews and survey questionnaires administered to the 192 participants. Findings revealed that the wellness program of the PHEIs has a common purpose and that the



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activities offered to the staff were also similar. The provision of incentives for employees' improvement is found missing but necessary. The wellness program and physical and mental health were moderately efficient. Although there were some correlations and non-correlations among the respondents regarding the effectiveness of the wellness program on their physical and mental health, these were not statistically significant. Top 3 challenges met by the respondents were lack of engagement, no incentives or awards, and no employee wellness policy. Suggested wellness programs may be adopted and implemented by the three private HEIs under study and other HEIs in the province.

INTRODUCTION

Employees are the most important asset any business may have because they are the foundation of any successful organization (D'Almeida, 2023). They are considered invaluable assets because they are essential to providing goods or services, are major contributors to the profits and worth of the organization, and give the company business continuity (Simoudis & Havey, 2023). As companies recognize their employees as their most valuable asset, many have created unique wellness programs to enhance employee health and well-being and increase their effectiveness and efficiency.

A wellness program is an initiative by businesses to help enhance the health of their employees. These initiatives vary greatly among businesses, but they are all designed to encourage work/life balance and healthy living among employees, lower employee absenteeism due to illness, and boost productivity (Abbas, 2023).

Authors have long recognized that wellness programs significantly improve employee's physical and mental health. The Corporate Finance Institute Team (CFI) in Canada (2024) asserted the benefits of the wellness initiatives, which include more employee productivity, high morale among staff members, better hiring and retention of employees, decreased absenteeism, decreased health risks, and building camaraderie among workers. Accordingly, a study published in the *New England Journal of Medicine* revealed that the chance of heart attack decreased by 2 to 3% for every 1% decrease in total cholesterol (Vega, 2021). Similar to this, the Editorial Team of Indeed (2023), a job site directly controlled by Recruit Holdings Co., Ltd., a publicly traded Japanese parent company, highlighted nine (9) advantages of wellness in the workplace – improves employee health behaviors, improves employee health, increases productivity, improves employee engagement, reduce stress levels, improves attendance, reduces healthcare costs, improves teamwork, and attracts new talent.

Moreover, Argañosa and Bingham's study (2023) ascertained the impact of corporate wellness programs (CWP) on Filipino employees' physical, socio-

emotional, occupational, spiritual wellness, and intellectual. Contrary to the results of other studies, the research found that 90% of the respondents took part in the CWP offered by their business. Most CWP initiatives are announced via email, printed in memos, placed on the bulletin board, and published on the business website and social media. The study also revealed that employees who were aware of their wellness programs compared to those who were not and who participated against those who were not had better overall wellness mean scores.

However, despite its benefits, these initiatives appear to be win-win situations on the surface, but developing a workplace health and wellness program requires defining health and wellness. For instance, one unintended consequence of corporate wellness programs may be excessive employee testing (Appleby, 2023). Additionally, some critics assert that these programs do not necessarily appeal to people who might be dealing with emotional or physical problems but rather solely target those who are already well as well as lack time, dedication, and general lack of knowledge of how to file claims for wellness-related benefits (Kagan, 2022). Further, Abbas (2023) revealed some specific problems with wellness programs, including faulty metrics to measure health; they often shift health costs onto employees, compromise health privacy, and no one is sure they work.

To offer employees the finest programs available, organizations must stay abreast of the most recent developments in employee wellness programs to create a wellness culture in an organization. According to Zuch (2023), the latest trends in employee wellness programs include: 1) Mental health support, such as counseling and therapy, to assist staff in coping with anxiety, stress, and other mental health problems; 2) Personalization to meet employees' particular needs; 3) Technology such as using apps, wearables, and other digital tools to assist staff in setting goals, tracking their progress, and maintaining motivation; 4) Hybrid Work Models to provide staff with the tools and resources they need to work from home, such as ergonomic equipment, mental health support, and online exercise programs, in order to allow a more flexible work environment; and 5) Holistic Wellness to address physical, emotional, and financial health as well as all other facets of well-being.

On the other hand, child Hope Philippines (2020) listed better ways to engage employees in the wellness program, including wellness events, free health services, handy resources, and incentives. A strong wellness program should concentrate on encouraging staff to adopt healthy habits. When exposed to wellness programs instructing people to eat healthily and exercise regularly, people will form habits.

