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The initiative to provide a wellness program within the organization would be an ideal idea to improve workers’ welfare. Abraham, Crespin, and Rothman (2015) argue that a fitness program is often one of the programs initiated by any organization with the intent of improving the welfare of the employees therein. Therefore, the project has been initiated by different organizations, which provides a benchmarking opportunity to understand what to be done or avoided. In this research, the authors highlight the importance of providing incentives from the employees’ perspective and not merely to involve them in the project. Otherwise, the long-run participation would significantly reduce.

Notably, the authors provide important information on what the program should avoid doing, and the use of primary empirical research makes the information credible enough for application in a practical scenario. This is one of the most important aspects of the research, which makes it practical enough for application in the analysis. On the other hand, lack of suggestions on what organizations need to do to succeed with the fitness program. Lack of suggestions on this front makes this research less impactful in implementing the fitness program. The suggestions would otherwise provide the necessary information for implementing the wellness program.

References

Abraham, J. M., Crespin, D., & Rothman, A. (2015). Initiation and maintenance of fitness center utilization in an incentive-based employer wellness program. *Journal of Occupational and Environmental Medicine/American College of Occupational and Environmental Medicine*, *57*(9), 952.