

Work Related Factors contributing to Obesity in North India - A New Paradigm

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Abstract

There are discrete evidences coming across the country that obesity and overweight has significant relation with adverse work conditions which is further origin of many diseases. An employee with any form of ailment may not be able to contribute significantly in the productivity of company and therefore it may affect the country economy adversely. In India, globalization has created new paradigm in organizational culture. Prolonged working hours at workplaces, work stress and sedentary lifestyle to achieve the organizational targets has become the part of the day for employees especially working in corporate sectors. By doing this study, researcher wanted to understand the organizational behavior and available facilities to identify the occupational hazards which is contributing to overweight and obesity, which further become basis of a range of other non-communicable diseases. In this study, Researcher has tried to measure the sociodemographic, workplace related variables and health of the workers of the multinational companies working mostly in metro cities. Two stage sampling method was adopted to identify the samples on set inclusion criteria. A quantitative questionnaire was developed with three points Likert scale to assess the satisfaction level of employees. Findings of the study suggested that there is significant relation among the organizational behavior and available facilities with the overall wellbeing of the employees. Stress has been found among major percentage of employee which become basis for overweight and obesity in long run. Findings of this study also help the policy makers, public and private organizations to revisit their organizational human resource policy and develop employee friendly organizational facilities which will further help in advancing the productivity. Since the Indian company has employee of diverse background therefore further study is also required to strengthen the findings and understand the new dimensions of organization and workforce behavior.

Key Words: Obesity, Overweight, Organizational Behavior, Occupational Hazards, workplace Stress, Workload, Workplace Relationship, Public Health

1. INTRODUCTION

Worldwide, at least 2.8 million people die every year because of being overweight or obese. 13% of the world's adult population (11% of men and 15% of women) were obese in 2014. Lancet findings also say India is just behind the USA and China in global hazard list of top 10 nations

with maximum number of obese people. They account for 38 million deaths in 2012, and the same number is expected to go 52 million by 2030.

Globalization has contributed significantly in economic growth of the country and introduction of new companies has created plenty of jobs where employees spending 60-70% of their time in offices. An Australian study shows that working adults spent up to one half of the workday sitting down suggesting occupational sitting is one of the key contributor to the total daily sitting time (Brown WJ, 2003). During the job hours, sitting for prolonged hours adversely affecting the body which is not wired to be shiftless. Lack of movement slows digestion process by reducing the amount of food that is converted to energy and thus promoting fat accumulation results into overweight and obesity which further leads to many non-communicable diseases like diabetes, cardiovascular disease, sleep apnea and arthritis.

Indian Council for Research on International Economic Relations says that although India's economic boom has brought rise in corporate profits and higher incomes for employees, which has also led to increase in workplace stress and lifestyle diseases. ASSOCHAM'S corporate employees' survey result says, 36%t of the sample population are suffering from obesity which is itself a risk factor for corporate employee working in sitting condition. Workers in office sit for 10 hours a day on average basis and spent these hours into the computer screens, making calls, writing proposals. And even at home there are significant hours spent, sitting in front of the TV or idle.

A private firm, Bajaj Allianz General Insurance Company conducted a survey with 1100 working professionals in the age group of 23-35 years in New Delhi, Mumbai, Kolkata, Chennai, Bengaluru, Pune, Hyderabad, Gurgaon and Goa. This study reported that, 45% of young professionals suffer from some kind of lifestyle disorder. The most widespread problem was chronic body pain (40%), obesity (20%). In the past two decades, research on workplace psychosocial risk factors has produced a range of theoretical and empirical research (Theorell, T., 2000). An extensive range of health end points, especially cardiovascular diseases have been associated with the psychosocial work environment.

Organizational behavior helps companies to design the strategies to create an enabling work environment specific to the situation. Study on organizational behavior examines people's beliefs and actions in order to improve the work environment and quality of work produced.

