

## TABLE OF CONTENTS

Particulars	Page No.
Declaration of Researcher	Iii
Certificate of Supervisor	Iv
Acknowledgements	V
Abstract	vi-ix
Table of Contents	X
Table of Contents in Details	xi-xvi
List Of Tables	xvii
List of Figures	xviii
List of Abbreviations	xix-xx
Chapter 1 : Introduction	1-26
Chapter 2 : Review of Related Literature	27-56
Chapter 3 : Theoretical Framework of Study	57-81
Chapter 4 : Research Methodology	82-101
Chapter 5 : Data Analysis and Results	102-134
Chapter 6 : Finding and Interpretations	135-156
Chapter 7 : Conclusion and Recommendations	157-167
Bibliography	168-191
List of Publications	192-213
Research Questionnaire	209-219

## **TABLE OF CONTENTS IN DETAIL**

<b>CHAPTER 1 : INTRODUCTION</b>	<b>1-26</b>
1.1. Background of the Study	2
Financial Wellness and Employee Performance	
Social Wellness and Employee Performance	
Workplace Wellness and Employee Performance	
Spiritual Wellness and Employee Performance	
Relationship between factors of Employee Wellness and Mental Health	
1.2. Statement of Problem	17
1.3. Objectives of the Study	19
1.4. Research Questions and Hypotheses	19
1.5. Brief Framework	22
1.6. Significance of Present Study	22
1.7. Research Gap	25
1.8. Limitations	25
<b>CHAPTER 2 : REVIEW OF RELATED LITERATURE</b>	<b>27-56</b>
2.1. Introduction	28
2.2. Various Dimensions of Wellness	28
Financial Wellness in Relation with Employee’s Mental Health Disorder	
Association of Workplace Spirituality with Workplace Environment to Uplift Employee Performance	
Social Wellness not only serves to Alleviate Mental Stress but also plays a pivotal role in Enhancing Employee Efficiency	
The Nexus between Workplace Wellness and Employee Efficiency	
2.3. Mental Health Disorders in Banking Industry	44
Relationship between Mental Health Disorders and Employee	

Performance

Relation of Employee Wellness with Employee Performance

Relation of Good Hormones with Employee Mental Health  
and Performance

**CHAPTER 3 : THEORETICAL FRAMEWORK OF THE STUDY 57-81**

3.1. Background of Wellbeing 58

3.2. Models and Theories of Wellbeing 62

The National Wellness Institute Model / Hettler's Hexagonal  
Model

The Wheel of Wellness : A Theoretical Model

Perceived Wellness Model

The Wellness / Illness Continuum Model

3.3. Banking Sector in India 68

Historical Overview

Establishment of three Presidency Banks in India

Establishment of Imperial Bank of India

Establishment of Reserve Bank of India

The Banking Regulation Act

Establishment of State Bank of India

Nationalisation of Banks

Structure of the Indian Banking System

3.4. The Rise of Mental Health Disorders 71

Mental Health Disorders and Indian Banking System

3.5. Elements Influencing Bank Employee's Wellness 76

Financial Wellness

Spiritual Wellness

Social Wellness

Workplace Wellness

3.6. Essentiality of Hormones in Employee Wellness 78

3.7. Research Framework	81
<b>CHAPTER 4 : RESEARCH METHODOLOGY</b>	<b>82-101</b>
4.1. Research Design	83
4.2. Research Outline	83
4.3. Population and Sample	84
4.4. Data Collection	85
4.5. Research Instruments	87
Independent Variables	
<i>a. Financial Wellness</i>	
<i>b. Spiritual Wellness</i>	
<i>c. Social Wellness</i>	
<i>d. Workplace Wellness</i>	
Mediating Variables	
<i>a. Mental Health</i>	
Dependent Variables	
<i>a. Employee Performance</i>	
4.6. Statistical Analysis	90
4.7. Research Methodology Sequence	91
Descriptive Analysis	
Exploratory Factor Analysis	
Confirmatory Factor Analysis	
4.8. Detailed Sequence of Results of Exploratory Factor Analysis	92
Measures of Inter-Correlation	
The Bartlett's Test of Sphericity	
Identification of Point of Factorization Conclusion	
Optimized Factor Extraction Methods	
Common Method Variances	
Reliability of Factors	
4.9. Detailed Sequence of Results of Confirmatory Factor Analysis	96

