

# Well-being at Work

## What is Employee Well-being?

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[Wesley Hattingh](#)

Employee well-being refers to the overall mental, physical, emotional, and social health of workers. The World Health Organization defines mental health as "a state of well-being in which an individual realizes their own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to their community."

Well-being at work is about more than just the absence of mental health problems - it encompasses the full spectrum of employees' experiences and functioning. It includes both hedonic well-being (feeling good) and eudaimonic well-being (functioning well).

[\(Source\)](#)

## Why Does Employee Well-being Matter?

Supporting employee well-being is critical for both workers and organizations. Research shows that employees with high levels of well-being tend to be more engaged, productive, and loyal. They are also more likely to show creativity, provide excellent customer service, and collaborate well with others.

In contrast, poor employee well-being can lead to burnout, absenteeism, high turnover, and reduced performance. Investing in employee well-being is an investment in the most important resource an organization has - its people.

This is what makes supporting emotional well-being in the workplace so important; it applies to everyone. It's our, our colleagues' and our employees' well-being.

## What Does Employee Well-being Include?

There are broadly three parts to employee well-being. It is Camunda's aim to support all three parts of employee well-being. :

- Physical - You can read up on Camunda's Fitness offer to support physical well-being [here](#).
- Social - We have several guidelines and actions in place to support social well-being, such as [Team-Building Event Guidelines](#) and our [Events Calendar](#).
- Emotional - [Camunda's approach to emotional well-being](#)