Given the positive effects of wellness programs on employee's health and with

the continuously evolving employee wellness program landscape, organizations need to stay updated with the latest trends to provide the best possible programs for their employees. Hence, this study was conducted to evaluate the efficacy of wellness programs on the overall health of teaching and non-teaching staff in selected Private Higher Educational Institutions (PHEIs) in the Second District of Albay, with the end goal of enhancing the physical and mental health of the HEIs' workforce as well as to improve their overall work performance.

FRAMEWORK

This study was anchored on three theories – the Personality-Centered Theory of Carl Rogers (1987), the Hierarchy of Needs Theory of Abraham Maslow (1943), and the Motivation-Hygiene Theory of Frederick Herzberg (1959).

Carl Rogers assumed that in order for an individual to grow, they must be in a setting that fosters authenticity (openness and self-disclosure), acceptance (having one's needs met without reservation), and empathy (being heard and understood). He also asserts that people's behavior is influenced by their desire to work hard and realize their potential and accomplishments. A person develops their self-concept or ego structure during this process. Having a good sense of oneself and feeling secure are related. They could feel dissatisfied with their identity if they have a poor self-concept.

The second theory, the hierarchy of needs, emphasizes the significant function of intrinsic motivation. The hierarchy places physiological demands, which are necessary for survival, at the bottom. After satisfying these criteria, the individual moves on to the subsequent degree of safety and security. The ability to be stress and anxiety-free is undoubtedly a physiological necessity. Stress is pervasive in contemporary culture, as the material examined for this chapter demonstrates. The idea of stress is a continuum. Therefore, it is important to realize that everyone has a different idea of how much stress is appropriate. Maslow's hierarchy of needs is a psychological theory of motivation consisting of a five-tier model of human needs frequently represented as levels within a pyramid. Physiological needs (food and clothing), safety needs (work security), love and belonging needs (friendship), esteem, and self-actualization are the needs that go up the hierarchy from the bottom.

The last theory is Herzberg's Motivation Theory Model or Two Factor Theory. According to Herzberg, two elements influence employee motivation at work. These are elements related to motivation and hygiene. If hygiene variables are absent, an employee will work less. If motivating factors are present, they will push an employee to put forth more effort. Key employment components

that encourage employees to stick with and advance in a position are known as motivating factors. The team loses satisfaction in their work when these needs are not met. They are looking for more demanding positions that will push them to develop professionally, pick up new abilities, or take on more responsibility.

With the theories cited above, the researcher believes that employees are more likely to perform better if their physical and mental health needs are met. Thus, a functional wellness program that could address their holistic well-being is necessary. Then, this study introduced the DEAP Theory, which holds that employee participation is critical to realizing the wellness program's purpose. This encourages HEIs' employees to Drop Everything and Participate in the wellness program. This also emphasized that strategies should be incorporated into the wellness program development to increase the participation and engagement of the teaching and non-teaching staff in the Second District of Albany as one motivational factor for employees' personal development, specifically in improving employee health and performance. With this in mind, Private Higher Education Institutions' wellness programs should be evaluated to reduce elevated health risks and improve employees' productivity since they are the most important assets of every organization.

OBJECTIVES OF THE STUDY

This study evaluated the efficacy of wellness programs on the overall health of teaching and non-teaching staff in selected Private Higher Educational Institutions (HEIs) in the Second District of Albany. Specifically, this study sought to answer the following objectives: (1) Determine the status of the wellness program of the selected private HEIs in the second district of Albany along scope, content, and participation rate among teaching and non-teaching staff; (2) Assess the efficacy of the wellness program along physical and mental; (3) Infer the significant agreement on the ranks of the wellness program among the groups of respondents; (4) Determine the challenges met in the conduct of the wellness program; and (5) Design a wellness program in enhancing the health of employees.

METHODOLOGY

Research Design

For this investigation, the multimethod design was employed. This refers to combining qualitative and quantitative research methods to get more insightful results. Using multimethod goes beyond simply having access to quantitative

and qualitative data or separately evaluating and presenting data findings. The integration process might occur while gathering data, analyzing it, or presenting the findings.

