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Doing the NOW (noting one's wellness) in the
post pandemic period

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ABSTRACT

Employee wellness has never been more highlighted now that the society has moved towards the post pandemic phase. Companies have started to recognize the importance of looking into employee wellness when reports on declining employee

mental health have been reported in various places and sectors. In response, the research endeavor was carried out to explore how the employee wellness of the university fared throughout this time. The research also proposed wellness activities based on the research findings. Through a descriptive quantitative research design, the responses from 296 UBian employees (teaching and non-teaching personnel) were collected and analyzed. The mean analysis showed that the employees see themselves with a moderate level in their wellness dimensions. More so, the t-test carried out revealed that the perceived level of wellness was moderate for all the employees, regardless of their sex and job classification. To further reinforce the self-report results, the analyzed data from **the Warwick Edinburgh Mental Wellbeing Scale short version** showed that the UBian employees see themselves with high level of wellness. From these research findings, it can be said that in as much as there are continuous setbacks in the post pandemic phase, the employees are able to manage their overall wellness and wellness dimensions, such that they continue to deliver what is expected from them. In as much as this is the case, it is recommended that the employee wellness program to be provided would be both sustainable and uses a holistic and comprehensive approach.

Keywords: employee wellness, employee wellness program, mental health, post-pandemic phase school personnel

INTRODUCTION

Weich (2022) suggests that in as much as the pandemic is already behind, the impact on mental health is yet to be seen. He further adds that once the threat and danger is perceived in the society as diminishing, the anxiety of the people lessens. In contrast, Hamouche (2020) states that there are stressors that evolve and remain even after the pandemic is long gone such that the effects on mental health may become long-lasting even in the “now normal” phase. Also, the ability of employees to work with others is highly influenced by the different workplace concerns associated with the threats of the Covid-19 virus even when the virus is outworn (Bhandari & Sharma, 2021).

Relative to this, employers have reported an increase in the mental health concerns among their employees since the pandemic began. Though for a time, the workforce remains productive and engaged, they however start suffering mentally, emotionally and psychologically. In the long run, the employees experience depression, stress, anxiety and burnout (Molko, 2022).

Also, various researches have shown that employee health is related to job performance or productivity, both at the individual and organizational level (Wu, et al., 2017; Ipsen et al. 2020). As such, mismanaged health and safety standards would lead to poor well-being, less productivity and greater absenteeism among employees (Jones, 2021). On the other hand, workplaces that look into the wellness and well-being of the workforce foster employee health, recovery and support in a post-pandemic environment (Pal et al., 2022).

More so, a healthy, safe and resilient workplace gives opportunities that enhance physical health, mental health and social well-being of employees. A healthy workplace also has an abundance of health-promoting conditions where employees feel happier, display better mental health and in the long run become the business/office advocates. Thus, promoting a healthy working environment is not only beneficial to the workers, but it is also considered an essential ingredient to workplace success (World Health Organization, 2022; Beaumont-Oates, 2023). Therefore, a workplace that takes the positive steps to take care of the well-being or wellness of their greatest asset, such as the faculty and the non-teaching employees, also empowers them to be productive and allies in achieving the university goals (Ortillo & Ancho, 2021).

In view of these, how wellness is described would also be essential. Wellness can be seen as an evolving process that moves towards achieving one's full potential, that it is affirming and holistic (Bart, 2018). Also, it is to be noted that wellness comprises different dimensions which complement each other. Coming from a proposed model of wellness, wellness is composed of the emotional, social, occupational, intellectual, spiritual and physical dimensions (National Wellness Institute, 2023). An analysis on the six-degree model of Hetler showed that individuals who understand the interconnectedness of the six dimensions are moving towards the pathway of optimal living (Hamilton, 2021). This would then imply that all dimensions would have to be given attention since a prolonged neglect of one will adversely influence the others, and in the long run the wellness of the individual (Stoewen, 2017). Thus, it has to be brought to mind that healthy living is not one-dimensional but rather a delicate balance among several dimensions. The endeavor may be a challenge, but rather than aiming to be a perfect person, the aim is to reach the best version who displays the interplay of the different dimensions (Hubbard, 2020).