2. RESEARCH PROBLEM

Journal of sports science published (Ross SE, 2016) a paper and said, currently no consensus exists across published literature reviews regarding the primary cause of the obesity and more research using advance measurement system is necessary. In context of organization behavior, there is also a gap in terms of studies, how corporate companies are creating enabling

environment for their employees to adopt healthy habits, highlighted in a study (Jans MP, 2007), conducted in Netherlands where employees sit on average 7 hours in a day on and off the working place. On the other hand, in a systematic review, (Van Uffelen et al. 2010) found limited evidence on adverse association between occupational sitting and different health outcomes. Since Indian employee working in same company comes from very diverse background, proposed study was designed to understand how organizational behavior affecting the health of the employees. Most interventions target behaviors of individual or in grouping with selected variables like physical environment in the community but seldom involve modifications of the work environment in companies. Seeing the diverse workforce employed in multinational and national companies in India, research tried to find out if the identified risk factors are still prevalence in companies and contributing to overweight and obesity. Much researches have shown that stress can affect lifestyle choices and health behaviors such as food consumption and physical activity (Wardle J, Chida Y, Gibson EL, Whitaker KL, Steptoe A, 2011), leading to overweight and obesity. Although the relationship between work stress and weight gain is not fully understood (Caban AJ, Lee DJ, Fleming LE, Gomez-Marín O, LeBlanc W, Pitman T, 2005), there is a scope for future research to identify the sources of stress that may affect weight gain and the overall well-being of employees in stressful workplaces (Senol-Durak E, Durak M, Gencoz T, 2006).

3. LITERATURE REVIEW

Corporate employees are surviving in inflexible global competitive environment and maintain sedentary lifestyle to save their jobs and add pressure on their health. Due to increasing technological developments, work has become less physical and more mentally demanding, thereby often being more sedentary, most of the workforce sits throughout the day (Church TS, 2011). Optum's studied a sample size of 200,000 employees and found that prolonged sitting has adversely affecting the health of employees and nation's economy as well. Around 30 million people are overweight or obese in India and the direct and indirect cost of obesity-associated conditions in India is estimated to be nearly \$13 billion by 2025. Obesity which contributes to higher levels of cancer, heart disease and diabetes, and has been shown to limit substantially a person's ability to work. The stress can occur specifically when there is a battle between the employees and the demands at work places of the employees. Stress becomes suffering in such states when the employees has little control over this (Murphy L. R., (1995)). Stress at workplaces include depression, persistent anxiety, pessimism and resentment. The adverse impact of these symptoms in organizations are significant because these symptoms lead to disabling environment at workplace, low morale, interpersonal conflict, increased benefit expenses, decreased productivity, and increased absenteeism, (Collings Thomas W. and Higgins Eileen M., 2005). Work stress is also known to aggravate risk of chronic conditions such as obesity (Au, Hauck, & Hollingsworth, 2013; Brunner, Chandola, & Marmot, 2007; Schulte et al., 2007), cardiovascular disease (Gilbert-Ouimet, Trudel, Brisson, Milot, & Vézina, 2014; Kivimaki et al.,

2006), diabetes (Nyberg et al., 2014), anxiety, and depression (Griffin, Greiner, Stansfeld, & Marmot, 2007). Various studies highlighted, how stressful working conditions can impact food choices and dietary patterns of employee and it leads to limited leisure-time. When researcher reviewed the literature on workers relationship, it is found that trends in the modern workplace, such as decentralization and work teams, require more interaction, cooperation, and information transfer between co-workers (Griffin, M.A., Neal, A. and Parker, S. K., 2007) . As a result, the new working conditions require more horizontal trust between co-workers. Horizontal trust is also needed for knowledge acquisition and dissemination processes (Loon, Hoe S., 2007).

In a range of literatures, relationship between working environment and obesity has been defended and said physical working conditions are closely linked with employee's health and sedentary jobs may lead to a higher incidence of obesity (Pratt CA, Lemon SC, Fernandez ID, et al. 2007). Stretched working hours affect the health behaviors of employees and their families (Devine CM, Farrell TJ, Blake CE, et al., 2009) also. Workers exposed to long working hours or shift work, or who have multiple jobs, have little available time for family dinners and tend to consume calorie-rich fast foods which leads to increased risk of obesity for workers, (Allen TD, Shockley KM, Potrat LF., 2008). Job stress and stress responses are associated with high body mass index, as stress generated in low-control, high-demand work environments influences food choices and eating patterns, (Schulte PA, Wagner GR, Ostry A, et al., 2007). The workplace food environment affects the food choice of employee and workers are bound to consume according to availability and the nutritional quality of meals at work depends on the accessibility of healthy foods and workplace eating facilities, (Blanch HM, Yaroch AL, Atienza AA, et al., 2009).

