

Wellness Status of ISCOF-SEC Employees: Basis for a Wellness Program in Times of the Pandemic

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Abstract

This study aimed to assess the wellness status of employees at the ISCOF-SEC organization; utilizing the results of the assessment as the basis for developing a wellness program in response to the ongoing COVID-19 pandemic. The study specifically aimed to evaluate various aspects of the employees' health and well-being, such as physical, emotional, occupational, spiritual, environmental, social and intellectual. Additionally, the study aimed to identify any potential challenges or barriers that employees may face in maintaining their wellness during the pandemic. The results of the study was used to develop a comprehensive wellness program tailored to the specific needs and concerns of ISCOF-SEC employees in these challenging times. The ultimate goal is to promote and support the health and well-being of ISCOF-SEC employees during the pandemic, helping them to continue to perform their jobs effectively while also taking care of their own physical and mental health. Fifty-nine randomly selected employees served as respondents of the study. The result of the study showed the ISCOF-SEC employees when taken as a group had a “Moderately Balanced” wellness in terms of the physical dimension. The group were in “Balanced” in the six other aspects. When grouped according to sex, the female employees were “Moderately Balanced” in the physical aspect while the male employees were “Balanced” in all the seven dimensions of wellness. To help achieve a “Well-Balanced” wellness among the ISCOF-SEC employees, a comprehensive wellness plan entitled “Wellness 4U: Unwind, Unload, Unleash, Understand was designed. This study was conducted from April 2022 to December 2022.

Index Terms— computer programming, instructional module, learning continuity, pandemic

I. INTRODUCTION

The COVID-19 pandemic has brought about many changes and challenges for individuals and organizations alike. One of the major impacts of the pandemic has been on the mental and physical health of employees, who have had to navigate unprecedented levels of stress, uncertainty, and change. In light of this, it has become more important than ever to implement an employee wellness program to support the health and well-being of staff.

At Iloilo State College of Fisheries-San Enrique Campus (ISCOF-SEC), work-related stress has become a major concern during the pandemic, as employees have had to deal with increased workloads, remote working, and the challenges of balancing work and home life. This stress can take a toll on employees' mental and physical health, leading to increased absenteeism, decreased productivity, and higher healthcare costs. In order to address this, ISCOF-SEC needs to provide employees with the support they need to manage stress and maintain their well-being.

Assessment data can guide the development of targeted interventions to address identified areas for improvement. Interventions can include modifying existing program components, introducing new initiatives, or implementing strategies to increase employee engagement and participation. By tailoring interventions based on assessment findings, organizations can enhance the effectiveness and impact of their wellness programs (Lowe et al., 2017; Towers Watson, 2012). Moreover, assessment data provides the foundation for evidence-based decision-making in wellness program management. It allows organizations to rely on empirical evidence rather than assumptions or anecdotal information. By using data-driven insights, organizations can make informed choices regarding program enhancements, resource allocation, and future program planning (Berry et al., 2010; Serxner et al., 2013). Thus, the need for an assessment of the wellness status of ISCOF-SEC employees.

Specifically, this study sought to answer the following questions:

1. What is the wellness status of ISCOF-SEC employees in times of the pandemic when taken as a whole and when grouped according to sex, age, and classification?
2. What is the wellness status of ISCOF-SEC employees in times of the pandemic in terms of emotional, occupational, physical, social, spiritual, environmental, and intellectual dimensions?
3. What wellness program can be designed for ISCOF-SEC employees?

II. METHODOLOGY

A. Theoretical Framework

This study is anchored on Social Ecological Model (SEM) as it offers a comprehensive approach to understanding wellness by considering the complex interplay of multiple levels of influence on individuals. It recognizes that wellness outcomes are shaped by various factors at the individual, interpersonal, organizational, community, and societal levels.