In as much as healthy living or wellness is an individual pursuit, the concept of subjective well-being (SWB) has shown that individuals will perceive and experience life differently; thus, well-being is also interpreted differently. For instance, SWB suggests males significantly differ with their female counterparts in specific well-being domains. Males tend to lean towards social well-being; whereas females focus on their emotional well-being. Same goes with job description, where individuals will look at the workplace and its contribution to their well-being based on their appraisals of the workplace (Das et al., 2020; Diener, 2017). As a consequence, well-being strategies

are to be tailored fit to the individuals to promote overall well-being (Abdullahi et al., 2019).

In the Philippines, a survey showed that the Filipino workforce continues to bear the burden brought by the COVID-19 pandemic. Almost half of the respondents shared that they have “difficulty maintaining a healthy lifestyle and that the workplace has a negative impact on well-being”. As a result, companies are encouraged to look into the needs of their employees and to build on their strengths (Positive Workplaces Company, 2022).

The importance of looking into the well-being of Filipino working professionals is advocated by the Mental Health Act (The LawPhil Project, n.d) which clearly and strongly prescribes the implementation of mental health programs and policies in the workplace. The provision is also reiterated in the Department Order 208-20 released by the Department of Labor and Employment. The DO was issued to guide both the employers and employees in the “effective implementation of Mental Health workplace policies and programs”. Further, the same DO was a strong call for the private sector to develop, implement, monitor and evaluate mental health policies and programs in the workplace (Department of Labor and Employment, 2020).

For University of Baguio, the teaching and non-teaching personnel is regarded as its most important resource where the success of the university depends (University of Baguio Revised Manual for Non-teaching Personnel, 2017). They are the manpower who ensures that quality service is provided throughout the institution. Thus, they are to be nurtured to remain competent in addressing student needs. As the initial steps to promote employee wellness in the workplace and to respond to the cited directives, the

university implemented activities such as the Wellness Wednesday and the Mental Health Day through the Human Resource Management (HRMC) office.

Given these points, looking into the wellness or well-being of the UBian employees in the “now normal or post-pandemic phase” will be a beneficial undertaking for the institution as it pursues the roadmap to excellence and international recognition. Also, the research findings would serve as a basis for crafting a proposal which can supplement the existing wellness activities for employees. Hence, the study aimed to determine the wellness of the UBian employees in the “now normal” (post-pandemic period/phase) by specifically looking into the perceived status of the wellness dimensions and general well-being or wellness of the employees. The research endeavor also sought to supplement the existing wellness activities of the university through a proposed employee wellness program.

METHODOLOGY

The descriptive-survey method of research was used in the study. The phenomenon determined as regards the cause, value and significance was the wellness of the employees in a post-pandemic environment.

Total enumeration of the target respondents who voluntarily participated in the study was carried out. The respondents were composed of 290 University of Baguio employees (111 non-teaching personnel, 179 teaching personnel) who were duly employed within the year that the study was conducted: 2024. The number of

participants comprised 35 % of the total population of UBian employees (818, 267 non-teaching personnel and 551 teaching personnel).

For data collection, the university research guidelines given by the Research Innovation Extension and Community Outreach (RIECO) was followed in the floating and retrieval of questionnaires (in Google form) from the target respondents. Assistance from the Human Resource Management (HRMC) Office and Management Information System (MIS) was requested as regards the dissemination of the questionnaire link. The link for the electronic was emailed blast by the MIS three (3) times within the school year.

The researchers used a questionnaire based on the Perceived Wellness Survey (PWS), the Wellness Assessment of Princeton University which has been reflected as reliable and valid (Bart et al., 2018; Kaveh et al., 2016) and the Warwick Edinburgh Mental Wellbeing Scale (Warwick Medical School, 2018) short version. The first section of the tool was about the background information of the participants, the second section reflected the indicators for the six (6) dimensions of wellness: physical, emotional, spiritual, social, occupational, and intellectual. The last section of the tool was the 7-item scale of the WEMWS. In as much as the tool utilized was adopted, it was subjected to the validity process prescribed by the RRIECO to strengthen the acceptability.

For the treatment of data, an analysis of weighted means was utilized to address objective numbers 1 and 2, while the t-test was used for the comparison of the wellness dimensions according to job classification and sex respectively.

