

EFFECTS OF THE INTERVENTIONS FOR HEALTH AND WELL-BEING IN GREEN DRAGON REALTY DEVELOPMENT AND CONSTRUCTION

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ABSTRACT

This study purpose is to assess the effects of the interventions for health and well-being of the employees in Green Dragon Realty Development and Construction. The following objectives guided the study: characteristics of the respondents in terms of age, sex, highest educational attainment, job title and length of work experience in the business. The impact of the company's interventions was measured in terms of employee productivity, customer loyalty, profitability, and employee turnover. The researchers conducted a survey to 76 employees of Green Dragon Realty Development and Construction. The descriptive research design was used by the researchers. The collected data was analyzed using a means comparison to develop a plan of action for improving the company's current health programs. According to the findings of the study, the majority of Green Dragon Realty Development and Construction employees believe that the company's interventions have a substantial impact on their productivity, customer loyalty, financial and profitability, and employee turnover.

Keywords:

Health, Well-being, Employee productivity, Profitability

INTRODUCTION

Health is a broad concept that has been assessed and described in a variety of ways. According to the World Health Organization, health is "a stable state of personal, psychological, and social well-being, rather than simply the absence of illness." [1] This definition, however, has received a lot of disapproval since it is believed to be hard to achieve. [2] According to Medin and Alexandersson's research about health and health awareness, there are three main concepts of health: first, health as the absence of disease, second, health as an asset and a physical power, and third, health as the state being in proportion. [3] Illness or disease, according to Nordenfelt, is associated with the concept of incapacity, whereas health is associated with the concept of capability. A healthy individual is one who can work, whereas an undesirable individual is somebody who can perform. [4] However, the ability must be evaluated in relation to the various objectives. As a result, health exists in varying degrees, and it is impossible to categorize someone as healthy or unhealthy. [5]

Davis defines well-being as a state of mind and body that includes contentment, wealth, job fulfillment, and a sense of purpose. [6] Productivity is defined as the amount of work that people can create in a particular time frame with the least amount of effort and resources. It's also a metric for determining how well a company invests in goods and services. Workplace situations, influences, stress, competitive, cultural, demographic, economic regulation, and

technical elements all have an impact on an organization's existence, operations, and growth.

Employees' health may suffer as a consequence of different type of work, which includes rearrangement, greater volume of work, technology advancement, and unstable occupation. People become ill, lose motivation and performance at work, become dissatisfied with their jobs, or change jobs. These are consequences that affect not only employees but also businesses and society as a whole. We now know that people are both influenced and influenced by their work environment. [7-10] According to Swedish work environment law, companies must design their workplaces to accommodate employees' physical and psychological needs. The goal of workplace improvements is to create an atmosphere that fosters employee well-being, job satisfaction and development, and organizational productivity in addition to reducing hazards. [11]

The COVID-19 outbreak is the most serious global health crisis in many years. It had a dramatic impact on employees and offices all over the world, causing a massive shift in the working environment and raising employees' concerns about their mental health and physical well-being. The COVID-19 epidemic has had a considerable influence on the construction sector, which has been challenged to improve worker safety and well-being. [12] Construction work is done with all of its manpower or workforce in physical contact. A construction project cannot be completed if its workforce is sick or suffering from a medical condition. Employee productivity and financial performance of construction companies will suffer greatly if the company does not consider implementing health-related programs to improve the health of their employees.

The study entitled "Effects of the Interventions for Health and Well-being in Green Dragon Realty and Development and Construction aims to assess the effects of the interventions for health and wellness in the employee's productivity, customer loyalty, profitability and employee turnover. Furthermore, the primary goal of this study was to generate an idea that will improve worker well-being and health in the future.

Employees of the Green Dragon Realty Development and Construction located in Makati City, Metro Manila was chosen as the study's subject since construction companies are one of the companies that are greatly affected by the pandemic and their business operations primarily needed closer interaction between their employees. Health-related issues can lead to productivity losses and lower employee retention will have a significant impact not only on the company's financial performance, but also on the overall condition of the business. The company should put measures in place to protect their employees' health and well-being so that they can continue to build buildings and other infrastructure. Productive employees are one of the factors for a business to stay competitive in the industry and maintain financial stability. The researchers need to know how health-related issues affect the activities of the business as well as the result of its operation.

