

Survey Results: Employee Health and Wellness in Armenian IT Companies

Conducted by: BLiINK CJSC

Email: contact@bliink.ai

Abstract

Current report presents the results of “Employee Health and Wellness in Armenian IT Companies” survey, which was conducted to gather preliminary insights on health and well-being status of employees working at Armenian IT companies. This report provides an overview of the responses we received and highlights key areas where we can focus our efforts to better support employee health and well-being. The results are based on 178 anonymous responses from survey that has been disseminated in LinkedIn.

Our main goal is to create a workplace culture that prioritizes employee health and well-being, and this report is an important step in that direction. We hope that this report serves as a valuable resource for all the employers and helps us work together to create a healthier, happier and more productive workplace in Armenia and overseas.

Introduction

Employee health and wellness has become an increasingly important topic in the modern workplace. In today's fast-paced and demanding work environment, employees are facing increasing levels of stress, burnout, and physical health issues. As a result, companies are taking a closer look at the impact that these challenges are having on their employees and are recognizing the importance of promoting employee health and wellness [1].

The benefits of investing in employee health and wellness are numerous. A healthy and well-rested workforce is more productive, less likely to take time off, and has higher morale and job satisfaction. This can lead to lower turnover rates, reduced absenteeism, and a more positive work environment. Additionally, companies that invest in employee health and wellness can expect to see a return on investment in the form of increased productivity, improved employee engagement, and reduced healthcare costs [2].

There are many ways that companies can promote employee health and wellness, such as offering flexible work arrangements, promoting physical activity, providing healthy food options, and offering access to mental health resources. In addition, companies can also create a culture that prioritizes employee well-being by encouraging work-life balance, reducing stress, and promoting healthy working habits [3].



Another important aspect of employee health and wellness is the creation of a safe and healthy work environment. This can include measures such as providing ergonomic equipment, maintaining a clean and well-lit workplace, and addressing workplace hazards and safety concerns. By creating a safe and healthy workplace, companies can help prevent accidents and illnesses and promote a more positive work environment [4].

Survey results

This results chapter presents the questions and the responses anonymously gathered from 178 participants from 31 Armenian IT companies. 26.7% of the participant's didn't provide the name of their employers. The findings of this survey are not fully comprehensive because of the small number of the participants, but it provides a valuable first-look information on employee health and well-being. Below, the questions and the graphical representation of the responses are presented.

