

**Driving Engagement by Promoting Wellbeing: A Study On
The Impact of Employee Wellbeing on Employee Engagement
With Special Reference to Operational Category Employees of a Leading
Finance Company in Sri Lanka**

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In today's corporate world, companies striving to improve productivity and foster positive work environments must recognize the complex relationship between employee well-being and engagement. The main purpose of this research study was to assess the impact of employee wellbeing on employee engagement among operational category employees in a selected finance company in Sri Lanka. In addition, research addresses identified gaps in the literature by exploring specific dimensions of well-being and engagement within the finance sector context. The study examines the data collected from a sample of 126 employees using parametric tests, such as simple linear regression and Pearson correlation, to examine hypotheses regarding how employee well-being impacts employee engagement. A strong positive correlation ($r = 0.917$) and a significant regression model (R Square = 0.841) are shown in the findings, indicating that employee well-being accounts for 84.1% of the variance in employee engagement. The study concludes that, driving employee engagement by promoting physical, mental, social, and financial dimensions of employee well-being via various wellness programs and initiatives, organizations could achieve many positive strategic organizational outcomes such as increased performance, attain new or lost productivity levels, lower turnover & absenteeism, higher levels of commitment, a thriving workplace culture of innovation and collaboration, ultimately leading to sustainable & resilient organizational growth.

Keywords: *Employee Engagement, Employee Well-Being, Finance Sector*

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