

ENERGY PLUS: A Workplace Holistic Health & Wellness Program for Employees

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CITATION

Kumar S, Gupta K, Pathak E. ENERGY PLUS: A Workplace Holistic Health & Wellness Program for Employees. *Indian J Comm Health*. 2026;38(2):473-476. <https://doi.org/10.47203/IJCH.2026.v38i02.046>

ARTICLE CYCLE

Received: 20/02/2026; Accepted: 19/03/2026; Published: 31/03/2026

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ABSTRACT

Background: Modern workplaces are increasingly recognized as critical settings for promoting holistic health. Energy Plus (Engaging and energetic program for lifestyle disease and financial upliftment services) was conceived as a comprehensive, system-based program designed to enhance workplace physiology, integrating physical, mental, social, financial and organizational well-being. **Methods:** We developed a conceptual framework grounded in systems psychology and organizational science, aligning individual physiological outcomes with leadership behaviour, communication flow, and work design. A four-phase implementation model—Engage → Screen → Intervene → Evaluate—is proposed to operationalize the intervention within any corporate or institutional environment. **Results:** The framework (Figure 1) identifies interconnected determinants of workplace stress and wellness, including organizational communication, leadership style, ergonomic environment, and individual health behaviours. Practical interventions such as screening, peer-led programs, ergonomic redesign, stress-management training, and financial-wellness education form the Energy Plus package. **Conclusion:** By reframing workplace wellness as “workplace physiology upliftment,” Energy Plus provides a pragmatic, scalable model to improve physical and mental health, reduce absenteeism, and foster sustainable productivity across organizations.

KEYWORDS

Workplace Wellness, System-Based Approach, Life style disorder, Employee Mental Health, Physiology Upliftment

INTRODUCTION

Workplace health has evolved from a narrow focus on occupational safety to a broader construct of physical, psychological, and social well-being [1]. Rapid technological change, hybrid work models, and psychosocial demands have intensified stress, sedentary behaviour, and chronic disease risk [2, 3]. Conventional wellness programs often address isolated risk factors without considering systemic drivers such as leadership climate and communication culture [4].

We therefore reposition Energy Plus as a system-based workplace physiology upliftment initiative linking individual health outcomes to organizational processes and leadership behaviour. This approach emphasizes both biological and psychosocial determinants of health, fostering synergy between human physiology and organizational ecology [5, 6].

Rationale: The increasing burden of workplace stress, sedentary behavior, and psychosocial strain has led to a surge in mental, physical, and organizational health challenges. Existing wellness programs often address these issues in isolation, overlooking the interconnected roles of leadership, communication, and work design.

The *Energy Plus (Energetic and engaging program for life style disorder and financial upliftment)* project was conceived to fill this gap through a **system-based**

approach that integrates physical, mental, and organizational well-being into one cohesive framework. By aligning workplace physiology with leadership engagement, ergonomic improvement, and stress management, the initiative seeks to transform wellness from a peripheral activity into a core organizational process.

This integrated model not only enhances employee resilience and productivity but also promotes sustainable organizational health—positioning *Energy Plus* as a forward-looking solution to the evolving demands of modern work environments.