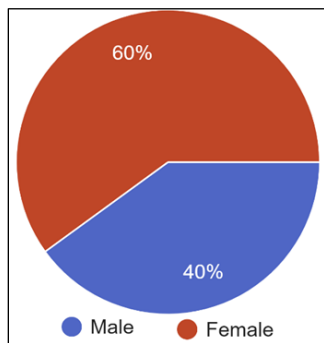


Figure 1. Gender percentage

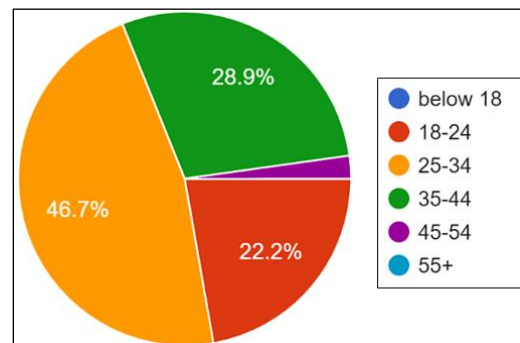


Figure 2. Age group distribution

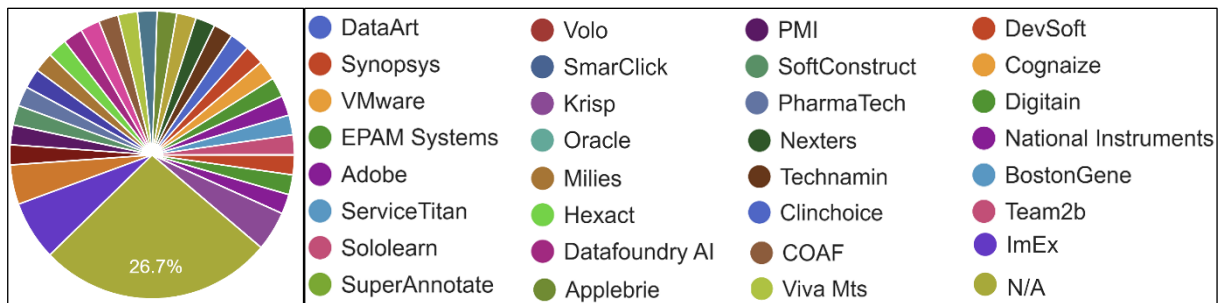


Figure 3. Companies where participants work

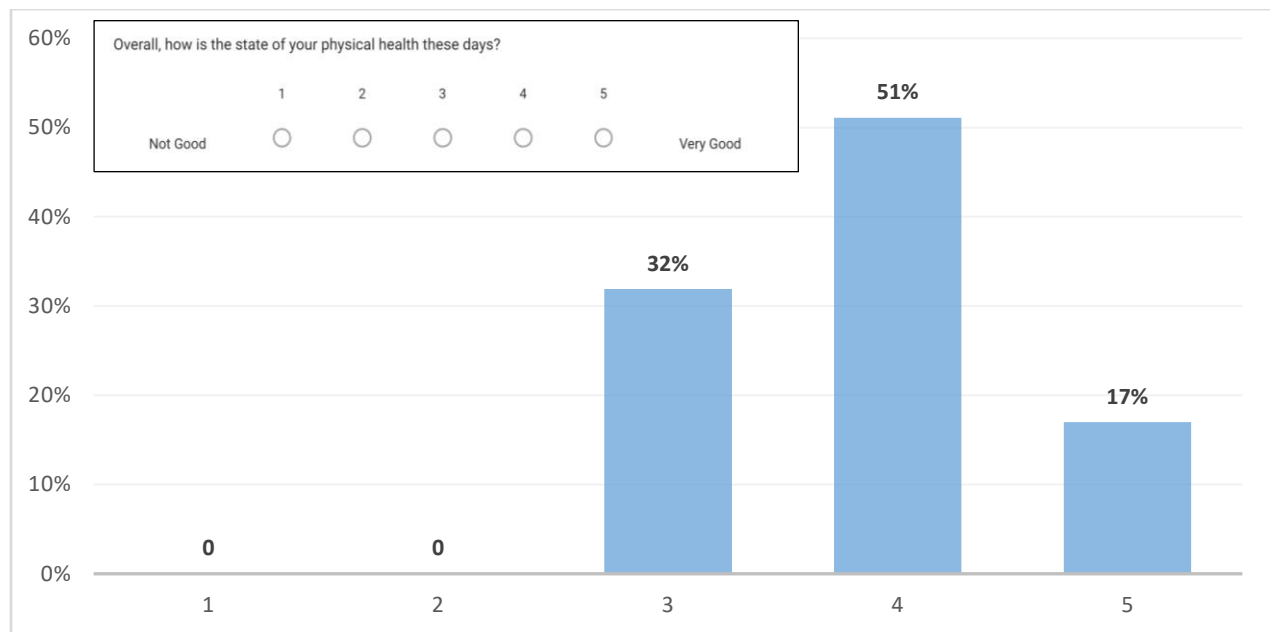


Figure 4. Physical health status of participants

As we can see, only 17% of the participants consider their physical health status very good, 51% of them good, and 32% less than good.