The SEM emphasizes the importance of examining the interactions between individuals and their environment. It acknowledges that individuals are embedded within social systems and that their well-being is influenced by factors beyond their immediate control (Bronfenbrenner, 1979). By adopting the SEM, the study can analyze the broader contextual factors that impact the wellness status of ISCOF-SEC employees during the pandemic and guide the development of a more effective wellness program

B. Conceptual Framework

The study makes use of the concept of Input-Process-Output as reflected in Fig. 1. The identified inputs are (a) the employee demographics which includes factors such as age, sex, and employee classification as to whether one is a faculty member or staff; (b) wellness assessment tools which is used to assess the current wellness status of employees including emotional, occupational, physical, social, spiritual, environmental, and intellectual dimensions; and (c) existing wellness programs and resources which includes wellness initiatives, policies, and practices available to ISCOF-SEC employees during the pandemic. The processes include (a) wellness assessment which involved administering wellness assessment tools to measure the current wellness status of ISCOF-SEC employees; (b) analysis and interpretation which involved analyzing the data collected from the wellness assessments and interpreting the findings to understand the specific needs and areas for improvement; (c) wellness program design which includes the development of interventions and activities that target the emotional, occupational, physical, social, spiritual, environmental, and intellectual dimensions of wellness; and (d) launching of the wellness program which involved the initial steps in putting the wellness program in action, which further includes communicating and promoting the program to employees, providing necessary resources, and facilitating employee engagement and participation. Finally, the outputs include (a) the wellness status report which includes an overview of the current wellness status of ISCOF-SEC employees, highlighting the strengths and areas of improvement across the emotional, occupational, physical, social, spiritual, environmental, and intellectual dimensions; and (b) the development of a wellness program specifically designed for ISCOF-SEC employees in times of the pandemic which includes the detailed plan, interventions, activities, and resources necessary to support and enhance employee wellness.

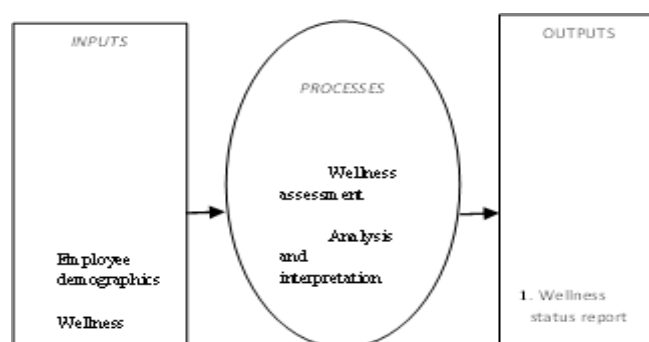


Fig. 1. Conceptual Framework of the Study

C. Research Design

This study made use of cross-sectional study design as it aims to examine the wellness status of ISCOF-SEC employees during the pandemic and design a wellness program based on the findings. The cross-sectional design allows for collection of data on employee wellness and related factors at a specific period.

D. Locale of the Study

This study was conducted at Iloilo State College of Fisheries – San Enrique Campus, San Enrique, Iloilo, Philippines.

E. Respondents

The respondents of the study were the fifty-nine (59) employees of ISCOF-SEC who were faculty members and staff of the college.

F. Sample Size and Sampling Technique

Using the Slovin formula, 59 was derived as the sample size from the population of 70 employees. These employees were determined through their availability.

G. Research Instrument

The 49-item researcher-made questionnaire on the assessment of wellness of ISCOF-SEC has undergone validity and reliability tests. The following scale with its corresponding description was used to interpret the scores:

Mean Scores	Description
4.20 - 5.00	Well-balanced
3.40 – 4.19	Balanced
2.60 – 3.39	Moderately Balanced
1.80 – 2.59	Neither balanced nor imbalanced
1.00 – 1.79	Imbalanced

H. Data Analysis Procedure

The data generated from the wellness status of ISCOF-SEC was statistically analyzed using the frequency and mean. Frequency was used to determine the profile of the respondents while mean was used to determine the wellness status of the respondents when taken as whole, when classified according to age, sex, and classification as well as determining the respondents' wellness status in each of the seven dimensions.

III. RESULTS AND DISCUSSIONS

A. The Current Wellness Status of ISCOF-SEC Employees in Terms of Demographics.

Table 1 presents the current wellness status of ISCOF-SEC employees when taken as a whole and when classified as sex, age, and employee classification.