## Validation of Factor Analysis

- a. *Content Validity*
- b. *Dimensionality*
- c. *Reliability*
- d. *Reliability Coefficient*
- e. *Chi-Square Test*
- f. *Root Mean Square Residual (RMR)*
- g. *The Goodness-of-Fit Statistic (GFI)*
- h. *Increment Fit Index*
- i. *The Normed Fit Index*
- j. *The Comparative Fit Index*
- k. *The Tucker-Lewis Index (TLI)*
- l. *Multicollinearity*
- m. *Mediating Test*

<b>CHAPTER 5 : DATA ANALYSIS AND RESULTS</b>	<b>102-134</b>
5.1. Analysis of Gathered Data	103
5.2. Sample and Data Collection	103
District-wise Amount of Sample Received	
Gender Distribution of Employees	
Educational Qualification Distribution of Employees	
Marital Status of Employees	
Years Spent in an Organisation	
5.3. Summary of Overall Wellness : Financial, Social, Spiritual Workplace – Independent Variables	109
Normality of Data	
5.4. Results : Research Question 1	111
Exploration of the Factors Determining the Employee Wellness	
5.5. Results : Research Question 2	117

	Correlation of Factors	
5.6.	Results : Research Question 3, Research Question 4, Research Question 5, Research Question 6	118
	Procedures of Data Analysis in AMOS	
	<i>a. Step 1 – Confirmatory Factor Analysis</i>	
	<i>Zero Order CFA</i>	
	<i>First Order CFA</i>	
	<i>b. Step 2 – Structural Equation Modelling</i>	
	<i>Mediator Factor Testing</i>	
	<b>CHAPTER 6 : FINDINGS AND INTERPRETATIONS</b>	<b>135-156</b>
6.1.	Demographic Profiling of Survey Participants	136
6.2.	Interpretation of Research Question 1	136
	Factor 1 – Social Wellness	
	Factor 2 – Financial Wellness	
	Factor 3 – Workplace Wellness	
	Factor 4 – Spiritual Wellness	
	Factor 5 – Mental Wellbeing	
	Factor 6 – Employee Performance	
	Kurtosis and Skewness	
	Kaiser-Meyer-Olkin	
	Total Variances Extraction	
	Common Method Bias	
6.3.	Interpretation of Research Question 2	142
	Statistical Correlation Amongst Various Determinants	
6.4.	Interpretation of Research Question 3	143
	The First Construct: Financial Wellness	
	The Second Construct: Social Wellness	
	The Third Construct: Spiritual Wellness	
	The Fourth Construct Workplace Wellness	
	The Fifth Construct Mental Wellbeing:	
	The Sixth Construct Employee Performance	

First Order: Validation of Scale	
Modification Indices of Six factor Model	
Multivariate Normality and Mahalanobis Distance	
Validation of Theoretical Model: Evaluation for Conceptual framework	
Application of Structural Equation Model for Holistic Understanding	
6.5. Interpretation of Research Question 4	150
6.6. Interpretation of Research Question 5	151
6.7. Interpretation of Research Question 6	152
6.8. Validation of Hypotheses	153
6.9 Findings of the Study	155
Employee Wellness within the Banking Industry Context and its' Different Factors:	
Employee Wellness Scale Tailored For Bank Employees	
The Relationship Between Employee Wellness And Performance	
The Impact of Employee Wellness, Particularly with regard to Mental Wellbeing as a Mediator, on Employee Performance	
<b>CHAPTER 7 : CONCLUSION AND RECOMMENDATIONS</b>	<b>157-167</b>
7.1. Discussion	158
7.2. Recommendations for Future Research	162
7.3. Implications	163
7.4. Conclusion	165
7.5. Limitations	166