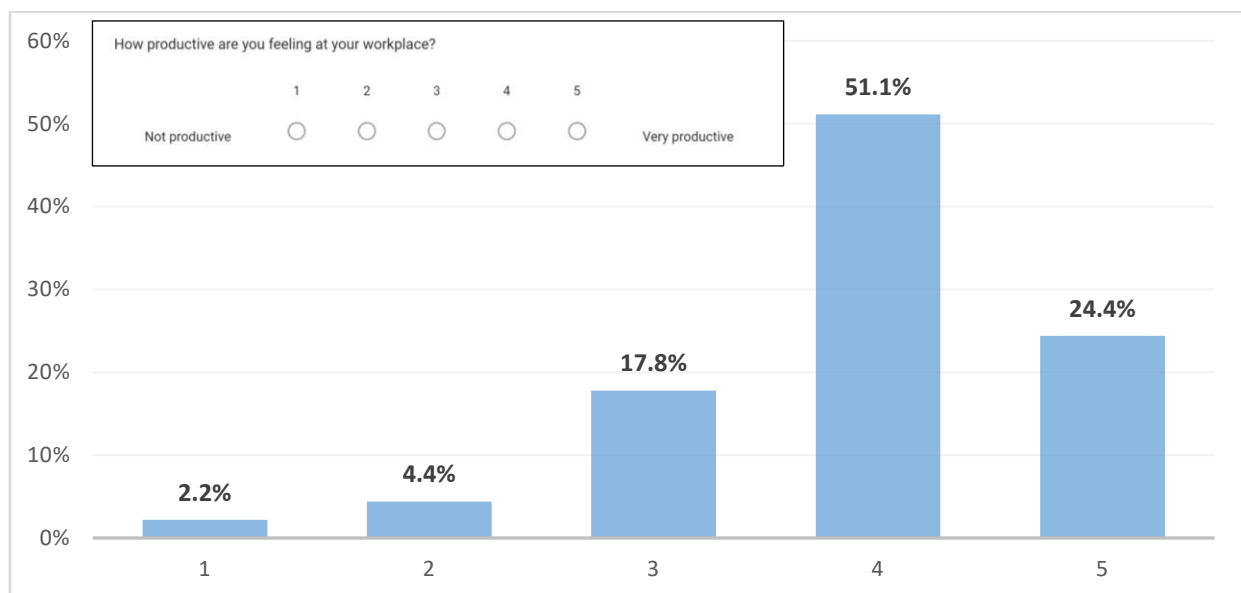


Figure 5. Productivity level of participants

Figure 5 shows that only 24.4% of the participants consider their work very productive, very good, and 24.4% of them are less than good.

What kind of benefits does your Company provide? (please select all that apply)

- ☐ Gym Membership
- ☐ Health insurance
- ☐ Learning and development opportunities
- ☐ Remote work opportunity
- ☐ Paid time off
- ☐ Time schedule flexibility
- ☐ Other...