RESEARCH LITERATURE

According to RAND Europe's work for the Boorman Review (2009) on the health and wellbeing of National Health Service (NHS) staff, it provided a sense of the potential savings organizations could make by adopting more effective ways of managing health and wellbeing. According to the study, reducing lost productivity in the National Health Service (NHS) to levels experienced by better public sector performers would save the NHS approximately £500 million per year. Nevertheless, understanding of the efficacy of therapies and programs, as well as contextual elements that promote wellbeing, is continuously developing. Their experience with organizations competing in the Britain's Healthiest Company competition demonstrates that few measure return on investment or understand the effectiveness of interventions. Despite the fact that there is some evidence for a variety of interventions, there is a lot of disagreement on how to assess outcomes like productivity. According to the study's findings, specific interventions such as occupational-health programs, job-stress education for line managers and supervisors, lifestyle-guidance programs via email, and telephone-counselling sessions with mental-health clinicians appear to be effective in reducing presenteeism levels (and, indirectly, absenteeism). Furthermore, a recent review conducted for the UK government on mental health and employment by Stolk et al., (2014) shows that cognitive behavioral therapy (CBT) therapies appear to be beneficial not only in boosting career opportunities but also in keeping people with mental illnesses at work and increasing their productivity. In the same way, there is a growing amount of evidence about wellness programs according to Mattke et al., (2014), although the recent systematic reviews by

Buseman-Williams (2014) and Osilla et al. (2012) show that the effectiveness of these programs is uneven, and they appear to be more helpful at boosting individual well-being than overall organizational productivity. Some studies also shed light on the importance of multi-programme interventions (Hassan et al. 2009), while there is more data about how the working environment, such as shift work or long hours, affects productivity, there is also more evidence about how the working environment affects productivity (Waddell et al. 2006), and other factors (e.g. sleep) contribute to wellbeing. [13]

According to the news article published by the Business Times (2012) entitled "The Importance of Employee Well-being", employee mental health has a direct impact on how they think and feel about their job and company. Employee happiness is linked to job attitudes and performance, according to research. Employee well-being is vital, not merely a "nice-to-have" in the context of SMEs. It is crucial because, due to the small size of a SME and the many tasks played by employees, the attitudes and performance of a single person have a significant impact on the firm. Employees in the greatest firms do not perceive their jobs as a source of dissatisfaction or continual conflict with what they want to do or enjoy. In fact, many positive characteristics that contribute to mental well-being in terms of pleasure and enjoyment may be found at work. Employee well-being has a significant impact on productivity and working relationships. Employees that are satisfied and happy are more likely to trust their bosses, follow corporate laws and regulations, make suggestions to enhance the company, assist coworkers, and work as a team to achieve group goals. Such behavior contributes to a high-performing, productive, and innovative firm with socially integrated people. As a result, it's not unexpected that employee well-being has been linked to consumer satisfaction in studies. Likewise, the inverse is true. Employees that are unsatisfied and unhappy are more likely to be disengaged, absent without justification, cynical, non-cooperative, and engage in counter-productive conduct, according to research. Overall, the research shows that high employee well-being is a valuable asset for SMEs, but bad employee well-being is a significant liability. [14]

According to the research of Lozano-Kühne et., (2012) about the current state and future direction of the shift work here in the Philippines shift employment has been shown to have a negative impact on a worker's health and well-being. However, because of the multiple interconnected components involved in shift work, understanding the process underlying its consequences is difficult. The growing demand for shift workers in the Philippine business process outsourcing (BPO) industry, notably in the contact center sector, has piqued researchers' interest in studying the impacts of shift work on S Filipino workers. The fact that shift work has an impact on employees' health and well-being, which in turn has an impact on economic productivity, is sufficient justification to do shift work research. Several studies have demonstrated the negative impact of shift work on a person's health and well-being. Various shift work studies have documented acute health impacts (e.g., sleep and digestion disruptions), chronic health effects (e.g., metabolic and cardiovascular diseases and increased cancer risk), and social effects. [15]

THEORETICAL FRAMEWORK

This study was based on the findings of Christian Krekel et al. et al., (2019), who investigated the relationship between employee wellbeing and firm performance in their paper "Employee Wellbeing, Productivity, and Firm Performance." They sought to supplement their evidence with supporting, complementary, and empirical evidence from the academic literature. They concentrate on the "causal-design" literature, specifically identifying studies that use laboratory or field experiments, as well as those that use 'natural' experiments that occur in the real business world. Their research aims to bring together the most recent and robust studies that credibly certify (or at least strongly suggest) the causality of happiness's effect on productivity, while also paying attention to the specific mechanisms through which happiness may affect productivity. This framework is consistent with research demonstrating that positive attitudes toward a specific life domain result in positive behavioral outcomes. Higher job satisfaction, implying more positive attitudes toward work and the workplace, should be associated with lower absenteeism and staff turnover, among other important outcomes, according to this logic.