In proposed study, to identify the study variables, research has gone through various literatures and identified three major variables highlighted below in Section (A,) need to be explored in context of Indian workforce and companies. The McKinsey Global Institute (MGI, 2014) has also studied 74 interventions to address obesity in 18 areas that has been discussed or piloted somewhere around the world has also highlighted that employees with particularly increased BMI can be less productive in the workplace due to the range of health problems that obesity can cause, including, for example, arthritis, fatigue, breathlessness, lack of concentration, and depression, (Eric A. Finkelstein et al., 2010). There is evidence available on relationship between obesity and absenteeism at workplace for health-related issues, including frequent medical checkups, (L. A. Tucker and G. M. Friedman, 2007). McKinsey Global Institute has also identified workplace wellness as one of the lever to counter obesity.

Overall If the organizational Behaviour is seen, there are several meta-analyses support that organizational commitment is positively related to performance (Mathieu & Zajac, 1990; Riketta, 2002; Wright & Bonett, 2002) and organizational citizenship behavior (Organ & Ryan, 1995). Commitment has also been found to be negatively related to tardiness, absenteeism, and turnover (Harrison et al., 2006). In another study, N. J. Allen and Meyer, (1990), it was highlighted that employees with strong emotional commitment remains with the organization because they want

to, but those with a strong endurance commitment stays because they need to, and those with strong normative commitment stay because they feel they should to.

4. SECTION A. QUESTIONNAIRE VARIABLES

- a) Socio Demographic Data
- b) Psychosocial and Occupational Hazards at work place
- c) Health Determinants

5. OBJECTIVES OF THE STUDY

1. To measure risk factors among working adults associated with Obesity in Indian multinational companies.
2. To measure the occupational hazards in Indian multinational companies causing health problems.

6. RESEARCH METHODOLOGY

An exploratory study was designed where respondents were recruited through two stage sampling method. A sample frame of 400 corporate employees identified through set inclusion criteria given below in section (B). In second stage of sampling, 200 sample units were selected randomly from the sampling frame of 400 Units. After minimizing the data of 20 respondents shared invalid responses, sets of 180 samples were evaluated through Descriptive statistical tool. These 200 sample units were part of multinational companies and mostly working in range of executive level to senior management level. A questionnaires based on 3 points Likert scale was designed and used to measure the level of satisfaction and informations.

7. SECTION B: INCLUSION CRITERIA FOR FIRST STAGE SAMPLING

- a) Respondent working in corporate sectors
- b) Respondent having sitting job profile
- c) Respondent in age group of more than 20 years

8. FINDINGS OF THE STUDY

8.1. SOCIO DEMOGRAPHIC DATA

Out of total 180 respondents, 69% were male participants while 31% were female. Around 47% of the participants, researcher received in random selection were in age group of 31-40 years. Total 20% of the respondents were not married and has 0-5 years of work experience. All the participants were working in multinational companies related to IT/ITs, Consulting Firms, Management firms and International NGOs. Around 54% participants were post graduate and has done MBA, PGDBM, M.Tech and other master's degrees. Out of total respondents, when asked about the working cities, around 62% were working in metro cities.

Table 1: Demographic Distribution

Demographic Characteristics (N = 180)		No.	%
Gender			
	Male	124	69%
	Female	56	31%
Age			
	20-30 Years	69	38%
	31- 40 Years	85	47%
	More than 45 Years	26	15%
Marital Status			
	Married	145	80%
	Not Married	35	20%
Education Level			
	Graduate (10+2+3/4)	72	40%
	Post Graduate (Masters)	97	54%
	M.Phil./Ph.D.	11	06%
Work Experience (Years)			
	0-5 Years	65	36%
	5- 10 Years	73	40%
	More than 10 Years	42	24%
Working Cities			
	Metro City	112	62%
	Non-Metro City	68	38%

8.2. PSYCHOSOCIAL AND OCCUPATIONAL HAZARDS AT WORKPLACE

Work-related stress has the potential to negatively affect an individual's psychological and physical health, as well as an organization's effectiveness. Therefore, it is recognized world-wide as a major challenge to workers' health and the health of their organizations. In this study,

researchers explored the four variables named work scheduling, workload and ergonomic facilities. Apart from this researcher also explored the context in which work occurs like the relationship and interactions with management, supervisors and subordinates or clients called as workplace relationships. Researcher has explored the respondents on 3-point Likert scale on selected variables identified from the WHO report (Leka S., 2003) and reached to following conclusions.

Table 2: % response calculation on 3 points Likert scale, Work Scheduling, Workload, Ergonomic Facilities.