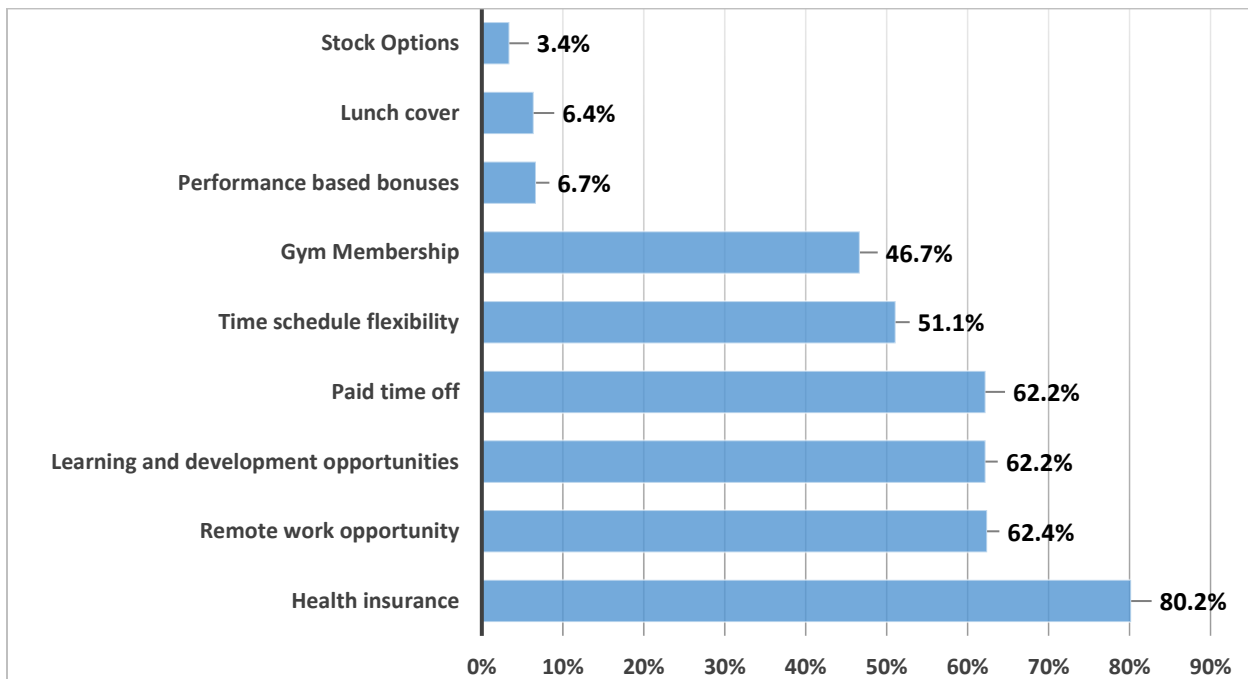


Figure 6. Benefits that companies provide

Figure 6 represents the benefit packages the companies provide. As we can see, most of the companies are providing health insurance, many of them provide remote work and learning opportunities. Around half of them are providing gym packages and a few of them have external benefits, such as lunch cover, performance based bonuses and stock options.

Which of the following initiatives do you think would have most impact on staff well-being? (please select all that apply)

- ☐ Group sports or exercise activities
- ☐ Health-focused programs
- ☐ Social events and networking events
- ☐ Gym membership package
- ☐ Learning and development packages
- ☐ Other...

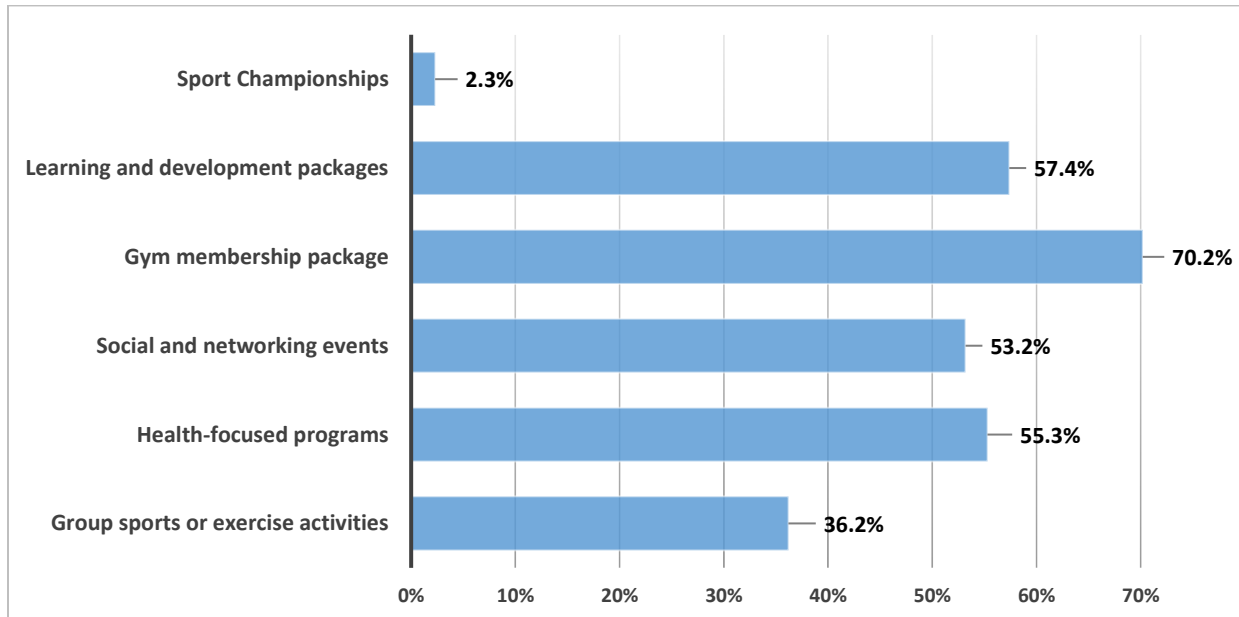


Figure 7. Activities that have positive impact on staff wellbeing according to participants

In Figure 7 the activities that have positive impact on staff wellbeing is presented. According to the participants, the most important impact on the wellbeing is gym membership plan (70.2%). Next, Learning and Networking activities are the most valuable options along with the health focused programs (more than 50%).