Conceptual Framework

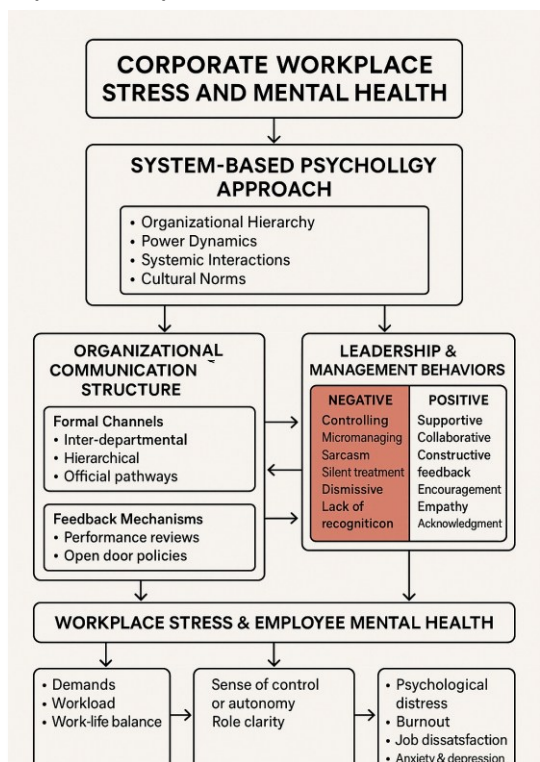
System-based psychology: The workplace is a living system where interactions between leadership, communication, and interpersonal dynamics influence employee’s physiological and psychological states [7].

Organizational communication: Transparent, respectful communication mitigates burnout and disengagement, whereas miscommunication, sarcasm, or passive silence reinforce stress pathways [8].

Pathophysiological pathways: Chronic stress activates the hypothalamic–pituitary–adrenal axis, driving metabolic dysfunction, hypertension, and mental-health decline [9]. Prolonged sedentary posture and excessive

screen exposure contribute to musculoskeletal strain and ocular fatigue [10].

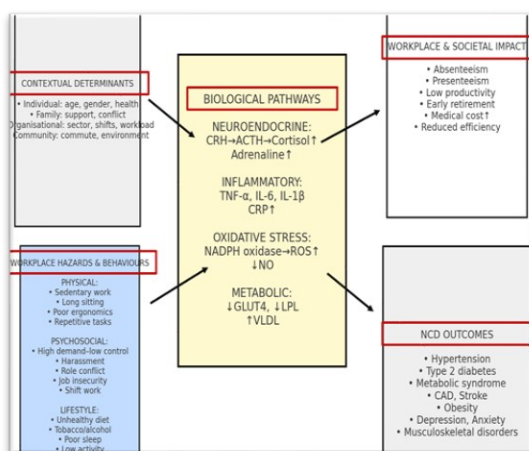
Figure 1 Systems-Based Conceptual Framework of Corporate Workplace wellness



Leadership influence: Empathetic, participatory leadership promotes psychological safety and intrinsic motivation, reducing the neurophysiological burden of stress [11].

Wellness pillars: The program integrates five dimensions—physical, mental, social, spiritual, and financial wellness—each influencing workplace physiology through distinct but interrelated mechanisms [12].

Figure 2: Biopsychosocial Pathway of Workplace Hazards Leading to NCDs and Societal Impact



Program Aim and Objectives

The primary aim is to operationalize Energy Plus as a workplace physiology upliftment program that

measurably enhances employee well-being and organizational performance.

Objectives

1. Reduce modifiable physiological risks (blood pressure, glucose, BMI, musculoskeletal complaints).
2. Decrease perceived stress, anxiety, and burnout; improve sleep quality and mental readiness.
3. Strengthen organizational systems that sustain healthy communication and leadership.
4. Promote financial resilience and literacy as determinants of psychological well-being.
5. Establish replicable metrics for process and outcome evaluation.

Implementation Framework: The Energy Plus implementation framework is designed as a pragmatic, low-complexity plan that ensures adaptability and scalability across organizations of varying size and capacity. The process unfolds through five structured phases.

Phase 0 — Pre-Launch (Leadership Alignment and Logistics): The program begins with the establishment of a multidisciplinary Wellness Committee comprising representatives from management, human resources, health services, and employee groups. A rapid health-needs assessment, combining brief staff surveys and review of existing HR or health data, helps identify key areas of concern. Securing leadership endorsement and appointing departmental champions are essential preparatory steps to foster accountability and visibility of the initiative.