Area of enquiry (N = 180)	Satisfied %	Neutral %	Dissatisfied %
Do you feel convenient working for shift-based job?	43	9	48
Are you satisfied with the shift-based jobs?	57	11	32
Are you satisfied with equal or more than 2 hours extra working in office?	63	8	29
Do you feel stressed when not delivering the work on deadline to supervisor?	73	4	23
How you rate the ergonomic facility at your work space (Chair, Leg Space and Table arrangement)?	62	10	28
How you rate the cafeteria facility in your office space?	6	13	81
How you rate the Yoga/Indoor game/Gym facility in your office space?	1	14	85
How you rate company's health and safety policy and program implemented as per plan.?	8	14	78

8.2.1. WORK SCHEDULING

67% respondents reported, working in shift works. Organization has rotation policy and employee agreeing to the slots, adhere to the plan. However, organizations have flexibility to shift the employee in different slots after mutual consent. Out of 67% respondents working in shifts, 43% reported convenient for the employee while 48% says, not convenient. On Likert scale 57% were satisfied with the shifts jobs while 32% were dissatisfied. 11% of the respondents have chosen neutral response.

8.2.2. WORKLOAD AND WORK PRESSURE

Employee stays for more than stipulated working hours in office. While exploring 76% reported that they spent equal or more than 2 extra working hours in office at least 3 days in a week. On Likert Scale, out of those who spent extra hours in office, 63% were satisfied and 29% dissatisfied. Only 8% of them chosen neutral response. On exploration, it came out that

organization offers incentives and perks for extra working hours. Respondents have also highlighted that introducing new work practices and technology without sufficient orientation is also one of the core reason of work pressure. For the delivery of work on deadlines, 73% respondents feel stressed. While asking what else causes you to get stressed at work, responses were very asymmetrical. Workload, Time pressures and deadlines, unplanned work, Lack of job security, Unable to satisfy all stakeholders at work were among the key reasons of stress.

8.2.3. ERGONOMIC FACILITIES

Inappropriately adjusted office chairs and tables lead to back ache and neck pain and long term sitting in similar fashion causes permanent back or disc damage. Globally every 10th sick leave applied is attributed to Lumbago. In India, researcher explored the ergonomic facilities at work and asked the satisfaction level. Around 62% respondents were satisfied with the infrastructure available for the employee. Those who were dissatisfied explained that the organizations have nonstandard sitting arrangements in terms of no optimal height of chair and desk and small Partitions with no Leg space adversely affecting the health. On exploration it is also found that 81% of the dissatisfied respondents expressed disappointment over the cafeteria within office. After exploration it has come that the cafeteria only offers tea/coffee, snacks and burger, patties, samosa etc. There is no provision of healthy food in cafeteria. While asking on the facilities like yoga/indoor games within the office premises, 85% reported No. Among 15%, it was noticed that the organization has given the liberty to walk around as per choice or have space to play indoor games.

8.2.4. WORKPLACE RELATIONSHIPS

It is essential to create and sustain an organizational climate that optimizes overall growth and enables harmonious employee relations. This in turn will promote and sustain industrial growth by improving workforce productivity and generate revenue for the company and customer satisfaction as well. Trust is important in business environments because reinforces and strengthens intra-organizational and inter-organizational relationships (Svensson, G., 2005). In this century of globalization, working conditions require more horizontal trust between co-workers. Horizontal trust is also needed for knowledge acquisition and dissemination processes (Loon, Hoe S., 2007). Existing studies showed that employees feel vulnerable because they must rely on their managers for work assignments, performance evaluations, and promotions (Knoll, D. L. and Gill, H., 2011). Recent studies also showed that managers feel vulnerable because they must rely on their employees to complete work tasks (Dirks, K. T. and Ferrin, D. L., 2002). Managers share responsibility for incomplete work tasks. Incomplete work tasks affect the managers' performance evaluations, pay, and reputations (Schoorman, F. D., Mayer, R. C. and Davis, J. H., 2007). Here the role of Organizational behaviors plays a significant role in prompting the cohesive behaviors among employees. When researcher explored on workplace relationships in this research, findings suggest that majority (around 50%) of the respondents

were not satisfied with the environment of workplace relationship. Average 43% of the workforce were dissatisfied with the supervisors- sub ordinate relationship and management role. However, 64% reported that they have very cordial relations among coworkers. Only 27% respondents said that company organizes any team/social building programmes in office or outside.