Christian Krekel et al. (2019) divided their analysis into three steps, for each of the 339 research studies, they first aggregated employee well-being and the respective performance outcome at the business-unit level. Second, they calculated the business-unit-level correlation between employee well-being and performance outcomes for each

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study. Finally, they used the meta-analytical toolkit to derive a single, adjusted (i.e. non-context-specific) average correlation between employee well-being and performance outcomes. [16]

CONTRIBUTION OF RESEARCH

The findings of this study about the effects of the interventions conducted by companies for the health and well-being will benefit the following:

- To Businesses. The research findings of this study will help them in assessing the effectiveness of their intervention programs and activities about the health and well-being of their employees. The data's that will be gathered in this study will assist them in the formulation of their future programs for their employees. This study will help them determine the effects of healthy and productive employees in the health of their business.
- To Employees. This study will help them adopt and maintain healthy behaviors, improve their nutrition and physical activities to lower health-related risks.
- To the Consumers. This study will help them have an awareness and knowledge about the health and well-being of employees, its relationship in their productivity and the achievement of customer satisfaction.
- To Researchers. The results of this study will help students gain more knowledge and learnings about the health and well-being and its implications in employee's productivity and in the result of organization's operation.
- To the Future Researchers. The study's findings will be used as a reference and a guide for future researchers who wish to conduct a similar study on employee health and well-being.

RESEARCH METHODOLOGY

The main objective of this research study will determine the effect of health and well-being related programs and interventions to employee's productivity wherein we are going to use the descriptive method of research applied. This method will be used to gather more reliable information and to come up with more precise conclusions that would be helpful in the study's completion. In addition, it was used to address the research problems and goals posed at the start of the study.

According to McCombes, (2019) descriptive research seeks to accurately and methodically describe a population, situation, or phenomenon. It can answer questions about what, where, when and how, but not questions about why. A descriptive research design can explore one or more variables using a wide variety of research methods. [17] Therefore, the researchers considered the method as the most appropriate in this study.

RESULTS AND DISCUSSION

A. Profile of the Respondents

Table I
Distribution of the Respondents in Terms of Age

Age	Frequency	Percent
18 - 20	3	3.95
21 - 25	11	14.47
26 - 30	23	30.26
31 - 35	17	22.37

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International Journal of Engineering Technology Research & Management

36 - 40	13	17.11
41 - 45	6	7.89
46 - 50	2	2.63
51 - 55	1	1.32
56 - 60	0	0.00
Total	76	100.0

Table 1 shows the distribution of the respondents in terms of age. With 30.26 percent, the age bracket of 26-30 received the highest frequency of 23. Second, the age bracket of 31-35 has a frequency of 17 and percentage of 22.37. The third age group is 36-40, with a frequency of 13 and a percentage of 17.11. Fourth, the age bracket of 21-25 has a frequency of 11 and a percentage of 14.47. Fifth, the age group 41-45 received 7.89 percent and a frequency of 6. The 18-20 age group came in sixth place, with a frequency of 3 and a percentage of 3.95. The age group 46-50 ranks seventh, with 2.63 percent and a frequency of 2. The age group 51-55 received only 1.32 percent and a frequency of 1. Finally, the age range of 56-60 received no responses, indicating that the company has no employees in that age range.

Table II
Distribution of the Respondents in Terms of Sex

Sex	Frequency	Percent
Male	49	64.47
Female	27	35.53
Total	76	100.0

According to Table 2, the majority of respondents are male with a frequency of 49 and 64.47 percent and only 35.53 percent or a frequency of 27 are female.

Table III
Distribution of the Respondents in Terms of Educational Attainment

Highest Educational Attainment	Frequency	Percent
High School	18	23.68
Vocational	16	21.05
Undergraduate	12	15.79
Bachelor	30	39.47
Total	76	100.0

According to Table 3, the majority of respondents with a frequency of 30 and 39.47 percent have a bachelor's degree. The next group are high school graduates who received 23.68 percent and a frequency of 18. There are only 21.05 percent or 16 vocational respondents. Undergraduate respondents make up only 15.79 percent of the total or a frequency of 12.