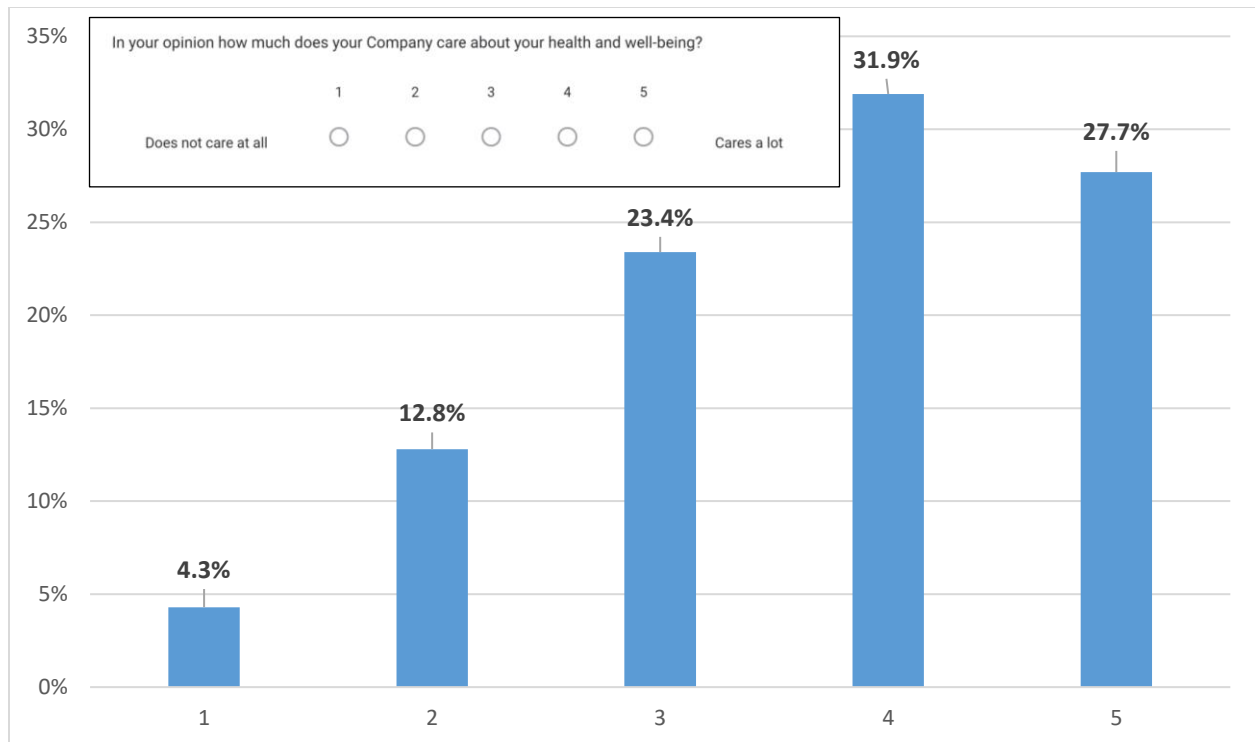


Figure 8. Care level of companies on stuff wellbeing according to participants

Figure 8 shows the level of care about stuff health and wellbeing according to the received responses. We can see, that only 27.7% of the participants feel that their employees care very much about their health and wellbeing. 31.9% of the participants consider the care level good, and around 50% of them are think that the care level is not enough. The results show, that even most of the companies provide health insurance, gym package, learning and development opportunities, there is still a need to be concentrated on employee health and wellbeing programs.

