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The Impact of Employee Well-Being on the Work  
Performance and Organizational Productivity



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## ABSTRACT

Human resource management is one of the most important term frequently used in every organization, which plays the role of backbone for organization and make its survival possible. In the productivity and success of any organization human resource management has a chief part to play as all other organizational resources are controlled by the human. Only the efficient utilization of human resource can assure higher productivity. Occupational gratification and commitment is essential for the efficient performance of the human resources. This study is conducted on the subject that how employee well-being impacts the performance of the employees and organizational productivity. For this purpose, literature is prepared by taking assistance of diverse articles presented by different authors. Literature proposes that there is extremely positive connection between employee well-being and performance of the employees and organizational productivity. The organization who concerns more about employee well-being the workers of such organizations are highly dedicated with their job they have less issues about the health problems and absenteeism. This study is conducted on the Telecom Sector firms of Pakistan. Two cities Rawalpindi & Islamabad are selected to collect the responses of the employees of the Telecom Sector Firms. The primary data for the research is collected through questionnaire. The questionnaire was based on five point Likert scale model that has two extreme ends, strongly agree and strongly disagree. Total 250 questionnaires were distributed to the employees of the Telecom Sector Firms of Rawalpindi & Islamabad as sample of the population. The research identifies that in the telecom sector employee wellbeing has a great influence on the performance of the employees because if the leader is supportive and motivates his employees to achieve organizational goals and productivity, with the support of the employee wellbeing influences employees to with creativity and effectively then helps employees to move towards success in their career level. In this study, there were five hypotheses and all of the hypothesis were accepted with the help of the obtained results and existing literature. The responses from the questionnaire are statistically analyzing which demonstrate that there is a link between dependent variable and independent variables. All the findings show that high well-being facilities lead towards high productivity. If the organization concern about the HR practices that help to get the high attention of the employees, they become satisfy about balance in work and life and highly satisfied about job. If the organization's management provides the better facility of work environment, then employees can perform their duties in more efficient way. If the organization thinks about psychological wellbeing, then they have fewer problems about health issues. So, this research concludes that the organization should provide the employee wellbeing facilities to manage the HR resources.

*Key Words: Employee Well-being, Organizational Performance, Organization Productivity, Work environment, employee phycology*