More so, throughout the conduct of research, the researchers kept in mind the Data Privacy Policy of the university. For the manuscript, the researchers made sure that the research is original, that it can be analyzed or evaluated by reviewers. For the collection and treatment of data: the researchers made certain that the protocol prescribed by the RIECO office when it comes to the floating and retrieval of questionnaires was followed. Also, the researchers ensured that the participants were not be coerced to take part in the study and that the right to withdraw was clearly communicated. The collected data was treated with utmost confidentiality, in compliance to the ethics on confidentiality and Data Privacy Policy of the university.

11 They were also informed that their participation in the study did not involve financial expenses or the use of personal resources.

RESULTS AND DISCUSSION

Table 1

Perceived status of the wellness dimensions of the UBian employees in the post pandemic phase

Physical Wellness

x

SD

Interpretation

1. I eat my meals regularly (breakfast, lunch and dinner).

3.13

.85

Average level of wellness

2. I exercise.

2.55

.76

Average level of wellness

3. I get medical care when needed.

3.05

.70

Average level of wellness

4. I rest when I am sick.

3.07

.78

Average level of wellness

5. I do physical activities (dance, swim, run, walk, etc.).

2.87

.82

Average level of wellness

6. I get enough sleep.

2.68

.78

Average level of wellness

7. I take vacations.

2.75

.82

Average level of wellness

8. I take time away from the use of gadgets.

2.69

.74

Average level of wellness

9. I take time away from social media.

2.74

.77

Average level of wellness

Dimension Rating

2.84

.78

Average level of wellness

Emotional Wellness

10.I take time for self-reflection.

3.03

.75

Average level of wellness

11.I listen to my thoughts.

3.23

.65

Average level of wellness

12.I listen to my feelings.

3.23

.65

Average level of wellness

13.I praise myself.

2.83

.81

Average level of wellness

14.I love myself.

3.34

.65

High level of wellness

15.I review my favorite movies.

2.90

.80



Average level of wellness

16.I allow myself to cry.

3.11

.79

Average level of wellness

  17.I find things that make me laugh.

3.36

.62

High level of wellness

  18.I ask for help when I need it.

3.15

.67

Average level of wellness

19.I share my fears to someone I trust

3.06

.77

Average level of wellness

Dimension Rating

3.21

.72

Average level of wellness

Spiritual Wellness

20.I spend time in nature.

3.03

.70

Average level of wellness

21.I am open to inspiration.

3.34

.62

High level of wellness

22.I cherish hope.

3.49

.58

High level of wellness

23.I pray.

3.46

.68

High level of wellness

24.I know what is meaningful to me.

3.43

.61

High level of wellness

25.I get experiences of awe.

3.29

.63

High level of wellness

26.I listen to inspirational music.

3.28

.73

High level of wellness

Dimension Rating

3.33

.65

High level of wellness

Social Wellness

27.I make time to see my friends.

3.03

.73

Average level of wellness

28.I visit my relatives.

2.80

.76

Average level of wellness

29. I make time to be with my family.

3.43

.64

High level of wellness

 30. I stay in contact with faraway friends.

2.90

.71


Average level of wellness

 31. I stay in contact with important people in my life.

3.40

.63

High level of wellness

 32. I spend time with others who I enjoy being with.

3.29

.68

High level of wellness

Dimension Rating

3.14

.69

Average level of wellness

Occupational Wellness

33.I look forward to work.

3.20

.64

Average level of wellness

34.I am happy with the professional growth opportunities at work.

3.30

.64

High level of wellness

35.I am happy with the personal growth provided at work.

3.26

.67

High level of wellness

36.My work gives me personal stimulation.

3.20

.64

Average level of wellness

37.My work allows me to make full use of my talents.

3.21

.66

Average level of wellness

Dimension Rating

3.23

.65

Average level of wellness

Intellectual Wellness

38.I make an effort to learn new things.

3.37

.59

High level of wellness

39.I look up things that I do not know.

3.42

.57

High level of wellness

40.I ask questions to learn from others.

3.47

.55

High level of wellness

41.I stay updated with current affairs whether it is local, national or international.