Table IV
Distribution of the Respondents in Terms of Employment Status

Employment Status	Frequency	Percent
Project Base	32	42.11
Contractual	22	28.95
Probationary	3	3.95
Permanent	19	25.00
Total	76	100.0

Table 4 shows that the majority of respondents are project-based employees with a frequency of 32 and 42.11 percent. 22 or 28.95 percent of the surveyed employees are contractual and 19 or 25 percent of the total respondents are permanent employees. Only 3 or 3.95 percent of employees are on probation.

Table V
Distribution of the Respondents in Terms of Job Title

Job Title	Frequency	Percent
Manager	1	1.32
Rank and File	68	89.47
Other	7	9.21
Total	76	100.0

As seen in Table 5, there are 68 or 89.47 percent rank and file employees while there are only 1 or 1.32 percent that is in managerial position. 7 or 9.21 percent of the respondents have no particular job title.

Table VI
Distribution of the Respondents in Terms of Length of Service

Length of Service	Frequency	Percent
Less than 1 year	10	13.16
1 year	28	36.84
2 years	22	28.95
3 years	9	11.84
4 years	4	5.26
5 years	3	3.95
Total	76	100.0

Table 6 shows that 28 or 36.84 of the employees have been with the company for nearly a year. 22 or 28.95 percent of respondents have been with the company for at least two years, while 10 or 13.16 percent have been with the company for less than a year. 11.84 percent or 9 employees have been with the company for three years and 4

employees or 5.26 percent have been with the company for four years. Only 3 or 3.95 percent of the workforce has been with the company for 5 years.

B. Practices Applied by Companies in Promoting a Healthy Workplace

***Table VII
Practices Applied by the Companies in Promoting a Healthy Workplace***

Practices in Promoting Healthy Workplace	Mean	Verbal Interpretation
1. There are available logbooks and contact tracing forms to be filled out by the employees and visitors entering and leaving the workplace.	3.43	Sometimes
2. Employees have access to a designated sanitation and handwashing area.	3.39	Sometimes
3. Providing classes or seminars on health-related topics such as fitness, nutrition, tobacco cessation and stress management.	3.08	Sometimes
4. Conducting health assessments such as employee health survey or environmental audit.	3.33	Sometimes
5. Implementing flexible work hours for improved work/life balance.	3.39	Sometimes
6. Health-related signs and posters are scattered in the vicinity of the workplace to inform the employees and stop the spread of the Covid-19 virus.	3.43	Sometimes
7. Investing in thermal scanners to take the body temperatures of employees and visitors and prevent individuals who have higher temperature to enter in the workplace.	3.50	Always
8. Employees are given Personal protective equipment (PPE) which includes safety helmets, gloves, eye protection, high-visibility clothing, safety footwear and safety harnesses for the personnel in-charge of conducting thermal scanning at the entrance of the workplace.	3.47	Sometimes

9. The equipment and facilities like tables, desktop, printer, chairs, etc. which are often handled are properly cleaned and sanitized regularly.	3.57	Always
10. The companies installed mechanisms on the doors so it can be opened without directly touching it.	3.34	Sometimes
11. There are available hand sanitizers and alcohol in multiple locations of the workplace to encourage hand hygiene.	3.45	Sometimes
12. Personnel are subject to regular rapid test to ensure that no positive and asymptomatic employees are reporting in the workplace.	3.43	Sometimes
13. Personnel are mandated to wear face mask and face shield when dealing with co-workers and customers.	3.54	Always
14. Providing stress-relieving resources for employees to explore.	3.42	Sometimes
15. Personnel are provided with enough space at their different offices for the observance of physical social distancing.	3.47	Sometimes
16. Common areas like the pantry, office lounge, bathroom, electronic equipment and even ATMs are regularly cleaned and sanitized.	3.42	Sometimes
17. Encourage positive communication in the workplace.	3.34	Sometimes
18. Personnel having symptoms during office hours are immediately referred to proper authorities to ensure the safety of his co-workers.	3.46	Sometimes
19. Device schemes like having online transactions and meetings are being encouraged as an alternative mode of communication to avoid frequent contact among employees.	3.43	Sometimes
20. The company regularly provides sanitation kit for every employee.	3.42	Sometimes
Composite Mean	3.42	Sometimes

Table 7 displays the practices used by businesses to promote a healthy workplace, which have a composite mean of 3.42 and a verbal interpretation of sometimes. It is clear that Green Dragon Realty Development and Construction has made efforts to ensure the safety and health of their employees, particularly in light of the global pandemic crisis. The table revealed that the company is implementing measures to protect the health and well-being of their workforce by ensuring that frequently handled equipment and facilities such as tables, desktops, printers, chairs, etc. are properly cleaned and sanitized on a regular basis, which received the highest mean of 3.57 with verbal interpretation of always. The results also show that the company does not hold classes or seminars on health topics such as fitness, nutrition, tobacco cessation, or stress management on a regular basis, which is why it received the lowest mean of 3.08 with the verbal interpretation of sometimes.