Respondents

The respondents of this study were the three PHEIs in the second congressional district of Albay. The respondent groups from these HEIs comprised their teaching and non-teaching staff for the Academic Year 2023-2024. Out of 98 total population of teaching and non-teaching staff of Bicol College, 86 respondents were involved, comprising 88%. Moreover, Divine Word College of Legazpi has 48 respondents out of 147 or 33%, and the University of Santo Tomas-Legazpi has 58 respondents out of 78 or 74%. 192 sample respondents were under study, comprising 82 teaching and 110 non-teaching staff, or 59% of the total population.

Instrumentation

This study used a structured interview to determine the status of the wellness program along with its scope, content, and participation among teaching and non-teaching employees. A survey questionnaire was also used to assess the wellness program's efficacy on the physical and mental health of employees and determine the challenges faced in conducting it.

The survey questionnaire was composed of two (2) parts. The first part assesses the wellness program's efficacy on physical and mental health using a 4-point Likert scale with the following description: Very Efficient (VE), Moderately Efficient (ME), Fairly Efficient (FE), and Not Efficient (NE). Part II determines the challenges met in implementing the wellness program.

Research Ethics Protocol

During the entire research period, this study put into place the following ethical guidelines. First, is the voluntary participation of respondents. They have the right to withdraw from the study at any stage if they wish to do so. Second, respondents participated based on informed consent, which was indicated in the survey questionnaire. Without any pressure or coercion, they were given enough information and guarantees regarding participating to comprehend the ramifications of doing so and come to a fully informed, thoughtful, and freely given decision about whether or not to do so. The privacy and anonymity of respondents and their responses were also considered with utmost importance and confidentiality. And lastly, the study made sure that all data were handled to the standards prescribed by the Philippines Data Privacy Act in collecting

and processing data. All data were kept secure and were not disclosed to any unauthorized persons. Personal data were destroyed after summarizing the results.

Data Gathering Procedures

As to the data-gathering procedure, the researcher, having identified the respondent schools, sent letters to the president of each institution to request permission to gather data. Upon approval, the researcher distributed the questionnaires to the teaching and non-teaching staff as the study's respondents and interviewed the Wellness Program Coordinator/In-Charge. The completed questionnaires were retrieved after one week. The data from the completed questionnaires were tallied, analyzed, and interpreted based on the objectives of the study. This study obtained a 65% retrieval rate from the three private HEIs.

Statistical Analysis

To validate the data gathered, the document analysis was used to determine the status of the wellness program along with the scope, content, and participation rate of the teaching and non-teaching staff of the three (3) PHEIs. Weighted Mean was specifically used to assess the efficacy of the wellness program on the physical and mental health of teaching and non-teaching staff. In contrast, Spearman's Rank Correlation Coefficient was used to evaluate the significant agreement on the ranks of the wellness program among the groups of respondents. Frequency and ranking were also used to determine the top challenges met by the respondents in implementing the wellness program.

RESULTS AND DISCUSSION

Status of the Wellness Program of the Selected Private HEIs. The status of the Wellness Program of the three PHEIs in the Second District of Albay in terms of scope, content, and participation rate among teaching and non-teaching staff was determined in this study. Regarding scope, the wellness program conducted by each PHEI aims to improve their employees' overall well-being. Specifically, HEI-01's wellness program aimed to improve employees' health through exercise, weight loss, and education. The program has two components: mental health, which includes free counseling at any time of the day, and physical health, which includes taking BMI, blood pressure (BP) monitoring, and other significant vital signs. The target beneficiaries of these activities are the employees and the students.

HEI-02's wellness program's goal includes encouraging healthy lifestyle

choices, providing resources and support for stress management, promoting work-life balance, and fostering a positive and inclusive environment. Notably, the program does not only cater to HEI-02 employees but also to other individuals within the institution, including students or any other members of the institution's community. Its program typically focuses on various aspects of wellness, such as physical health, mental health, emotional well-being and social connections. The teaching and non-teaching employees of the said institution are enjoying these activities.

HEI-03's wellness program aims to help employees maintain and achieve holistic development to increase productivity, efficiency, and workplace satisfaction. Components involved are for the physical, mental, and spiritual health of all employees. It was also revealed that in this institution, all employees, before being given a teaching load, undergo a wellness program. Free laboratory and urine tests, X-ray tests, and other types of examinations are being conducted to ensure their personnel are healthy.

Along with content, HEI-01's wellness program includes a sputum exam to determine employees' TB status. No incentives were given to employees who have shown physical or mental health improvement, as stated by the Wellness Program Coordinator, for it is only for compliance purposes and, at the same time, beneficial on the employees' part.