Phase 1 — Engagement and Assessment: This phase focuses on awareness and baseline evaluation. Leadership-sensitization workshops and staff orientation sessions are conducted to introduce the purpose, benefits, and expectations of the program. Baseline screenings are implemented using concise and validated tools—including measurements of blood pressure, random blood sugar, body mass index (BMI), mental health scales such as PHQ-9 and GAD-7, and ergonomic risk assessments. To build enthusiasm and reinforce participation, symbolic wellness activities such as a “30-Minute Movement Week” can be launched during this phase.

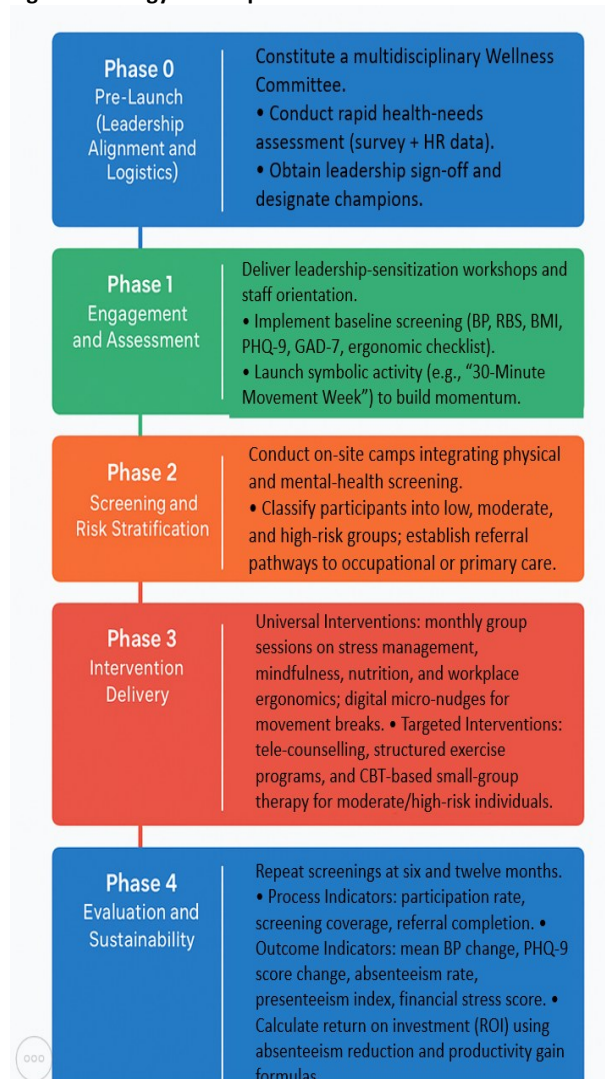
Phase 2 — Screening and Risk Stratification: Integrated on-site health camps are organized to assess physical and mental health parameters. Based on screening outcomes, employees are classified into low, moderate, and high-risk categories. Clear referral pathways are established to occupational physicians, mental-health professionals, or primary-care providers for individuals requiring further attention. Ergonomic desk assessments are also performed, and immediate corrective guidance is provided to minimize musculoskeletal strain.

Phase 3 — Intervention Delivery: This is the core operational phase where interventions are implemented at both universal and targeted levels. Universal interventions include monthly group sessions on stress management, mindfulness, nutrition, and workplace ergonomics, complemented by digital micro-nudges that prompt employees to take regular movement breaks. Targeted interventions address higher-risk individuals through tele-counselling, structured exercise programs,

and small-group cognitive-behavioural therapy (CBT) sessions. Leadership capacity building is an integral component, emphasizing emotional intelligence, constructive feedback, and effective team communication. Environmental modifications—such as active-work prompts, standing meetings, scheduled “no-meeting hours,” and ergonomic workspace upgrades—further reinforce healthy workplace habits.