C. Effect of Interventions for Health and Well-Being

Table VIII
Effects of the Interventions for Health and Well-Being in Terms of Employee Productivity

Employee Productivity	Mean	Verbal Interpretation
1. Employees are encouraged and inspired to perform their best in the workplace through wellness education, managerial support, and on-site activities.	3.43	Agree
2. A healthier and happier workforce is a more productive workforce.	3.50	Strongly Agree
3. Absenteeism is minimized in workplaces that emphasize well-being.	3.36	Agree
4. The length of time an employee spends at work increased as their health improves.	3.39	Agree
5. Employee morale is directly affected by employee well-being.	3.43	Agree
6. A company's capacity to maximize production depends on having a healthy, engaged staff.	3.39	Agree
7. Employees in good physical, mental, and emotional health are more likely to perform at their best at work than those who are not.	3.34	Agree
8. Employers who prioritize a workplace culture that promotes good health and a contented working atmosphere can have a huge impact on their employees' productivity.	3.46	Agree
9. A worker's ability to be more productive can be improved by better health.	3.47	Agree
10. Employees can be encouraged and inspired to achieve their best in the workplace through wellness education,	3.45	Agree

managerial support, and on-site activities.		
Composite Mean	3.42	Agree

Employee productivity, according to fellow. app's blog (2020), is defined as the amount of work (or output) performed by an employee over a given period of time. [18] According to Table 8, respondents agreed that the company's interventions in relation to their health and well-being have a significant impact on their productivity, with a composite mean of 3.42 and verbal interpretation of agree. With a composite mean of 3.50 and a verbal interpretation of strongly agree, respondents believed that a healthier and happier workforce is a more productive workforce. Employees who are healthy can produce higher-quality outputs and are more committed to the organization's goals. Employees who are less healthy will be absent more frequently. With more sick days, fewer productive and satisfied employees are left to pick up the slack left by absent colleagues. However, the statement "Absenteeism is minimized in workplaces that emphasize well-being" received a mean of 3.36 with a verbal interpretation of agree, indicating that respondents are not fully convinced that being absent from work can be reduced if a company prioritizes their well-being.

Table IX
Effects of the Interventions for Health and Well-Being in Terms of Customer's Loyalty

Customer Loyalty	Mean	Verbal Interpretation
1. Employees who are in good health are more likely to assist customers with a more friendly attitude and a higher level of customer service.	3.46	Agree
2. Employee health leads to increased productivity, which translates to better service and value for your consumers.	3.45	Agree
3. Customers keep coming back when they are treated well.	3.49	Agree
4. The quality of customer service directly influences customer loyalty.	3.49	Agree
5. Employees who are in good health are more willing to go above and beyond to solve a client's problem or close a sale.	3.51	Strongly Agree
6. Customer service is more likely to be provided by a healthy employee.	3.51	Strongly Agree
7. Employees who are in good health are more likely to go above and beyond to address a client's problem or clinch a transaction, contributing to a culture that regularly provides excellent customer service.	3.54	Strongly Agree
8. Building a strong relationship with your customers requires empathetic, healthy, and engaging employees.	3.47	Agree

9. Employees that are healthy and have a positive attitude about their jobs pass that attitude on to their clients and strive to provide high-quality service, resulting in greater customer satisfaction and loyalty.	3.45	Agree
10. Employees that have been with the company for a long time have greater experience and knowledge, allowing them to give superior customer service.	3.46	Agree
Composite Mean	3.48	Agree

According to the Australian Journal of Basic and Applied Sciences, customer loyalty is defined as "a deeply held commitment to rebuy or re-patronize a preferred product/service consistently in the future, thereby causing repetitive same-brand or same-brand-set purchasing, despite situational influences and marketing efforts having the potential to cause switching behaviour" (2018). [19] Employees are the primary source of customer satisfaction. Employee interactions set the tone for a positive or negative customer experience. Employees' interactions with customers can, and almost always do, suffer when they are dissatisfied with their jobs. [20]

