

HumanCapital

REALISING BUSINESS STRATEGY THROUGH PEOPLE

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EMPLOYEE WELLNESS

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The Need To Gear Up

Until the world of medicine can provide the protective shield in the form of a vaccine against COVID-19, HR professionals must don the hat of mentors, counsellors, guides, all rolled into one.

BY VIKAS DUA





PRIYA VASUDEVAN
President- Human Resources,
Liberty General Insurance Limited

“At the workplace, employees experience multiple emotions - achievement, satisfaction, joy, envy, fear, anxiety, sadness, guilt. This cannot be controlled or modified easily, however, how these emotions drive the employee and cause cascading effects in the organisation can be changed. Mindfulness practice is gaining ground as an approach that connects people to their core self, allowing them to observe self from a neutral position - thus deepening awareness and bringing about conscious choices. These positive choices impact the larger ecosystem, thus leading to wholistic wellness.”

‘lockdown’ guidelines, are unknowingly, in a similar state. A state in which their wellness stands severely compromised.

The Global Wellness Institute defines wellness as the active pursuit of activities, choices, and lifestyles that lead to a state of holistic health. Now, one can argue that the onus of ensuring one’s well-being should lie on the individual himself or herself. However, in the world of business, this could be one of the most fatal mistakes that an organisation’s leader could make. After all, the success of an organisation is, more often than not, directly dependent on the quality of its people.

HR leaders across the globe, therefore, are facing a unique predicament. While employee engagement has always been a vital part of their job roles, addressing the well-being needs of their staff has become an equal, if not more, critical responsibility. This is compounded by the fact that a large number of their workforce is not even in the workplace.

In the words of Dr Aastha Sachdeva, Counselling Psychologist and Founder, CounSoul, “*The biggest fear being faced by the employees in these unprecedented times is the fear of uncertainty and the fear of the unknown. Physical absence from the workplace not only creates a sense of social isolation, but heightened feelings of insecurity about their personal and professional lives, both, in the present and the future.*”

This requires HR practitioners to build a fresh approach to address employee well-being across every dimension of wellness - physical, emotional, environmental, financial, intellectual, occupational, physical, social, and spiritual.

So, below mentioned are the primers to kick off on some levers



SAHIBA SINGH
Chief People Officer, Acuver
Consulting

“As businesses contend with the after effects of this pandemic, it is of utmost importance that companies step up to take employee wellness as their first approach; the role of Human Resource becomes broader in keeping the employees, and their passion and motivation high. The line between work and life is blurring, businesses will have to consistently and empathetically understand each of their employees’ state of mind at multiple levels. They should hence focus on providing a robust suite of wellness program that will include flexible work arrangements, yoga practice sessions for mindfulness, motivational webinars with thought leaders from diverse backgrounds etc. so that the employees log out happy and log in happier.”