Entire Group. As a whole, the result shows that the employees have “Balanced” wellness as reflected in the grand mean of 3.58. This means that while there might be slight areas for improvement, overall, employee wellness is at a satisfactory rate.

Age. In terms of age, the employees got a mean score of 3.56 which is described as “Balanced”. It can be noted that employees ranging from 41-50 years old got the highest mean, followed by employees within the 51-65 years old age bracket who got a mean of 3.55. Next is the employees ranging from 31-40 years old; while the youngest employees who are within the 20-30 years old age bracket got the lowest mean of 3.50. The results may imply that the employees in their mid-age are more balanced than the rest.

Sex. Results reveal that both male and female employees whose mean scores are 3.55 and 3.61 and respectively have “Balanced” wellness. However, it can be noted that the female employees have a higher mean compared to the male employees which could mean female employees are more balanced compared to their male counterparts.

Classification. As to employee classification, both faculty and staff are described to have “Balanced” wellness as revealed by their means being 3.59 and 3.58 respectively. The faculty members though got a little higher mean compared to the staff employees.

Table 1. Current Wellness Status of ISCOF-SEC Employees in Terms of Demographics

<i>Variable</i>	<i>N</i>	<i>Mean</i>	<i>Description</i>
<i>Entire Group</i>	59	3.58	Balanced
<i>Age</i>			
20-30	7	3.50	Balanced
31-40	19	3.52	Balanced
41-50	22	3.68	Balanced
51-65	11	3.55	Balanced
<i>Sex</i>			
Male	28	3.55	Balanced
Female	31	3.61	Balanced
<i>Classification</i>			
Faculty	41	3.59	Balanced
Staff	18	3.58	Balanced

B. Current Wellness Status of ISCOF-SEC Employees in Terms of the Seven Dimensions

Emotional. Emotional wellness refers to the ability to understand and manage one’s emotions effectively, maintain a positive outlook, cope with stress, and cultivate healthy relationships, leading to overall emotional well-being. Table 2 shows the emotional wellness of ISCOF-SEC employees. As reflected, when taken as a group, the employees got a mean of 3.52 described as “Balanced”. In terms of age, the employees’ means across all ages are described as “Balanced”. However, it can be noted that the employees who are in their mid-age got the highest mean of 3.65 while the youngest employees got the lowest mean of 3.33. In terms of sex, both male and female employees have a “Balanced” emotional wellness, only that male employees have a slightly higher mean score of 3.53 compared to the female who has 3.52. When the employees are grouped according to classification, both faculty and staff were found to have a “Balanced” emotional wellness. Looking closely, the staff employees got a higher mean of 3.57 compared to the faculty employees who got a mean of 3.50. This implies that staff employees are more emotionally balanced than faculty members.

Table 2. Emotional Wellness of ISCOF-SEC Employees

<i>Variable</i>	<i>N</i>	<i>Mean</i>	<i>Description</i>
<i>Entire Group</i>	59	3.52	Balanced
<i>Age</i>			
20-30	7	3.33	Balanced
31-40	19	3.46	Balanced
41-50	22	3.65	Balanced
51-65	11	3.52	Balanced
<i>Sex</i>			
Male	28	3.53	Balanced
Female	31	3.52	Balanced
<i>Classification</i>			
Faculty	41	3.50	Balanced
Staff	18	3.57	Balanced

Occupational. Occupational wellness involves finding satisfaction and fulfillment in one’s work or chosen occupation, maintaining a healthy work-life balance, and striving for personal and professional growth and development. Table 3 reflects the occupational wellness of ISCOF-SEC employees. Overall, the employees got a mean score of 3.58 which is described as “Balanced”. When grouped according to age, the employees are “Balanced” across all ages. It is worth noting however that employees within the bracket of 41-50 years old got the highest mean, while the youngest employees got the lowest mean of 3.49. In terms of sex, both male and female employees got a descriptive rating of “Balanced”. However, it can be observed that the female employees got a higher mean score of 3.59 compared to their male counterparts who got a mean score of 3.56. When sorted

according to employee classification, both faculty and staff got the same mean score of 3.58 described as “Balanced”.