Employees who are in good health are more likely to go above and beyond to solve a client's problem or close a transaction, contributing to a culture that consistently provides excellent customer service, according to the results, which have a mean of 3.54 and a verbal interpretation of strongly agree. The statements with the lowest mean of 3.45 and verbal interpretation of agree are question number 2 which states that "Employee health leads to increased productivity, which translates to better service and value for your consumers" and question number 9 which states that "Employees that are healthy and have a positive attitude about their jobs pass that attitude on to their clients and strive to provide high-quality service, resulting in greater customer satisfaction and loyalty". It is self-evident that having loyal customers who promote a business aid in the growth and maintenance of revenue. Any organization that cultivates the employee-customer relationship will be able to be a low-cost provider while achieving superior results. The key to success is to have engaged employees.

Table X
Effects of the Interventions for Health and Well-Being in Terms of Profitability

Profitability	Mean	Verbal Interpretation
1. Employers who support acquisition of positive self-actualization and self-esteem will see a happier workforce and, as a result, a higher return on investment.	3.43	Agree
2. Employees that are happy and healthy are more motivated to enhance business turnover.	3.32	Agree
3. Low employee productivity, often known as presenteeism, can have a significant impact on a company's turnover.	3.33	Agree
4. Employers can save a lot of money if they can reduce employee absenteeism	3.45	Agree

by enhancing their health and well-being at work.		
5. A company's capacity to maximize production depends on having a healthy, engaged staff.	3.45	Agree
6. Employee performance is improved, and uncertified sick leave, turnover, and stress-related compensation claims are reduced as a result of improved wellbeing.	3.39	Agree
7. Employees who are healthy and have a high level of personal and professional well-being are less likely to leave, saving the organization money.	3.49	Agree
8. Employees who are sick have a significant impact on firms' rising healthcare costs.	3.42	Agree
9. Keeping employees safe and happy can lead to increased sales, lower costs, and a healthier bottom line.	3.45	Agree
10. Health problems lead to more work-related absences (absenteeism) and/or lower productivity at work (presenteeism), putting a significant financial strain on the company's profits.	3.36	Agree
Composite Mean	3.41	Agree

According to Tulsian (2014)'s study, "The term profit and the term ability implies the power of a corporate entity to earn profits," as reported in the IOSR Journal of Economics and Finance (IOSR-JEF). A company's ability also refers to its earning power or operating performance. The ability of a particular investment to make a return from its use can be characterized as profitability. [21]

Table 10 shows the effects of the interventions for health and well-being in terms of profitability which got a composite mean of 3.41 with verbal interpretation of agree. The study found that employees who are healthy and have a high level of personal and professional well-being are less likely to leave, saving the organization money, with the highest mean of 3.49 with verbal interpretation of agree. Employees who are healthy and engaged can be more focused and efficient workers, which reduces production costs. However, it also shows that employees that are happy and healthy are more motivated to enhance business turnover got the lowest mean of 3.32 with verbal interpretation of agree. Employees who are properly treated and given the proper guidance and tools can help reduce costs while also increasing sales and revenue.

Table XI
Effects of the Interventions for Health and Well-Being in Terms of Employee Turnover

Employee Turnover	Mean	Verbal Interpretation
1. Employees are more likely to thrive in good physical working conditions.	3.38	Agree

2. Employees who are respected and given opportunities to advance are more likely to stay in their jobs and advance within a company.	3.39	Agree
3. Employees who are happier in their personal and professional lives are less likely to leave, saving the organization money.	3.34	Agree
4. A happy and healthy employee is more likely to stay with the company, resulting in lower labor turnover.	3.37	Agree
5. Employees who are educated about their health and health conditions are more likely to stay in the company.	3.34	Agree
6. Employees whose personal health is monitored by the company are more likely to be more productive.	3.39	Agree
7. Employees who have a work and life balance tends to be healthier and more contented.	3.43	Agree
8. Employees who are provided a good healthcare system by the company will less likely to quit his/her work.	3.45	Agree
9. A company with a definite healthcare incentive is one of the factors for the employee to stay or attract competitive applicants.	3.41	Agree
10. Employees with sound mind and body as well as low family-work conflict have a good impact to their health and well-being.	3.43	Agree
Composite Mean	3.39	Agree

Employee turnover, according to Yankeelov et al., (2008), is defined as a circumstance in which individuals leave the business for a variety of causes, negatively impacting the firm's total expenditure and ability to supply the minimal required services. [22] The effects of interventions for employee health and well-being on employee turnover received a composite mean of 3.39 with verbal interpretation of agree. Employees claim that if the company provides a good healthcare system, they will be less likely to quit their jobs, and it received the highest mean of 3.45 with verbal interpretation of agree. The company must develop holistic programs and implement a good healthcare system for the benefit of their employees in order to improve their health and well-being and retain their employees. On the other hand, the lowest mean is 3.34 with verbal interpretation of agree belongs to the statements "Employees who are happier in their personal and professional lives are less likely to leave, saving the organization money" and "Employees who are educated about their health and health conditions are more likely to stay in the company".