3.16

.66

Average level of wellness

42.I engage in mentally stimulating activities.

3.19

.67

Average level of wellness

Dimension Rating

3.32

.61

High level of wellness

Overall

3.18

.70

Average level of wellness

Table 2

Comparison of the status of the wellness dimensions of the UBian employees

according to job classification

Non-teaching (N=111)

Teaching (N=179)

p-value

Interpretation

*p<.05

x

SD

x

SD

Q1

3.36

0.70

2.97

0.91

0.000

s

Q2

2.62

0.74

2.50

0.77

0.182

ns

Q3

3.11

0.68

3.02

0.71

0.255

ns

Q4

3.17

0.71

3.01

0.81

0.073

ns

Q5

2.97

0.75

2.80

0.85

0.088

ns

Q6

2.85

0.77

2.57

0.77

0.003

s

Q7

2.82

0.80

2.71

0.83

0.254

ns

Q8

2.73

0.70

2.67

0.77

0.526

ns

Q9

2.74

0.70

2.74

0.79

0.930

ns

Q10

3.08

0.70

2.99

0.78

0.355

ns

Q11

3.19

0.59

3.25

0.69

0.396

ns

Q12

3.20

0.56

3.25

0.70

0.458

ns

Q13

2.93

0.77

2.77

0.83

0.084

ns

Q14

3.38

0.61

3.32

0.68

0.502

ns

Q15

2.99

0.74

2.83

0.83

0.086

ns

Q16

3.03

0.81

3.16

0.78

0.194

ns

Q17

3.38

0.60

3.35

0.63

0.603

ns

Q18

3.21

0.64

3.11

0.69

0.243

ns

Q19

3.06

0.75

3.06

0.79

0.966

ns

Q20

2.97

0.73

3.07

0.68

0.226

ns

Q21

3.31

0.64

3.36

0.61

0.498

ns

Q22

3.46

0.58

3.50

0.58

0.552

ns

Q23

3.45

0.71

3.47

0.66

0.840

ns

Q24

3.44

0.59

3.42

0.63

0.877

ns

Q25

3.30

0.65

3.28

0.62

0.791

ns

Q26

3.28

0.67

3.28

0.77

0.974

ns

Q27

3.09

0.70

3.00

0.75

0.326

ns

Q28

2.87

0.74

2.75

0.77

0.192

ns

Q29

3.45

0.62

3.41

0.65

0.603

ns

Q30

2.88

0.75

2.91

0.69

0.771

ns

Q31

3.43

0.63

3.37

0.64

0.483

ns

Q32

3.26

0.71

3.30

0.66

0.651

ns

Q33

3.15

0.61

3.23

0.66

0.325

ns

Q34

3.25

0.63

3.33

0.65

0.285

ns

Q35

3.26

0.66

3.26

0.67

0.976

ns

Q36

3.20

0.63

3.21

0.65

0.895

ns

Q37

3.21

0.68

3.21

0.64

0.929

ns

Q38

3.38

0.58

3.37

0.60

0.917

ns

Q39

3.38

0.58

3.44

0.56

0.336

ns

Q40

3.40

0.54

3.52

0.55

0.072

ns

Q41

3.15

0.64

3.17

0.67

0.861

ns

Q42

3.19

0.62

3.19

0.70

0.918

ns

Overall Mean

3.16

0.41

3.12

0.41

0.489

ns

s-significant, ns-not significant

Table 3

Comparison of the perceived status of the wellness dimensions of the UBian employees according to sex

Male (N-83)

Female (N-213)