The content of the HEI-03's wellness program includes different activities with specific goals per month. The guidelines vary per activity/component. For instance, the institution regularly conducts psychological and stress management sessions by inviting experts and licensed clinical psychologists for students and employees. The nurses regularly take the BP of the employees in the faculty room. Doctors and all kinds of medicines employees and students need are also available. Each department and college has a proper budget for the wellness program and activities of employees and students, such as the institutional Sportsfest. The institution has a large facility like the Dome, and the school grounds are being used for yoga, exercise, nutrition, meditation, walking, gardening, and art therapy for administrators, employees, and students.

The institution's policy for incentivizing employees who demonstrate progress was not specified. Also, the wellness program coordinator/in charge of HEI-02 did not mention the content of their wellness program components or activities. However, highlighted that their wellness programs aim to enhance the overall quality of life and productivity of individuals within the institution. And concerning the participation rate, out of the three HEI-respondents, only HEI-01 was able to give information on the participation rate of their full-time teaching and non-teaching staff in their wellness program, which recorded

a 100% participation rate, thus a manifestation of a very strong engagement with the wellness program. In HEI-03, although participation in their wellness program is encouraged for all the employees per department, no information was provided regarding the number of teaching and non-teaching staff who had taken advantage of it. HEI-02 also failed to give data on this indicator.

Notably, the three PHEIs in this study have a functional wellness program designed to enhance their staff's physical and mental health. This simply suggests that they highly value the health of their employees and recognize the advantages of wellness programs for the institution and its workers. Thus, they try to guarantee that their wellness program is supported and encouraged. As Vega (2021) emphasized, a strong wellness program can encourage employees to adopt healthy habits, boosting productivity and enhancing employee engagement, ultimately leading to organizational improvement.

Efficacy of the Wellness Program. The efficacy of the wellness program on physical and mental health was perceived by the teaching and non-teaching staff of the three PHEIs. Summing up the perceptions of the teaching and non-teaching staff from HEI-01, HEI-02, and HEI-03 on physical health, the Wellness Program being implemented by the three PHEIs in the 2nd District of Albay is “moderately efficient” as manifested in the 2.63 overall average weighted mean score obtained. Though the attained efficacy level is “moderately efficient”, it can still be argued to be quite low considering that it is only 0.14-points higher than the “fairly efficient” level.

These results imply that the PHEIs under study somehow have physically fit teaching and non-teaching staff, considering that the institutions are moderately taking care of their physical well-being through the implementation of their wellness program. Evidence suggests that increasing physical activities can improve their employees' health and reduce the risk of developing diseases, thereby providing good work performance.

Table 1

Efficacy of the Wellness Program on the Physical Health of the Teaching and Non-teaching Staff

Physical Health	HEI-01		HEI-02		HEI-03		TOTAL	
	(n=86)		(n=48)		(n=58)		(n=194)	
	WM	AI	WM	AI	WM	AI	WM	AI
1. Improves body mass index (BMI)	2.64	ME	2.64	ME	2.68	ME	2.65	ME
2. Improves nutritional status	2.61	ME	2.73	ME	2.85	ME	2.73	ME
3. Improves aerobic exercise performance	2.61	ME	2.53	ME	2.80	ME	2.65	ME
4. Decreases fatigue	2.53	ME	2.44	FE	2.73	ME	2.57	ME
5. Increments in muscular endurance	2.51	ME	2.49	FE	2.73	ME	2.58	ME
AWM	2.58	ME	2.57	ME	2.76	ME	2.63	ME

Legend: 3.50 – 4.00 – Very Efficient (VE) 1.50 – 2.49 – Fairly Efficient (FE) 2.50 – 3.49 – Moderately Efficient (ME) 1.00 – 1.49 – Not Efficient (NE)

As Santhosh (2024) states, an effective wellness program improves an employee's physical health, lowers the prevalence of chronic illnesses, lowers healthcare expenditures, and improves the general health of employees. Similarly, the World Health Organization (2022) underscored that regular physical activity has been shown to have substantial positive effects on the heart and the body. It has also been shown to be effective in managing and preventing non-communicable diseases like diabetes, stroke, cardiovascular disease, and numerous types of cancer. It also aids in maintaining a healthy body weight and preventing hypertension.