Employee turnover is costly and can have a negative impact on your business. A lack of communication, support, and company culture contribute to high turnover. Ensuring that your employees have a positive experience with your company can help reduce turnover and increase engagement. Improving the company's health practices, valuing all of the efforts of the workforce, and providing them with the benefits they deserve can help employees stay with the organization.

D. Comparison of Means when Responses are Grouped According to Profile

Table XII
Comparison of Responses When Grouped According to Age

Age	Employee Productivity	VI	Customer Loyalty	VI	Profitability	VI	Employee Turnover	VI
18 - 20	3.67	Strongly Agree	3.67	Strongly Agree	3.97	Strongly Agree	3.67	Strongly Agree
21 - 25	3.26	Agree	3.47	Agree	3.29	Agree	3.25	Agree
26 - 30	3.49	Agree	3.57	Strongly Agree	3.53	Strongly Agree	3.51	Strongly Agree
31 - 35	3.55	Strongly Agree	3.48	Agree	3.33	Agree	3.30	Agree
36 - 40	3.42	Agree	3.51	Strongly Agree	3.38	Agree	3.50	Strongly Agree
41 - 45	3.07	Agree	3.13	Agree	3.17	Agree	3.13	Agree
46 - 50	2.90	Agree	2.95	Agree	3.05	Agree	3.00	Agree
51 - 55	3.10	Agree	3.20	Agree	3.20	Agree	3.10	Agree
Composite Mean	2.94	Agree	3.00	Agree	2.99	Agree	2.94	Agree

When responses are grouped by age, customer loyalty ranks first with a composite mean of 3.00 and a verbal interpretation of agree as seen in Table 12. Profitability comes in second with a mean of 2.99 and a verbal interpretation of agree. Employee productivity and employee turnover have the lowest rank, with a composite mean of 2.94 and verbal interpretation of agree. This means that the type of customer experience and satisfaction provided by happy and healthy employees is one of the most important factors in ensuring customer loyalty.

Table XIII
Comparison of Responses When Grouped According to Sex

Sex	Employee Productivity	VI	Customer Loyalty	VI	Profitability	VI	Employee Turnover	VI
Male	3.31	Agree	3.35	Agree	3.32	Agree	3.31	Agree
Female	3.62	Strongly Agree	3.72	Strongly Agree	3.57	Strongly Agree	3.54	Strongly Agree
Composite Mean	3.47	Agree	3.54	Strongly Agree	3.45	Agree	3.43	Agree

Table 13 shows that when responses are grouped according to sex, female employees observed that the interventions made by the company really has an impact on customer's loyalty as it has the highest composite mean of 3.54 with verbal interpretation of strongly agree. The lowest mean goes to employee turnover which has a value of 3.43 and verbal interpretation of agree.

Table XIV
Comparison of Responses When Grouped According to Highest Educational Attainment

Highest Educational Attainment	Employee Productivity	VI	Customer Loyalty	VI	Profitability	VI	Employee Turnover	VI
High School	3.18	Agree	3.19	Agree	3.17	Agree	3.18	Agree
Vocational	3.28	Agree	3.26	Agree	3.17	Agree	3.21	Agree
Undergraduate	3.43	Agree	3.63	Strongly Agree	3.55	Strongly Agree	3.48	Agree
Bachelor	3.64	Strongly Agree	3.72	Strongly Agree	3.62	Strongly Agree	3.59	Strongly Agree
Composite Mean	3.38	Agree	3.45	Agree	3.38	Agree	3.37	Agree

According to the study, when responses were grouped based on their highest educational attainment, customer loyalty received the highest composite mean of 3.45 with verbal interpretation of agree. On the other hand, the effect of health and well-being interventions on employee turnover received the lowest mean of 3.37 with verbal interpretation of agree.

