

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

Measuring Employee Wellbeing – A Complete Framework

From Annual Survey to Real-Time Wellbeing Intelligence

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

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Programme Overview

Employee wellbeing measurement in India is often limited to annual engagement surveys. This programme introduces a modern, multi-source intelligence system designed to provide deeper, actionable insights into the holistic wellbeing of your workforce.

Learning Objectives

- ✓ Understand the six key dimensions of workplace wellbeing and why each is crucial for employee engagement and productivity, enabling a more comprehensive approach to support.
- ✓ Explore a variety of measurement tools, including surveys, pulse checks, and passive data analytics, to gather robust and diverse wellbeing intelligence.
- ✓ Learn to design culturally sensitive surveys that accurately capture the nuances of the Indian workplace, ensuring relevance and validity of collected data.
- ✓ Develop skills in analyzing wellbeing data to identify key trends, root causes, and areas requiring targeted intervention.
- ✓ Gain strategies for translating data-driven insights into concrete action plans that foster a supportive and thriving work environment.
- ✓ Understand the importance of establishing governance and accountability mechanisms to ensure sustained progress in employee wellbeing initiatives.

WHO SHOULD ATTEND

This programme is designed for Chief Human Resources Officers (CHROs), HR Analytics professionals, and Senior Leadership teams looking to implement a sophisticated wellbeing measurement strategy.

Programme Content

1. What to Measure: The Six Dimensions of Workplace Wellbeing

This section delves into the foundational elements of a holistic wellbeing strategy. We will explore six critical dimensions: physical health, mental and emotional resilience, social connection, financial security, purpose and meaning, and professional growth. Understanding these interconnected areas is vital as they collectively influence an employee's overall experience and performance. Neglecting any one dimension can lead to decreased morale and productivity, so a comprehensive approach is essential for creating a truly supportive workplace.

 **Activity:** Group discussion on identifying the most critical wellbeing dimensions for your specific industry.

2. Measurement Tools: Beyond Traditional Surveys

Moving beyond the limitations of annual surveys, this section examines a spectrum of measurement tools. We will discuss best practices for designing effective employee surveys and implementing frequent pulse checks for real-time feedback. Furthermore, we will explore the power of passive data sources, such as absenteeism rates, employee turnover, and Employee Assistance Program (EAP) utilization, to provide objective indicators of wellbeing. Integrating these diverse data streams offers a richer, more nuanced understanding of your workforce's needs.

 **Activity:** Brainstorming session on integrating passive data into existing HR metrics.

3. Survey Design for Indian Workplaces: Cultural Considerations

Designing effective surveys for the Indian context requires sensitivity to cultural nuances and diverse employee backgrounds. This section focuses on adapting survey language, question framing, and response options to ensure clarity, relevance, and comfort for all participants. We will explore how factors like hierarchy, collectivism, and communication styles can influence responses and how to mitigate potential biases. By incorporating these considerations, you can gather more authentic and actionable data specific to your Indian workforce.

 **Activity:** Role-playing exercise to practice culturally sensitive survey question phrasing.

4. Data Analysis and Insight Generation

Collecting data is only the first step; transforming it into meaningful insights is where true value lies. This section equips you with the analytical skills needed to interpret wellbeing data effectively. We will cover methods for identifying patterns, correlations, and potential root causes of wellbeing challenges. Understanding Indian survey benchmarks will also be discussed to provide context for your findings. The goal is to move from raw data to actionable intelligence that informs strategic decision-making.

 **Activity: Case study analysis of wellbeing data to identify key trends.**

5. Turning Data into Action: Governance and Accountability

Effective wellbeing strategies are built on a foundation of robust governance and clear accountability. This section focuses on how to translate data-driven insights into tangible actions and initiatives. We will discuss establishing clear ownership for wellbeing programmes, setting measurable goals, and creating feedback loops to track progress. Implementing a structured approach ensures that wellbeing remains a strategic priority and that resources are allocated effectively to drive positive change across the organization.

 **Activity: Developing a sample accountability matrix for wellbeing initiatives.**

6. Establishing Indian Wellbeing Benchmarks

To effectively gauge your organization's progress, it is essential to compare your wellbeing metrics against relevant benchmarks. This section will guide you on how to establish and utilize Indian-specific wellbeing benchmarks. We will discuss the importance of industry-specific data and demographic considerations when making comparisons. Understanding your position relative to these benchmarks allows for more realistic goal setting and provides external validation for your efforts, fostering continuous improvement.

 **Activity: Discussion on sources and methodologies for developing internal wellbeing benchmarks.**

Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Form a cross-functional Wellbeing Measurement Taskforce.	HR/Manager	Week 1	Ensure representation from HR, Analytics, and key business units to drive diverse perspectives.
Define the six core dimensions of wellbeing relevant to the organization's context.	HR	Month 1	Conduct initial stakeholder interviews to refine and prioritize dimensions.
Develop a pilot survey instrument incorporating cultural considerations for Indian employees.	Manager	Week 2	Pilot the survey with a small, diverse group to gather feedback on clarity and relevance.
Identify and assess potential sources of passive wellbeing data (e.g., absenteeism, turnover trends).	HR	Month 1	Map existing data sources and evaluate their reliability and accessibility.
Establish initial governance protocols for data handling and privacy.	HR/Manager	Month 2	Consult legal and compliance teams to ensure adherence to all relevant regulations.
Set up a system for regular reporting and review of wellbeing metrics.	Leadership	Quarter 1	Define key performance indicators (KPIs) and reporting frequency for leadership updates.

About Manas



Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

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Disclaimer: This document has been prepared by Dr. Priya Dubey Sharma – Founder & Consulting Psychologist (Applied, Organizational & Behavioural Psychologist, PhD, 18+ years), Manas – Center for Mental Wellness & Counselling (UDYAM-MP-10-0120839). Content is for programme overview and educational purposes only. Nothing herein constitutes legal advice regarding POSH Act compliance – organisations should consult qualified legal counsel for specific legal guidance. For clinical or psychological support, please reach out to the Manas Team for personalised guidance, or consult a qualified Psychiatrist or licensed mental health professional. © 2026 Manas – Center for Mental Wellness & Counselling. All rights reserved. Confidential – prepared specifically for the named organisation. For queries: manu@manas365.com | +91 99818 13224 This document does not constitute a legal instrument and carries no legal standing or admissibility in any court of law or official proceeding.