

DSEH07 – Employee Wellbeing and Organizational Outcomes

Master of Commerce
Semester IV
DSE – Elective Paper
Employee Wellbeing and Organizational Outcomes

Course Type/ Course Code	Course Title	Lectures	Tutorials	Practical	Credit	Pre-requisites
DSEH07	Employee Wellbeing and Organizational Outcomes	3	1	0	4	NIL

Objective: This course examines the strategic importance of employee well-being, its impact on organizational performance, and the design of comprehensive well-being programs in modern workplaces.

Learning Outcomes: After completing this course, the students should be able to:

- Analyze the relationship between employee well-being and organizational outcomes
- Apply well-being frameworks and measurement tools in organizational settings
- Design comprehensive employee well-being programs and interventions
- Evaluate mental health and resilience strategies in the workplace
- Create psychologically safe and thriving work environments

Contents:

Unit I (10 Hours)

Holistic well-being models: physical, mental, emotional, social, financial; Well-being and performance linkages: productivity, engagement, retention; ROI of well-being programs and business case development; Well-being strategy integration with business strategy.

Contemporary Focus: Remote work well-being, digital wellness, purpose and well-being.

Business Case Development: Well-being investment proposal.

Unit II (10 Hours)

Mental health awareness and stigma reduction strategies; Psychological safety frameworks and culture development; Stress management and resilience building programs; Work-life integration and boundary management.

Contemporary Focus: Pandemic mental health impact, virtual psychological safety, mental health apps.

Program Design: Mental health and resilience program development.

Unit III **(10 Hours)**

Workplace design and environmental psychology; Physical fitness and nutrition programs; Ergonomics and occupational health strategies; Sustainable workplace practices and green initiatives.

Contemporary Focus: Biophilic design, flexible workspace well-being, air quality and health.
Environment Assessment: Workplace well-being audit and improvement plan.

Unit IV **(15 Hours)**

Financial wellness programs and education initiatives; Social connection and community building strategies; Diversity, inclusion, and belonging impact on well-being; Family-friendly policies and support systems.

Well-being metrics and measurement frameworks; Longitudinal well-being studies and outcome tracking; Well-being technology and digital health platforms; Sustainable well-being culture and organizational transformation.

Contemporary Focus: Financial anxiety support, virtual social connections, caregiving support, Wearable technology integration, AI-powered well-being insights, continuous monitoring.

Program Integration: Comprehensive well-being program design.

Impact Assessment: Well-being program evaluation and optimization strategy, Happiness, Mindfulness, positive psychology, psychological capital.

Tutorial Exercise: Students shall be asked to conduct wellbeing assessments using validated scales and design holistic wellbeing programs. They will analyze wellbeing initiatives from leading organizations, assess psychological safety using Edmondson's framework, and develop metrics dashboards linking wellbeing to organizational outcomes.

Suggested Readings:

- Diener, E., & Seligman, M. E. P. (2004). Beyond Money: Toward an Economy of Well-Being. *Psychological Science in the Public Interest*, 5(1), 1-31.
- Edmondson, A. C. (2018). *The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth*. Wiley.
- Fredrickson, B. L. (2009). *Positivity: Top-Notch Research Reveals the Upward Spiral That Will Change Your Life*. Crown Publishers.
- Kabat-Zinn, J. (2013). *Full Catastrophe Living: Using the Wisdom of Your Body and Mind to Face Stress, Pain, and Illness* (Revised ed.). Bantam Books.
- Luthans, F., Youssef-Morgan, C. M., & Avolio, B. J. (2015). *Psychological Capital and Beyond*. Oxford University Press.
- Robertson, I. T., & Cooper, C. L. (2011). *Well-being: Productivity and Happiness at Work*. Palgrave Macmillan.
- Ryff, C. D., & Singer, B. H. (2008). Know Thyself and Become What You Are: A Eudaimonic Approach to Psychological Well-Being. *Journal of Happiness Studies*, 9(1), 13-39.
- Seligman, M. E. P. (2011). *Flourish: A Visionary New Understanding of Happiness and Well-being*. Free Press