x

SD

x

SD

P-value

Interpretation

* $p < .05$

Q1

3.25

0.74

3.08

0.88

0.107

ns

Q2

2.7

0.71

2.49

0.77

0.031

s

Q3

3.06

0.70

3.05

0.69

0.924

ns

Q4

3.11

0.83

3.06

0.76

0.605

ns

Q5

3.07

0.78

2.79

0.82

0.007

s

Q6

2.83

0.76

2.62

0.78

0.036

s

Q7

2.81

0.83

2.73

0.81

0.480

ns

Q8

2.57

0.68

2.74

0.76

0.068

ns

Q9

2.63

0.71

2.78

0.77

0.108

ns

Q10

2.93

0.79

3.07

0.73

0.155

ns

Q11

3.18

0.65

3.24

0.65

0.450

ns

Q12

3.11

0.70

3.28

0.62

0.045

s

Q13

2.78

0.90

2.85

0.78

0.553

ns

Q14

3.30

0.73

3.36

0.62

0.475

ns

Q15

2.92

0.86

2.89

0.77

0.784

ns

Q16

2.76

0.88

3.24

0.71

0.000

s

Q17

3.36

0.62

3.36

0.62

0.999

ns

Q18

3.05

0.60

3.19

0.69

0.089

ns

Q19

2.89

0.75

3.12

0.77

0.021

s

Q20

2.98

0.75

3.05

0.68

0.436

ns

Q21

3.23

0.67

3.38

0.59

0.058

ns

Q22

3.39

0.62

3.53

0.56

0.062

ns

Q23

3.3

0.79

3.53

0.62

0.022

s

Q24

3.41

0.66

3.44

0.59

0.734

ns

Q25

3.22

0.64

3.31

0.62

0.230

ns

Q26

3.16

0.77

3.33

0.70

0.060

ns

Q27

2.89

0.76

3.09

0.71

0.036

s

Q28

2.78

0.75

2.81

0.76

0.804

ns

Q29

3.31

0.70

3.47

0.61

0.052

ns

Q30

2.83

0.69

2.92

0.72

0.914

ns

Q31

3.35

0.72

3.41

0.60

0.438

ns

Q32

3.14

0.70

3.34

0.67

0.024

s

Q33

3.19

0.61

3.2

0.65

0.913

ns

Q34

3.29

0.69

3.3

0.62

0.892

ns

Q35

3.31

0.75

3.24

0.63

0.424

ns

Q36

3.14

0.72

3.23

0.61

0.332

ns

Q37

3.19

0.74

3.22

0.62

0.785

ns

Q38

3.35

0.59

3.38

0.59

0.687

ns

Q39

3.36

0.64

3.44

0.54

0.309

ns

Q40

3.35

0.57

3.52

0.54

0.016

s

Q41

3.18

0.63

3.15

0.67

0.763

ns

Q42

3.14

0.65

3.21

0.68

0.474

ns

Overall Mean

3.09

0.44

3.15

. 0.40

. 0.245

ns

s-significant, ns-not significant

Table 4

Perceived status of the general well-being (wellness) of the UBian employees.

□x

SD

Interpretation

 I've been feeling optimistic about the future



 1

3.20

.68

High level of well-being

 13

I've been feeling useful

3.12

.72

High level of well-being

 1

I've been feeling relaxed

2.74

.75

High level of well-being

 10

I've been dealing with problems well

2.93

.67

High level of well-being

 1

I've been thinking clearly

3.05

.72

High level of well-being

 8

I've been feeling close to other people

2.99

.72

High level of well-being

1 I've been able to make up my own mind about things

3.17

.70

3 High level of well-being

OVERALL MEAN

3.03

.55

High level of well-being

Given these points, it can be deduced that the UBian employees are satisfied with how the different aspects of their lives are going in the post pandemic phase. There may be encountered drawbacks every now and then, if they are generally able to work in action and pursue optimal living.

Table 5

Proposed wellness activities

Wellness Dimension

Proposed activities

Physical

promotion of physical activities

the promotion can be as simple as highlighting the use of the available fitness gym

Emotional

creative expression opportunities

avenues for employees to express their inclination towards performing arts (music, acting) and creative arts (painting, writing)

promotion of digital detox

promotion of periodic non-usage of technology or anything digital related

Spiritual

promotion of purpose driven mindset

promotion of finding the meaning of why we do things we do

Social

dialogue spaces

promotion of open dialogues for topics that are important in the workplace (diversity, mental health, etc.)

Occupational

flexible work policies

provision of remote work options and flexible work hours

recognition programs

opportunities to recognize employee performance and boost their morale

Intellectual

wellness electronic library

accessible online literature on employee wellness, and other important topics for employee professional development

coffee and learn spaces

campus spaces allotted for employees to continue learning while enjoying a copy of coffee

DISCUSSION

Perceived status of the wellness dimensions of the UBian employees in the post pandemic phase

With the continuous shift of the workplace, the influence of the new work demands on employee well-being has become more evident such that organizations and managers are encouraged to explore integrated approaches in looking after the well-being of employees. Hence, the presented data may provide additional insight as to how the university can look into the employees (Riaz et al.,2024).

