

*To my*  
**Parents**  
**&**  
**Wife.**

## DECLARATION OF RESEARCHER

I, Rajeev Dutraj, bearing Roll no. 219996560107 and university registration no. 11-0325, hereby declare that the subject matters of this thesis titled “**Impact of Employee Wellness on Employee Performance in Banking Industry of West Bengal**” is an authentic record of research work performed by me under the supervision and guidance of Retd. Professor. Palas R. Sengupta, Department of Commerce, University of North Bengal.

I further declare that this thesis has not been submitted earlier in any form to any university/institution for any degree.

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He has fulfilled the conditions of submission of the thesis and may be allowed to submit the same for the degree of Ph.D.

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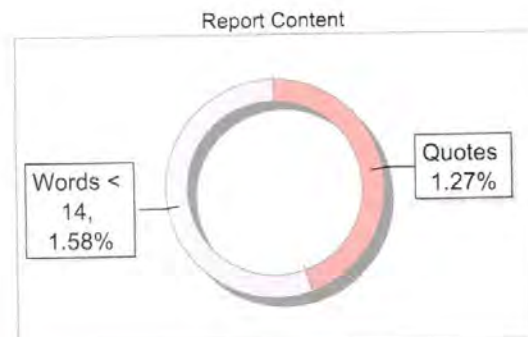
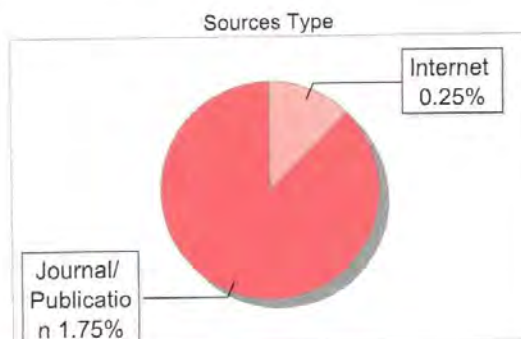
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## **LIST OF ABBREVIATIONS**

1. 5-Hydroxytryptamine (5-HT)
2. Adjusted Goodness-of Fit Index (AGFI)
3. Adrenocorticotrophic Hormone (ACTH)
4. Anxiety Depression Stress Scale (ADSS)
5. Attention deficit hyperactivity disorder (ADHD)
6. Average Variance Extracted (AVE)
7. Body Mass Index (BMI)
8. Cardiovascular Disease (CVD)
9. common mental disorders (CMDs)
10. Common Method Variance (CMV)
11. Composite Reliability (CR)
12. Confirmatory factor analysis (CFA)
13. Consumer Financial Protection Bureau (CFPB)
14. Employee Engagement (EE)
15. Employee Financial Wellness Programs (EFPWs)
16. Employee Performance (EP)
17. EP (Employee Performance)
18. EP (Employee Performance)
19. Exploratory Factor Analysis (EFA)
20. Financial Wellness (FW)
21. FS (Financial Stress)
22. FWB (financial well-being)
23. Goodness-of-Fit Statistic (GFI)
24. Heterotrait-Monotrait (HTMT)
25. Human Resource (HR)
26. Human Resource Management (HRM)
27. Incremental Fit Index (IFI)
28. Information Technology (IT)
29. Job Crafting (JC)
30. leisure-time physical activity (LTPA)
31. Mental Health Well-being (MHW)

32. National Institute of Mental Health and Neuro Science (NIMHANS),
33. National Wellness Institute (NWI)
34. Organisational Citizenship Behaviours (OCB)
35. Personalised Activity Intelligences (PAI)
36. PWB (Psychological well-being)
37. Reserve Bank of India (RBI)
38. Root Mean Square Residual (RMR)
39. Sample Registration System (SRS)
40. Scheduled Commercial Banks (SCBs)
41. Social Wellness (SOW)
42. Spiritual Wellness (SSW)
43. Spirituality Index of Well-Being (SIWB),
44. Standardized Root Mean Square Residual (SRMR)
45. Structural Equation Modeling (SEM)
46. The Normed Fit Index (NFI)
47. The Warwick-Edinburgh Mental Well-being Scale (WEMWBS)
48. Tucker-Lewis Index (TLI)
49. Workplace Wellness (WPW)
50. World Health Organisation (WHO)