Table 3. Occupational Wellness of ISCOF-SEC Employees

<i>Variable</i>	<i>N</i>	<i>Mean</i>	<i>Description</i>
<i>Entire Group</i>	59	3.58	Balanced
<i>Age</i>			
20-30	7	3.49	Balanced
31-40	19	3.50	Balanced
41-50	22	3.71	Balanced
51-65	11	3.52	Balanced
<i>Sex</i>			
Male	28	3.56	Balanced
Female	31	3.59	Balanced
<i>Classification</i>			
Faculty	41	3.58	Balanced
Staff	18	3.58	Balanced

Physical. Physical wellness encompasses taking care of one’s body through regular physical activity, nutritious eating habits, sufficient sleep, and preventive healthcare, leading to optimal physical health and vitality. Table 4 presents the physical wellness of ISCOF-SEC employees. As a whole, the employees got a mean score of 3.24 which is described as “Moderately Balanced”. When grouped according to age, only the employees with ages 41-50 got a descriptive rating of “Balanced” while the rest got a descriptive rating of “Moderately Balanced”. When sorted according to sex, interestingly, the male employees got a mean score of 3.33 which is described as “Balanced” whereas their female counterparts got a mean score of 3.22 described as “Moderately Balanced”. When grouped according to employee classification, both faculty and staff got a descriptive rating of “Balanced”.

Table 4. Physical Wellness of ISCOF-SEC Employees

<i>Variable</i>	<i>N</i>	<i>Mean</i>	<i>Description</i>
<i>Entire Group</i>	59	3.24	Moderately Balanced
<i>Age</i>			
20-30	7	3.20	Moderately
31-40	19	3.22	Balanced
41-50	22	3.37	Moderately
51-65	11	3.21	Balanced
<i>Sex</i>			
Male	28	3.33	Balanced
Female	31	3.22	Moderately Balanced
<i>Classification</i>			
Faculty	41	3.26	Balanced
Staff	18	3.30	Balanced

Social. Social wellness focuses on developing and maintaining meaningful connections, fostering healthy relationships, and actively participating in social interactions and community engagement for a sense of belonging and support. The social wellness of ISCOF-SEC employees is reflected in Table 5. When taken as a group, the employees’ social wellness got a mean of 3.70 which is described as “Balanced”. When grouped according to age, employees of all ages got a descriptive rating of “Balanced”. A closer observation reveals that employees with

ages 51-65 got the lowest mean score of 3.65 while employees with ages 41-50 got the highest mean score of 3.75. When grouped according to age, both male and female employees got a descriptive rating of “Balanced”. As to classification, faculty employees got a higher mean of 3.72 while the staff employees got a mean score of 3.66; both are described as “Balanced”.

Table 5. Social Wellness of ISCOF-SEC Employees

<i>Variable</i>	<i>N</i>	<i>Mean</i>	<i>Description</i>
<i>Entire Group</i>	59	3.70	Balanced
<i>Age</i>			
20-30	7	3.73	Balanced
31-40	19	3.67	Balanced
41-50	22	3.75	Balanced
51-65	11	3.65	Balanced
<i>Sex</i>			
Male	28	3.64	Balanced
Female	31	3.76	Balanced
<i>Classification</i>			
Faculty	41	3.72	Balanced
Staff	18	3.66	Balanced

Spiritual. Spiritual wellness involves seeking and nurturing a sense of purpose, meaning, and inner peace, exploring personal values and beliefs, and finding harmony and connection with oneself and the larger world. The spiritual wellness of ISCOF-SEC employees is presented in Table 6. The table shows that when taken as a group, the ISCOF-SEC employees got a mean of 3.72 which is described as “Balanced”. When arranged according to age, the employees’ spiritual wellness is described as “Balanced” across all ages. Surprisingly though, the employees with ages 51-65 got the lowest mean of 3.57 while the employees with ages 41-50 got the highest mean of 3.83. When classified according to age, the spiritual wellness of both male and female employees is described as “Balanced”. It can be noted that female employees are more spiritually balanced with a mean of 3.81 compared to their male counterparts who only got a mean score of 3.63. When grouped according to employee classification, the spiritual wellness of both faculty and staff is described as “Balanced” with a mean score of 3.74 for faculty and 3.68 for staff employees.