The analyzed data from table 1 reflects how the employees perceive their wellness dimensions in the post pandemic phase. As can be observed from the presented data, the employees see their dimensions of wellness as moderate ($\bar{x}=3.18$, $SD=.70$), implying that majority of the employee respondents are able to actively look into their

wellness amidst the challenges in the workplace. Further, a moderate level of wellness would suggest that the employees are able to set a reasonable balance in the different dimensions of their wellness: physical, emotional, spiritual, social, occupational and intellectual. The research finding is reflective of the statement that individuals who understand the interplay of the different dimensions are those who display healthy living and continuously move forward in their pathway of optimal living (Hamilton, 2021; Hubbard, 2020). More so, having comparable levels of the wellness dimensions are attributed to an understanding of the domains of wellness (Kauppi et al., 2023). Further analysis of the presented data shows that the intellectual ($\bar{x}=3.32$, $SD=.61$) and spiritual ($\bar{x}=3.33$, $SD=.65$) dimensions were perceived as high level. This means, the employees are inclined to prioritize activities that are related to the continuous enhancement of knowledge and skills; and the nurturing of purpose or connection to a higher Being (Stoewen,2017). Discrepancies in the perceived factor is attributed to the different factors that influence how individuals decide on looking after their wellness (Social Star, 2023). Some of these factors would be the lifestyle, the habits, values and the cultural background of the individuals (Stoewen,2017). To add, spirituality is seen as important among Filipinos because of its perceived relevance to life satisfaction (Perez et al., 2021); whereas the intellectual dimension relates to how Filipinos value education (Bernardo,2003).

Given these research findings, the employees have a sufficient level of wellness in the different dimensions. Even when occasionally faced with challenges, they manage to carry out their daily activities and show resilience.

Comparison of the perceived status of the wellness dimensions of the employees according to job classification

The workforce of the University of Baguio is classified into teaching personnel and non-teaching personnel and they are considered as very essential in the school community. How they fulfill their roles are contributory to the overall school experience of a student. Thus, it will be of benefit if their job classification is looked into as regards having bearing to their overall wellness status (University of Baguio Revised Manual for six Non-teaching Personnel, 2017; Beaumont-Oates, 2023).

Table 2 shows the analysis of the perceived status of the wellness dimensions of the employees when compared according to job classification. Based on the presented results, the obtained p-value is higher than the alpha level of 0.05, indicating that there is no significant difference in the perceived status of the wellness dimensions of the employees. Hence, implying that the perceived status of wellness of the employees is relatively the same regardless of the nature of their work. This implies that the organized tasks and responsibilities of the employees do not necessarily have bearing on their wellness. More so, the research findings are reflective of the statement that a well-managed job classification is just one of the many factors that promote employee wellness claim of the Corporate Wellness Magazine (2025).

In as much as there is no significant difference in the perceived status of the wellness dimensions of the employees when compared according to job classification, a closer look at the presented data shows that when it comes to having regular meals and

getting sufficient sleep, there is a notable difference. Habits and self-regulation, along with personal priorities are just the many factors that influence the wellness of each individual (Stoewen, 2017). To illustrate, there are individuals who prioritize sleep, while others prioritize finishing tasks before sleeping. There are individuals who are mindful of the time when they eat, while others opt to forgo eating when tasks at hand are yet to be done. This being the case, differences in the experienced status of wellness are expected.

Considering the obtained research finding, it is important to realize that when it comes to the perceived status of the wellness dimensions of the employees, the interplay of varied factors is evident. Hence, their tasks and responsibilities as employees do not really have bearing on their general wellness.

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Comparison of the perceived status of the wellness dimensions of the employees according to sex

The University of Baguio promotes an inclusive work environment where both men and women are given equal opportunities to grow, while exercising their respective personal values and lifestyle. Given this, looking into how they perceive their wellness dimensions as male or female provides greater depth on their wellness practices and beliefs.