Table 3: % response calculation on 3 points Likert scale, Workplace Relationship

Area of enquiry (N = 180)	Satisfied %	Neutral %	Dissatisfied %
I am satisfied with the amount of resources given for job completion	38	17	45
Organization offers new opportunity to improve new skills	47	12	41
My management is fair and reasonable.	21	35	44
I get feedback consistently at work for improvement	32	10	58
Co-Workers respect each other's opinions and values.	64	11	25
I get a sense of satisfaction from the work I do.	26	29	55
I get substantial support from the manager in completion of work.	37	21	42
Organization have efficient performance appraisal system	25	14	61
Organization circulates Health tips communication for employee	8	10	82
Organization arranges team/social building initiatives time to time	27	19	54

Organization also requires stringent communication system to inform and educate the employee on various aspects formally and informally other than the technical training programmes. Researcher tried to understand in this study whether companies have a communication system (email/messaging/call/others) to educate the employee. 82% respondents reported there is no communication, employee receives on health and safety aspects. Only 39% of the respondents said the company has visuals in the office to highlight the health and safety among the employee. Only 8% employee reported that receive weekly/daily email on health and safety related topics through internal email. On exploration, 89% respondents said the company has health and safety policy, but adherence is limited. On Likert scale, 78% of the respondents expressed dissatisfaction in company's health and safety program implementation plan.

8.3. HEALTH DETERMINANTS

In this section, researcher has identified a set of variables to explore with the respondents, how this is affecting the health of the employee directly or indirectly.

8.4. DISEASE OR SIGNS OF DISEASE

Researcher has also explored if the respondent has developed any ailment or related signs during the professional working period. On multiple response option (Table-1), 32% reported about eye problems, 57% about overweight/obesity, 81% says about any form of stress. 75% reported gastric problem while less than 30% respondent reported about cervical and arthritis problem. Researcher has also collected data on smoking and drinking habits and 42% of the respondents found smoking everyday frequently while 22% said occasionally. Almost similar percentage 26% were among non-smokers. Around drinking habits, only 17% expressed that they drink frequently (At least once in a month), while 52% reported that they drink occasionally, and 31% respondents were among non-consumer. On exploration with frequent smoker and drinker, it has come out that work stress is one of the key reason, takes towards the addiction which is further becoming risk factors for obesity and other disease.

Table4: % calculation of disease or signs of disease respondent suffered during employment

Types of problem respondent reported	% of respondents (N=180)
Cervical problem	29%
Arthritis	21%
Overweight/Obesity	57%
Eye related ailment	32%
Wrist problem	22%
Gastric problem	75%
Any form stress	81%
Heart disease/Blood pressure	49%

For stressed employees (81%), researcher explored with them and highlighted the findings in sequence ranking in Table-5. Once employee get stressed at work, majority of them start taking frequent tea, cigarette or any other food items to relieve the stress. Around 49% reported that they withdraw to put extra efforts. Absenteeism and job insecurity were also the consequences of stress. Increasingly, evidence suggests overweight and obesity risk may be related to high demand, low-control work environments and extended work hours. High-stressed employees often report poor eating habits, low level of physical activity, smoking/alcohol use and weight gain, (Winick C, Rothacker DQ, Norman RL 2002).

Question: When you get stressed at workplace, what affects you more?

Table 5: % calculation of disease or signs of disease respondent suffered during employment

Index	Sequence Ranking (N=180)
Increased Tea, Cigarette or food consumption	52%
Limited engagement at work	49%
Increased absenteeism	37%
Leaving the job	12%
Argument with Supervisors	6%
Premature retirement plan	12%

8.4.1. DIETARY HABITS

The study analyzed the data on dietary habits of employee and found that during the week days, 86% of them consumes only one complete meal in form of dinner. Out of total respondents, 71% rely on the office cafeteria, local dhaba or restaurants for lunch or dinner during working hours. Out of these eaters, 81% said they eat some snacks, Paratha or some stuffed items. 81% respondent reported that the office cafeteria does not carry the health friendly diets. There is only option of tea/coffee or chips, chowmin, petties or burgers. Respondents who reported stress

8.4.2. PHYSICAL ACTIVITY

Researcher has also explored, how professionals are getting time to do physical activities and out of total respondents, 72% reported that they do not exercise even for half an hour in a months' time. Only 12% reported, doing half an hour moderate to intense physical activity five times a week. Around 16% of the respondents said they do exercise occasionally sometime indoor and outdoor. Asking about the average 5 minutes break every 2 hours (such as standing up or stretching or taking a short walk) at work, 38% respondents said yes while 35% says no break on every 2 hours. 27% respondents said they take break as and when feel required. On exploration, around 41% of the respondents shared that they do not get time to go to any facility like gym, park due to work pressure, as they work during night or early morning also through laptops. These 41% were mostly mid or senior management professionals.