Table 6. Spiritual Wellness of ISCOF-SEC Employees

<i>Variable</i>	<i>N</i>	<i>Mean</i>	<i>Description</i>
<i>Entire Group</i>	59	3.72	Balanced
<i>Age</i>			
20-30	7	3.78	Balanced
31-40	19	3.66	Balanced
41-50	22	3.83	Balanced
51-65	11	3.57	Balanced
<i>Sex</i>			
Male	28	3.63	Balanced
Female	31	3.81	Balanced
<i>Classification</i>			
Faculty	41	3.74	Balanced
Staff	18	3.68	Balanced

Environmental. Environmental wellness relates to the recognition of the interdependence between individuals and their surrounding environment, including promoting sustainable practices, maintaining a safe and clean physical environment, and advocating for ecological well-being. Table 7 presents the environmental wellness of ISCOF-SEC employees. As reflected, the employees’ environmental wellness got an overall mean of 3.64 which is rated as “Balanced”. When grouped according to age, the environmental wellness of the employees is rated as

“Balanced”, with employees belonging to the 41-50 age group having the highest mean of 3.75 followed by those who are in the 51-65 age group. The bottom two are the 31-40 and 20-30 groups which got mean scores of 3.57 and 3.55 respectively. As to sex, both male and female employee’s environmental wellness is described as “Balanced” with female employees having a mean score of 3.69 and male employees having a mean score of 3.60. When grouped according to classification, both faculty and staff got a descriptive rating of “Balanced”. It can be observed that the staff employees got a higher mean score of 3.68 compared to the faculty employees who got a mean score of 3.63.

Table 7. Environmental Wellness of ISCOF-SEC Employees

<i>Variable</i>	<i>N</i>	<i>Mean</i>	<i>Description</i>
<i>Entire Group</i>	59	3.64	Balanced
<i>Age</i>			
20-30	7	3.55	Balanced
31-40	19	3.57	Balanced
41-50	22	3.75	Balanced
51-65	11	3.62	Balanced
<i>Sex</i>			
Male	28	3.60	Balanced
Female	31	3.69	Balanced
<i>Classification</i>			
Faculty	41	3.63	Balanced
Staff	18	3.68	Balanced

Intellectual. Intellectual wellness revolves around engaging in lifelong learning, stimulating mental activities, critical thinking, and creativity, fostering curiosity and personal growth, and maintaining mental sharpness and intellectual stimulation. The intellectual wellness of the ISCOF-SEC employees is reflected in Table 8. As reflected in the table, the intellectual wellness of employees when taken as a whole is rated as “Balanced” with an overall mean score of 3.64. When grouped according to age, the oldest employees whose age ranges from 51-65 years old got the highest mean score which is 3.75 followed by the employees ranging from 41-50 years old who got a mean score of 3.71. The bottom two were those ages 31-40 and 20-30 years old who got mean scores of 3.58 and 3.45 respectively. As to sex, while female employees got 3.71 and male employees got 3.57, both got a descriptive rating of “Balanced”. When arranged according to classification, the intellectual wellness of both faculty and staff is rated as “Balanced” having mean scores of 3.68 and 3.56 respectively.

Table 8. Intellectual Wellness of ISCOF-SEC Employees

<i>Variable</i>	<i>N</i>	<i>Mean</i>	<i>Description</i>
<i>Entire Group</i>	59	3.64	Balanced
<i>Age</i>			
20-30	7	3.45	Balanced
31-40	19	3.58	Balanced
41-50	22	3.71	Balanced
51-65	11	3.75	Balanced
<i>Sex</i>			
Male	28	3.57	Balanced
Female	31	3.71	Balanced
<i>Classification</i>			
Faculty	41	3.68	Balanced
Staff	18	3.56	Balanced

C. *The Wellness Program*

The study revealed that ISCOF-SEC employees' overall wellness status is described as "Balanced". Of the seven dimensions of wellness, the physical dimension got the lowest score which was described as "Moderately Balanced". If not properly addressed, poorly-rated physical wellness may affect the other dimensions of wellness. To address this, a wellness program titled, "Wellness 4U: Unwind, Unload, Unleash, Understand" was designed and developed.