Table 2 shows the respondents' perception of the level of efficacy of the wellness program of the three (3) private HEIs on the mental health of their teaching and non-teaching staff. Findings show that the three groups of respondents generally assessed the efficacy of the program as "moderately efficient," with an average weighted mean score of 2.69. Notably, all the respondents from the three private

HEIs included in the study have the same assessments on every indicator under wellness program on mental health.

Table 2
Efficacy of the Wellness Program on the Mental Health of the Teaching and Non-teaching Staff

Mental Health	HEI-01 (n=86)		HEI-02 (n=48)		HEI-03 (n=58)		TOTAL (n=194)	
	WM	AI	WM	AI	WM	AI	WM	AI
1. Reduces stress levels	2.69	ME	2.71	ME	2.95	ME	2.78	ME
2. Reduces feelings of anxiety	2.58	ME	2.73	ME	2.84	ME	2.72	ME
3. Reduces feelings of depression	2.59	ME	2.64	ME	2.74	ME	2.66	ME
4. Decreases the feeling of burnout	2.56	ME	2.62	ME	2.75	ME	2.64	ME
5. Addresses employees' psychological symptoms	2.52	ME	2.64	ME	2.83	ME	2.67	ME
AWM	2.59	ME	2.67	ME	2.82	ME	2.69	ME

Legend: 3.50 – 4.00 – Very Efficient (VE) 1.50 – 2.49 – Fairly Efficient (FE) 2.50 – 3.49 – Moderately Efficient (ME) 1.00 – 1.49 – Not Efficient (NE)

One study also found that physical activity treatments implemented as part of the Bruin Health Improvement Programme (BHIP) affect employees' overall mental health and absenteeism and reduce medical costs (Rezai et al., 2020). Eriksen et al. (2022) also provide evidence that most aerobic and strength exercise modality programs stated that the intervention effectively improved their mental health and stress. Furthermore, Sun et al. (2018), in their study, demonstrated the mental health benefits of engaging in physical activity, citing increases in anxiety and depression among individuals with low activity levels and improvements in overall self-reported mental health status among those who are physically active. Thus, these suggest that wellness programs should be conducted in any organization considering their effects on the mental health of employees, which eventually impacts their work performance.

Significant Agreement on the Ranks of the Wellness Program among the Groups of Respondents. The results demonstrate that the three groups of respondents evaluated the three HEIs' wellness programs, which center on

mental health, as equally effective. However, the wellness programs offered by HEI-01 and HEI-02, which focus on the physical health of their personnel, are nearly equally effective and differ noticeably from HEI-03. Hence, this study can say that though agreements and disagreement among the teaching and non-teaching personnel of the three HEIs under study on the efficacy of the Wellness Program on their physical and mental health were noted, these were not statistically significant.

This suggests that each wellness program offered by the three HEIs in the Second District of Albay is unique in how it addresses the physical and mental health of its personnel, teaching and non-teaching. These employee respondents believed that the wellness program conducted in their respective institutions improved their overall health. Hence, a moderate level of efficacy was given.

Miller (2019) also noted that workplace wellness programs have been hailed as an effective tool to make employees healthier and more productive while lowering healthcare costs. Further, the study of Argañoso and Bingham (2023) similarly found that the overall wellness mean scores of Employees who participated in corporate wellness programs were given higher rates, especially those who were aware of their wellness programs than those who were not and who participated vis-à-vis, non-participating employees.

Table 3
Significant Agreement on the Ranks of the Wellness Program among the Groups of Respondents

	Statistical Analysis					
	Physical Health			Mental Health		
	r ₁	r ₂	r ₃	r ₁	r ₂	r ₃
Spearman's r	.70	.35	-.10	.45	.70	.30
Interpretation	VSA	WA	NA	SA	VSA	MA
P-Value	.1881	.5636	.8729	.4470	.1881	.6238

Legend: r₁ – HEI-01 to HEI-02 r₂ – HEI-02 to HEI-03 r₃ – HEI-03 to HEI-01

≥0.70 – Very Strong Agreement (VSA) 0.20 – 0.29 – Weak Agreement (WA)
 0.40 – 0.69 – Strong Agreement (SA) 0.01 – 0.19 – No Agreement (NA)
 0.30 – 0.39 – Moderate Agreement (MA)

Challenges Met in the Conduct of the Wellness Program. Based on the collected data, Table 4 revealed the challenges met by the teaching and non-teaching staff in the conduct of the wellness program in their respective institution. Findings show that the challenges met by the respondents vary in ranking, though some challenges have similar rankings or are only one step higher than the others. In general, the top five challenges the three groups of respondents met were lack of engagement, no incentives or awards, no employee wellness policy, no facility/equipment/gadgets for fitness activities, and no budget for the Wellness Program. This presumed that many of the staff from these three institutions lacked involvement with the said program.