Table XV
Comparison of Responses When Grouped According to Employment Status

Employment Status	Employee Productivity	VI	Customer Loyalty	VI	Profitability	VI	Employee Turnover	VI
Project Base	3.37	Agree	3.40	Agree	3.39	Agree	3.33	Agree
Contractual	3.39	Agree	3.46	Agree	3.40	Agree	3.46	Agree
Probationary	3.67	Strongly Agree	3.67	Strongly Agree	3.67	Strongly Agree	3.67	Strongly Agree
Permanent	3.52	Strongly Agree	3.63	Strongly Agree	3.41	Agree	3.39	Agree
Composite Mean	3.49	Agree	3.54	Strongly Agree	3.47	Agree	3.46	Agree

Table 15 shows that when responses are grouped according to their employment status, the effect of interventions on customer loyalty has the highest composite mean of 3.54 with verbal interpretation of strongly agree. Employee productivity follows with a mean of 3.49 and verbal interpretation agree. The third factor is profitability which received a composite mean of 3.47 and verbal interpretation of agree. Employee turnover, on the other hand, has the lowest mean of 3.46 with verbal interpretation of agree.

Table XVI
Comparison of Responses When Grouped According to Job Title

Job Title	Employee Productivity	VI	Customer Loyalty	VI	Profitability	VI	Employee Turnover	VI
Manager	3.60	Strongly Agree	3.90	Strongly Agree	3.00	Agree	3.20	Agree
Rank and File	3.39	Agree	3.46	Agree	3.40	Agree	3.38	Agree
Other	3.73	Strongly Agree	3.64	Strongly Agree	3.56	Strongly Agree	3.59	Strongly Agree
Composite Mean	3.57	Strongly Agree	3.67	Strongly Agree	3.32	Agree	3.39	Agree

According to the study, when responses are grouped by job title, customer loyalty has the highest composite mean of 3.67 with a verbal interpretation of strongly agree. Profitability, on the other hand, has the lowest mean of 3.32 with verbal interpretation of agree. This means that employees strongly believed that if the company prioritized their health and well-being, it would inevitably reflect in their performance, resulting in more satisfied customers.

Table XVII
Comparison of Responses When Grouped According to Number of Years in Service

No. of years in Service	Employee Productivity	VI	Customer Loyalty	VI	Profitability	VI	Employee Turnover	VI
Less than 1 year	3.37	Agree	3.42	Agree	3.51	Strongly Agree	3.44	Agree
1 year	3.31	Agree	3.39	Agree	3.30	Agree	3.31	Agree
2 years	3.52	Strongly Agree	3.50	Strongly Agree	3.46	Agree	3.46	Agree
3 years	3.46	Agree	3.66	Strongly Agree	3.49	Agree	3.36	Agree
4 years	3.65	Strongly Agree	3.75	Strongly Agree	3.63	Strongly Agree	3.65	Strongly Agree
5 years	3.50	Strongly Agree	3.60	Strongly Agree	3.37	Agree	3.37	Agree
Composite Mean	3.47	Agree	3.55	Strongly Agree	3.43	Agree	3.43	Agree

IJETRM

International Journal of Engineering Technology Research & Management

Table 17 compares responses grouped by an employee's number of years in the company and it shows that customer loyalty has the highest composite mean of 3.55 with verbal interpretation of strongly agree. Profitability and employee turnover, on the other hand, have the lowest mean of 3.43 with verbal interpretation of agree.

CONCLUSION AND RECOMMENDATION

A. Conclusion

The following conclusions were drawn based on the result of the study:

1. That the majority of the respondents are male between the age of 26 – 30.
2. Employees agree that the company's interventions related to their health and well-being have a substantial impact on their productivity, profitability, customer loyalty, and employee turnover.
3. When the six variables are compared to the respondents' demographic profile, the result shows that customer loyalty has the highest composite mean and verbal interpretation of strongly agree and agree.
4. The researchers recommend Green Dragon Realty Development and Construction management to continuously monitor their employees' health and well-being. Develop a comprehensive and holistic wellness program to assist employees in changing their lifestyle and making better choices, resulting in increased productivity and job satisfaction.

B. Recommendation

Based on the findings and conclusions, the researchers made the following recommendations and suggestions:

1. Creating a healthy bulletin infographic that can be sent via e-mail or posted in the workplace to raise awareness about the current trend in both physical and mental health. As well as the available vaccines or treatments.
2. Daily health surveys can be conducted online or manually using physical forms.
3. Organizing health seminars or information drives.
4. Promoting teleconsulting to employees in order to assess their current health status and meet some of their medical needs.

Encouraging employees to participate in healthy routines such as zumba, jogging, biking, and other recreational activities.

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