1. *The Rationale of Wellness 4U: Unwind, Unload, Unleash, Understand*

The rationale behind the developed wellness program is presented in the succeeding discussions.

Unwind in the context of wellness refers to activities or strategies that help employees release stress and relax their mind and body. This can include a range of activities such as meditation, yoga, exercise, deep breathing, creative pursuits, and spending time with loved ones. The goal of unwinding is to reduce stress, improve mental and emotional well-being, and increase overall happiness and productivity in the workplace. By providing employees with opportunities to unwind, organizations can create a more supportive and positive work environment, which can lead to increased employee satisfaction, reduced absenteeism, and improved overall health and well-being.

Unload refers to the act of reducing or relieving stress, emotional burden, or physical tension in one's life. It can refer to activities such as mindfulness practices, physical exercise, therapy, or simply taking a break from daily stressors. The goal of unloading is to reduce the negative impact of stress and promote mental and physical relaxation, allowing an individual to improve their overall wellness. This can help improve mood, reduce anxiety and depression, increase energy levels, and lead to a better quality of life.

Unleash refers to the idea of freeing or releasing an individual's potential for optimal health and well-being. This often involves breaking through limiting beliefs, behaviors, or habits that may be hindering one's ability to achieve their full wellness potential. It also involves empowering individuals with the tools and resources they need to take control of their health and happiness. By "unleashing" their full wellness potential, individuals can experience greater physical, mental, and emotional well-being, and lead more fulfilling lives.

Understand refers to the act of gaining insight and knowledge about one's physical, mental, and emotional well-being. This may involve becoming more aware of the impact of daily habits and routines, as well as understanding how to recognize and manage stress and other factors that can affect overall health and happiness. Understanding oneself and one's wellness needs can help individuals make better choices in terms of nutrition, exercise, and self-care, ultimately leading to improved well-being and a greater sense of balance and fulfillment. The need to implement an employee wellness program has become more pressing than ever in light of the COVID-19 pandemic. By providing employees with the support they need to manage stress and maintain their health, ISCOF-SEC can help create a more positive work environment, increase productivity, and reduce healthcare costs. Whether in the form of fitness and wellness activities, mental health support, or stress-management workshops, a comprehensive wellness program can make a meaningful difference in the lives of employees and the institution they work for.

2. *The Objectives of Wellness 4U: Unwind, Unload, Unleash, Understand*

The developed wellness program aims to achieve a well-balanced wellness status for the employees of ISCOF-SEC. Specifically, it aims to:

- a) promote physical and mental health among employees through wellness activities and initiatives;
- b) reduce stress and burnout among employees, thus increasing their productivity and job satisfaction;
- c) improve employees' overall well-being and work-life balance through the implementation of healthy habits and practices;
- d) foster a supportive and healthy workplace culture where employees feel valued and cared for;
- e) provide employees with the tools and resources needed to maintain their health and wellness, both inside and outside of work;
- f) educate employees on the importance of taking care of their physical and mental health, and how to implement healthy habits in their daily lives;
- g) foster a culture of openness and collaboration among employees, where they feel comfortable discussing their health and wellness needs and can receive support from their colleagues;

h) monitor and evaluate the effectiveness of the wellness program, and make necessary improvements and adjustments to ensure it meets the needs of employees.