Phase 4 — Evaluation and Sustainability: The final phase focuses on monitoring outcomes and institutionalizing success. Follow-up screenings are conducted at six and twelve months to evaluate progress. Process indicators—such as participation rates, screening coverage, and referral completion—are tracked alongside outcome measures including mean blood pressure reduction, change in PHQ-9 scores, absenteeism and presenteeism indices, and financial stress levels. The return on investment (ROI) is calculated using absenteeism reduction and productivity gain formulas [13]. Long-term sustainability is achieved by transferring ownership of the initiative to the Wellness Committee, integrating wellness indicators into HR policy, and embedding continuous evaluation mechanisms to ensure ongoing improvement.

Figure 3: Energy Plus Implementation Framework



Intervention Packages

- 1. Physical Health Package:** Screening + ergonomics checks + weekly movement sessions + referral for abnormal values.
- 2. Mental Health Package:** Resilience training, tele-counselling, stress-management modules, and sleep hygiene education.
- 3. Social and Leadership Package:** Peer support networks, conflict-resolution skills, and manager coaching.
- 4. Spiritual and Meaning Package:** Mindfulness and purpose-at-work sessions to enhance engagement.
- 5. Financial Resilience Package:** Quarterly financial-literacy workshops and referrals for individual debt counselling [14].

Monitoring and Evaluation

- Short-term outcomes (3–6 months):** Decrease in mean systolic BP, reduction in PHQ-9 and GAD-7 scores, and lower absenteeism.
- Medium-term outcomes (6–12 months):** Improved musculoskeletal comfort, sleep quality, and financial security.
- Economic evaluation:** Program ROI > 1 within 12 months is achievable if ≥ 70 % staff engagement is sustained [15].

Scalability and Equity

The framework is adaptable to small and large organizations, including shift-based workforces. Mobile screening, hybrid sessions, and digital support ensure equitable participation. Integration with corporate social-responsibility (CSR) and occupational-health policies enhances long-term sustainability [16].

DISCUSSION

The Energy Plus approach shifts workplace wellness from episodic events to a systemic health-promotion model. By targeting organizational drivers—communication, leadership, and policy—it addresses the root causes of stress and ill-health rather than their symptoms [17]. Recent studies demonstrate that multi-component interventions combining physical activity, mental-health training, and leadership development yield significant improvements in workplace morale and metabolic markers [18, 19].

Embedding physiological metrics (BP, HR, sleep indices) into organizational dashboards provides objective evidence for policy makers and executives [20]. The model’s emphasis on “workplace physiology upliftment” positions health as a core business strategy and corporate responsibility.

CONCLUSION

The Energy Plus initiative represents a transformative step toward redefining workplace health as an integrated system of physical, psychological, and organizational well-being. By aligning leadership behavior, communication culture, and ergonomic design with individual health outcomes, the program transcends conventional wellness approaches and establishes a foundation for sustainable workforce vitality. Through its system-based framework, Energy Plus empowers organizations to transition from reactive

stress management to proactive health promotion—where workplace physiology upliftment becomes an organizational priority rather than an optional initiative. The structured implementation plan, grounded in evidence-based interventions and measurable indicators, ensures feasibility, adaptability, and long-term sustainability across diverse workplace settings. Ultimately, Energy Plus demonstrates that a healthy workforce is not merely the absence of illness but the presence of energy, engagement, and purpose. Investing in employee wellness through systemic and human-centered strategies yields not only measurable gains in productivity and resilience but also nurtures an environment of psychological safety, compassion, and collective growth. In essence, Energy Plus is not just a program—it is a culture shift toward workplaces that heal, empower, and thrive.

AUTHORS CONTRIBUTION

All authors have contributed equally.

FINANCIAL SUPPORT AND SPONSORSHIP

Nil

CONFLICT OF INTEREST

There are no conflicts of interest.

DECLARATION OF GENERATIVE AI AND AI ASSISTED TECHNOLOGIES IN THE WRITING PROCESS

The authors haven't used any generative AI/AI assisted technologies in the writing process.

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