The analyzed data shown in Table 3 is the comparison made between male and female employees as regards their perceived status of dimensions of wellness. As can be seen, the obtained p-value is higher than alpha level 0.05, indicating that there is no

significant difference in the perceived status of wellness among the UBian employees when compared according to sex. This would then imply that the wellness status is relatively the same for all employees, regardless of their sex as females or males. Further, the research finding suggests that men and women tend to show similarity in accomplishing self-reports on wellness. This research finding coincides with the discovery that both men and women make use of various information to assess their wellness, hence the similarities in the perceived status of wellness (Zajacova et al., 2017). However, the absence of difference contradicts with the study results that states women tend to rate their wellness higher even when they encounter occasions of loneliness and depression (Blanchflower and Bryson, 2024).

As much as there is no noted difference in the perceived status of wellness dimensions among the male and female employees, a closer examination of the presented data shows significant differences in ten indicators such as getting sufficient sleep, doing physical activities, exercising, letting one's self to cry., praying or asking questions from others. The disparity is explained through the interplay of various factors that influence wellness (Stoewen, 2017). For instance, cultural beliefs would usually associate males with physical activities and exercising due to their inclination to be physically active; while crying and praying would often be associated with females (Craft et al., 2014). It also suggests that males and females tend to be subjective in assessing their wellness level (Blanchflower and Bryson, 2024).

Overall, the male and female employees have similar ways of looking after their wellness. However, there are specific instances when wellness practices are

influenced by the interaction of personal and environmental factors. This being the case, employee wellness programs are to consider these research findings.

Perceived status of the general well-being (wellness) of the employees

Well-being is defined as the positive state experienced by an individual (World Health Organization ([WHO], 2025). The term is further elaborated as the quality of life and ability to contribute to the society and is used synonymously with the term wellness.

Relative to this, the data presented reflects how the employees see their general well-being or wellness during the post-pandemic phase.

As can be seen from the data presented in Table 4, the employees have assessed

themselves as having a high level of well-being or wellness ($\bar{x}=3.03$, $SD=.55$). This

implies that the employees are experiencing a holistic satisfaction in their dimensions of wellness. Research results reinforce this finding with their statement that individuals who have consistent positive experiences across the different areas of wellness such as their workplace and relationships, flourish and are happy with their life (Great Place to Work, n.d.). More so, it is suggested that having a high status of wellness is indicative of the person's ability to make sure that none of the dimensions are neglected (Hamilton, 2021).

Given these points, it can be deduced that the employees are satisfied with how the different aspects of their lives are going in the post pandemic phase. There may be encountered drawbacks every now and then, if they are generally able to work in action and pursue optimal living.

Proposed activities to supplement the existing wellness activities offered in the university

In a work environment, Human Resources plays a crucial role in the promotion of employee well-being, hence, they are the prime movers in ensuring that there are various mental health wellness activities available to the employees. Relative to this, the University of Baguio employees see themselves as able to generally manage challenges and continue to display relative balance in their wellness dimensions, hence the perceived positive status of wellness. This being the case, the proposed activities are to anchor on a holistic approach, ensuring that all aspects of wellness are addressed.

As can be observed from Table 5, each suggested activity intends to foster a culture of health and wellness in the University of Baguio. The activities can be carried out as standalone or be integrated in the existing wellness program of the university. What has to be kept in mind is that effective wellness programs are not just about doing group Zumba or offering health insurance, rather, it is taking on a comprehensive perspective of employee wellness. More so, employee wellness activities need to be fun, a signature program and accessible (Wellable, 2025; Berry et al., 2010). By venturing into this initiative, the university will reap the fruits of employee wellness in the long run.

CONCLUSION

Initiatives that look into employee wellness, such as this research, are reflective of the community intention to be aligned with the strengthening of sustainable development goal three (3) in the University of Baguio. Through this study, it was found out that even after the harrowing experience of the COVID-19 pandemic, the University of Baguio employees are able to manage their wellness. Hence, regardless of their sex or job classification, they were confidently able to assess themselves as having moderate wellness and high well-being. This would only mean that even when challenges continue to beset them in the post-pandemic phase, they continue to carry out what is expected of them.