3. *The Activities of Wellness 4U: Unwind, Unload, Unleash, Understand*

Activities	Time Frame	Materials/ Resources
Physical Dimension		
Dance Fitness	Wednesday 4:00 – 5:00 PM	- Wellness Uniform (Jogging Pants and T-Shirt, Personalized Towel) - Sports Equipment
Walking/Running/Biking	Every other day 7:00 – 8:00AM/ 4:00 – 5:00 PM	
Sports Day (Basketball/Volleyball/Badminton)	Friday 4:00 – 5:00 PM	
Emotional Dimension		
Penning My Thoughts (Positive Affirmations, Counting the Blessings)	Daily 8:00 – 10:00 AM	Journal Notebook
Financial Tracking thru Kakeibo Method	Daily 8:00 – 10:00 PM	- Kakeibo Notebook - Piggy Bank
De-stressing	As need arises	- Punching Bag - Stress Box
Laughing Out Loud	Every Tuesday	Posts Memes
Social Dimension		
Work Anniversary Celebration	Whole year round	Cards, Flowers, Souvenirs
Themed Dress Up Days	Thursday	Stripes, floral, depends on the celebration
Civil Servants' Fun Day	July 28, 2023 (8:00 AM – 3:00 PM)	Game Materials, Door Prizes
Employees' Awards Night	July 28, 2023 (6:00 PM – 12:00MN)	- Lights and Sound System - Awards/ Certificates
Field/Benchmarking Trip	November, 2023	- Travel Agency Visit
Marites Monday	(12:00NN – 1:00PM)	
Intellectual		

Dimension		
Reading	Whole year round	- Reading Room - Reading Materials
Brain Games	Whole year round	- Board game materials
<i>Spiritual Dimension</i>		
Sound Healing	Daily (anytime)	- Spiritual/relaxing music
Meditation/Self-Reflection		Yoga mat
Retreat	May 2023	- Resource person
Reduce, Reuse, Recycle (Sharing of Best Practices)	Earth Day Celebration	Recycled materials
Home Gardening	April 2023	Seedlings Vermicompost
<i>Occupational Dimension</i>		
Worksite Ergonomics (Proper posture)	Daily	
Nail Care Session	Every Tuesday	Nail Polish, nail care essentials
Massage Session	Every Thursday	Massage Chair, Massage Therapist
Beauty Care	Employees Day	
GENERAL Activities		
<i>Monitoring of weight, blood pressure, blood sugar, etc.</i>	<i>Monday (any time)</i>	
<i>Monitoring of healthy food options served in the college cafeteria</i>	<i>Friday (any time)</i>	
<i>Posting of updates, and reminders on official social media page</i>	<i>Every Wednesday</i>	
<i>Tracking the triumphs and milestones on Wellness 4U website</i>	<i>Every Wednesday</i>	

IV. CONCLUSION

Based on the results of the study, it is concluded that, the ISCOF-SEC employees have a "Balanced" level of wellness in times of the pandemic. This suggests that overall employee wellness is at a satisfactory rate, with some areas that may benefit from improvement. The analysis of different factors such as age, sex, and employee classification revealed interesting insights. Employees in their mid-age demonstrated a more balanced level of wellness compared to other age groups. Female employees appeared to have a slightly higher level of wellness

compared to their male counterparts. Both faculty and staff members were found to have balanced wellness, with a slightly higher mean score observed among faculty. The physical dimension of wellness was identified as an area that may require more attention and improvement. Moreover, the study findings have led to the development of a wellness program called *Wellness 4U: Unwind, Unload, Unleash, Understand* which highlighted the areas where employees could benefit from improvement in their wellness. *Wellness 4U* aims to provide employees with opportunities to unwind and relax, unload stress and burdens, unleash their potential, and gain a deeper understanding of various wellness dimensions.

V. RECOMMENDATIONS

Based on the findings, the following recommendations are drawn:

1. ISCOF-SEC may focus on enhancing wellness programs and interventions, particularly in the areas identified for improvement such as the physical dimension.
2. Targeted initiatives can be developed to address the physical dimension of wellness, ensuring that employees have access to resources and opportunities for regular physical activity, healthy lifestyle choices, and preventive healthcare measures.
3. Considering the differences observed across age and sex groups, tailored wellness initiatives could be designed to meet the specific needs and preferences of different employee demographics. This might involve offering age-appropriate wellness activities and resources, as well as considering gender-specific wellness concerns.
4. Regular evaluation and monitoring of employee wellness should be conducted to track progress, identify emerging trends, and make necessary adjustments to the wellness program. This will ensure the continuous improvement of employee well-being and promote a positive work environment.
5. To ensure the effectiveness of the *Wellness 4U* program, regular evaluation and feedback from employees may be sought. This will allow for fine-tuning of the program and adjustments based on employee needs and preferences.
6. Active participation in the wellness program is encouraged through regular communication, awareness campaigns, and incentives to foster a culture of wellness.

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