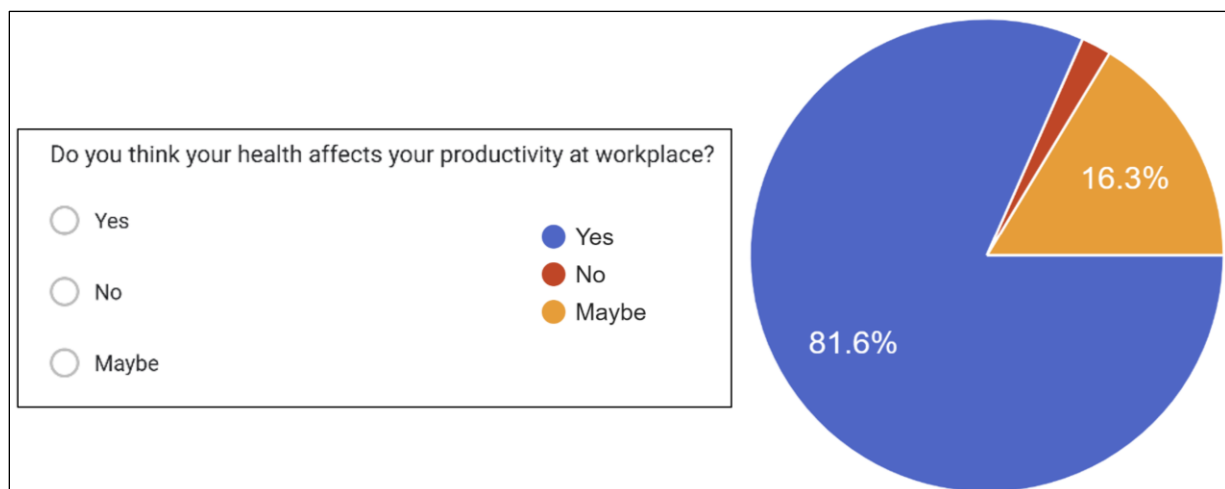


Figure 9. Physical health and productivity relation

As we can see from Figure 9, 81.6% of participants think their productivity is affected by their health. And only 2.1% of the participants don't think there is a negative impact. This means, that there is a big potential in the companies that can be realized by implementing health and wellness oriented programs.

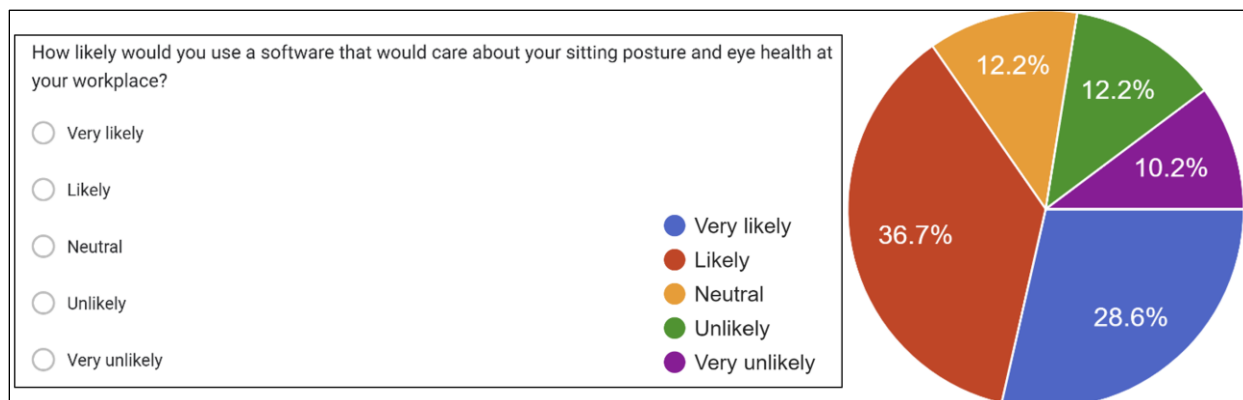


Figure 10. Willingness of using software to care about eye and posture health

In Figure 10 the participants' willingness of using software solutions to care about their eyes and posture at workplace is presented. As we can see, 28.6% of participants responded very likely using such solutions, 36.7% of them responded likely, and only 22.4% would not like to use them.

Conclusions

Even though there are lots of benefits and activities Armenian IT companies provide, there is still a gap that needs to be filled. In particular, there is a need to increase the care level of the companies, invest in the programs that would boost physical health and productivity level of the employees. The results are based on the number of limited responses, and for clearer picture there is a need of more investigation. On the other hand, listed Armenian IT companies are considered to be the best workplaces, and the picture would be much poor if we consider not IT companies.

In conclusion, promoting employee health and wellness is not only a matter of corporate responsibility, but also makes good business sense. A healthy and well-rested workforce is more productive, engaged, and less likely to experience burnout or physical health issues. Companies that invest in employee health and wellness will see a return on investment in the form of increased productivity, reduced absenteeism, and lower healthcare costs. It is important for employers to prioritize employee health and wellness and create a workplace culture that supports and encourages healthy habits. And among such activities can be considered using software solutions.

References

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