Lack of engagement, which was the topmost challenge in implementing the wellness programs under study, was also one of the primary issues firms' face, as reported by Corporate Wellness Magazine (2024). They added that some businesses find it difficult to inspire workers to participate actively even after devoting time, energy, and resources to the project. Lack of participation can be attributed to factors such as lack of awareness, the impression that there are time limits, or doubts about the program's efficacy.

Abbas (2023) reported that some specific problems with wellness programs include the use of faulty metrics to measure health, they are often a way to shift health costs onto employees, they compromise health privacy, and no one's sure they work, i.e., some wellness programs don't reduce health costs or improve employee's health. Most employers said their programs reduced health costs, absenteeism, and health-related productivity losses, but only 2 percent could provide actual savings estimates. Thus, this suggests that to overcome these obstacles, companies such as the three higher education institutions in the second district of Albay should concentrate on efficient communication, using various platforms to raise awareness and emphasize the advantages of the wellness programs' initiative.

Table 4
Challenges Met in the Conduct of the Wellness Program

Challenges	HEI-01		HEI-02		HEI-03		TOTAL	
	(n=86)		(n=48)		(n=58)		(n=194)	
	f	R	f	R	f	R	f	R
1. Lack of awareness	42	7	19	2	11	4.5	72	6
2. Compromised employee health privacy	24	9	10	9	7	7.5	41	9

3.	Lack of engagement	65	1	20	1	28	1	113	1
4.	No employee wellness policy	57	2	17	4.5	9	6	83	3
5.	No wellness Team Committee	47	6	17	4.5	2	9	66	7
6.	No budget for Wellness Program	51	3	11	8	13	3	75	5
7.	No facility/ equipment/ gadgets for fitness activities	49	5	18	3	11	4.5	78	4
8.	Single dimensional focus – focus on the physical wellness only – emotional, mental, spiritual and social	28	8	13	7	7	7.5	48	8
9.	No incentives or awards	50	4	15	6	25	2	90	2

Wellness Program in Enhancing the Health of Employees. A sustainable wellness program is recommended to successfully implement the program and build a strong engagement from the teaching and non-teaching staff of the three PHEIs in the Second District of Albay. This consists of wellness program components that primarily focus on the physical and mental health of all employees within the institution, which can eventually increase their job satisfaction. The seven (7) activities under the wellness program that may be conducted include (1) Biometric Screening which may include blood pressure monitoring, body mass index, weight monitoring, cholesterol, blood glucose level, and self-breast examination; (2) Physical Fitness Programs such as Zumba, jogging, walking, simple physical exercises and gymnastics; (3) Health Education Literacy Program like seminars on mental health, stress prevention, healthy lifestyle and eating, smoking cessations and alcoholism; (4) Financial Literacy Program focusing on how to organize, monitor, and manage daily, weekly, monthly and annual budgets as well as building savings; (5) Medical and dental health services; (6) Team building; and (7) Yoga classes.

CONCLUSIONS

The study's findings underline the critical importance of wellness programs in businesses and show how they may greatly impact employee well-being and overall organizational success. By recognizing the difficulties employees encounter in participating in these programs, such as lack of engagement, no incentives or awards, and no employee wellness policy, the study clarifies areas that might be improved to optimize the efficacy of such programs.

These results imply that investing in comprehensive wellness programs is beneficial not only for individual employees but also for businesses as a whole. Enhancing workers' health and well-being can result in higher output, lower absenteeism, and higher employee morale—all of which are beneficial for a more dynamic and positive work environment.

Furthermore, by identifying and addressing the challenges employees encounter when participating in wellness programs, businesses may better customize their campaigns to suit the varied needs of their workforce. This flexibility is essential to guaranteeing wellness initiatives' long-term viability and efficacy in various sectors and geographical areas.

In conclusion, the study underscores the need to prioritize employee well-being inside businesses and continuously assess and improve wellness initiatives to maximize their benefits for people and organizations worldwide.

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