9. DISCUSSION

In addition to the direct adverse effect, obesity also generates indirect costs for employers by increasing workers' compensation claims and related lost workdays (Osbye, Dement, and Krause 2007), absenteeism (Finkelstein, Fiebelkorn, and Wang 2005; Ricci and Chee 2005),

presenteeism (Ricci and Chee 2005), and disability in people aged fifty to sixty-nine (Sturm, Ringel, and Andreyeva 2004). In this study it was also reported that travelling to work is problem for majority of the employee. Most employers do not routinely measure presenteeism (a self-reported measure of diminished on-the-job work performance due to health or life problems), although acceptance of it as a concept is growing (Hemp 2004). Even without counting the cost of presenteeism, however, productivity costs attributable to obesity are significant. Indeed, analysts believe that the indirect costs of obesity may be greater than the direct medical costs (Wolf and Colditz 1998). This study has also come up with findings that facilities like yoga/indoor games within the office premises were not available as reported by 85% of the respondents.

When we see this research, work stress and workload are the key variables causing a range of problem for the employees. According to the U.S. National Institute for Occupational Safety and Health, job stress is defined as “the harmful physical and emotional responses that occur when the requirements of a job do not match the capabilities, resources, or needs of the worker.” Such stressors can affect both physical and mental health through the acceptance and practice of unfavorable lifestyle behaviors consequently increasing the risk for weight gain and obesity (Fernandez ID, Su H, Winters PC, Liang H,2010). Much research has shown that stress can affect lifestyle choices and health behaviors such as food consumption and physical activity (Wardle J, Chida Y, Gibson EL, Whitaker KL, Steptoe A,2011), leading to overweight and obesity. While doing literature review, researcher has found a literature highlighting the relationship between work stress and weight gain is not fully understood (Caban AJ, Lee DJ, Fleming LE, Gomez-Marín O, LeBlanc W, Pitman T, 2005) and scope for future research to explore the sources of stress that may affect weight gain and the overall well-being of employees in stressful workplaces (Senol-Durak E, Durak M, Gencoz T, 2006). In this study, researcher has created some evidences to support the fact that more than 80% of the employees were suffering from some types of stress and it became reason for multiple health problems in addition to eating and physical habits. Other findings were also available on limited mobility at workplace, due to strict security and HR policy in corporates, employees are often required to remain sedentary for long periods of time, with no opportunity to leave the facility to participate in any physical activity (Yamada Y, Ishizaki M, Truritani I, 2002) and sedentary lifestyle is also one of the obesity contributor. There this research significantly supports the fact the organizational behavior created occupational hazards which becomes the risk factors for causing obesity and further obesity become risk factors for multiple non communicable diseases.

10. IMPLICATIONS OF THE STUDY

Since India has diverse category of workforce in various multinational companies and currently has limited research on the organizational behavior and significant relation with the rise in obesity, this research aims to educate not only health practitioners but organizations as well whose having interest in improving the organizational behavior and the health of their workforce

to increase work productivity. By doing the study, researcher has come up with the various factors related to the employees and organization which is adversely affecting the health of the employee and organization as well.

To motivate the employee, companies may use the findings to develop healthy and employee friendly organizational space, enabling environment and employee wellness programme. Employers many times lack the awareness, understanding, and experience that are required to design, implement, and evaluate a health promotion program within the workplace (Goetzl, 2001). This research has filled those gaps by providing key areas of improvement which can be used as general well ness programme however variables of this study can also be used to assess the employee satisfaction level about facility of the organization.

Providing good food facility in cafeteria, short breaks, good ergonomic facilities and low stressed working condition within the workplace can work wonder for increasing the productivity of the company. A healthy employee hardly uses health benefits provided by the company in terms of insurance and Medclaim, thus company can get benefitted though reduced health expenditure in terms of health insurance, less absenteeism and low productivity due to illness. At the same time, employees would get benefits of enabling working environment with no work stress, opportunity to innovate at work and support equally in the progress of the organization.

11. WAY FORWARD

During the literature review, Research scholar has identified occupational hazards at workplaces in terms of workload, work stresses are among the risk factors for Obesity and in this study, a detailed research has been conducted with the diverse set of employees. Findings of this study supports the variables related to workplace occupation hazards cause overweight and obesity and further it leads to a range of non-communicable diseases. Among the range of risk factors causing obesity, stress triggered through numerous factors are more hazardous which can be reduced though systematic approach. Study created evidences that there is significant association between organizational Behaviour and employee health.

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