

A Modern Workplace Approach To Employee Wellbeing Through Indian Knowledge Systems.

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Abstract: In the contemporary corporate environment, increasing work pressure, competition, stress, and work-life imbalance have significantly affected employees physical and mental wellbeing. Employee wellbeing has now emerged as an essential factor for organizational growth, productivity, and sustainability. The present study explores the role of Indian Knowledge Systems in promoting employee wellbeing in modern workplaces. Indian Knowledge Systems emphasize holistic development through practices such as yoga, meditation, pranayama, ethical values, mindfulness, and spiritual balance. These traditional approaches can help employees reduce stress, improve emotional stability, enhance concentration, and maintain a healthy work-life balance. The study highlights that integrating Indian knowledge practices into workplace culture can positively influence employee satisfaction, productivity, teamwork, and organizational harmony. The research concludes that Indian Knowledge Systems provide a practical and sustainable approach to employee wellbeing and can contribute to the development of a healthier, more balanced, and productive corporate environment in the modern era.

Keywords: Employee Wellbeing, Indian Knowledge Systems, Workplace Stress, Yoga, Meditation, Mental Health, Work-Life Balance, Organizational Culture.

1.Introduction:

The modern workplace is featured by tough competition, technological disruption, long working hours, and increasing psychological pressure on employees. These challenges have resulted in stress-related issues, reduced productivity, employee disengagement, and high turnover rates which affects employee wellbeing. Corporate wellness initiatives have therefore become an essential component of organizational strategy. Traditionally, wellness programs focused mainly on overall wellbeing of an employee which includes physical health mental, emotional, financial and spiritual wellbeing.

Indian Knowledge Systems (IKS), rooted in ancient Indian philosophy and practices, offer a holistic framework for wellness. Systems such as Yoga, Ayurveda, meditation, and ethical teachings from scriptures like the Bhagavad Gita emphasize harmony between mind, body, and spirit. These practices

are now being adopted worldwide by organizations to alimnet healthier work environments and improve employee performance.

This paper studies how Indian Knowledge Systems plays role in modern workplace and how their implementation can align employee wellbeing with organizational growth.

Fig 1: Dimensions of employee wellbeing

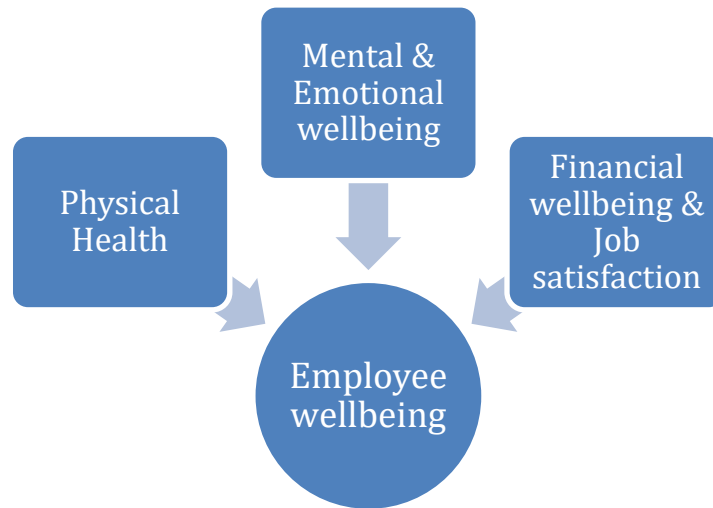


Figure 1 Shows the Dimensions of Employee wellbeing which covers overall wellbeing of employees in their workplace. Physical health of an employee is very important as long working days may cause physical stress which leads to inefficiency and tiredness in workplace. Mental and emotional wellbeing is crucial because a stress free and cooperative workplace can result in organizational success more deeply. About financial wellness employees are more focused to stay balanced in this competitive world as to maintain their status, lifestyle and standards.

2.Literature Review:

Vineeth KM, et al, (2025) the study highlights swift growth in digital workplaces which shows concern for employee wellbeing related to their productivity, job satisfaction etc. including Indian knowledge systems, this study identifies how traditional value-based practices affect employee wellness. Data was collected from survey method from 360 employees from digital workplaces including social media platform. The study reveals that IKS have strong positive impact on digital wellbeing of employees.

K. Rajeev (2024) this study is based on a qualitative analysis of how merging of Indian tradition into organizations environment can facilitate stress free work environment. It recommends business to adopt holistic wellbeing practices. The study suggests that success is not just about getting more done, but also about keeping employees happy, healthy, and ensuring long-term balance for both people and organizations.

KTM.thiruppathi (2025) the paper focuses on integration of Indian knowledge systems with modern education. key principles of IKS give valuable insights for employee wellbeing, ethical leadership and retained productivity. The study also involves case studies of corporate training which results in transformative approach in human resource development.

Vineeth KM, et al, (2025) This study highlights how Corporate Digital Wellbeing (DW) and Indian Knowledge Systems (IKS) together shape Financial Wellbeing (FWB) among employees. The objective is to understand how indigenous principles like mindfulness, self-regulation, and ethical conduct moderate the relationship between digital engagement and financial prudence. A quantitative descriptive design was adopted, with data collected from 360 employees across IT, finance, consulting, manufacturing, and healthcare sectors. Results show that IKS significantly improves digital wellbeing, which in turn enhances financial wellbeing, job satisfaction, and self-efficacy while reducing burnout. The findings highlight the strategic role of digital wellbeing as a mediator, offering managerial insights for policies that balance digital use and financial health.

Giri S, et, al (2025) This study aims to examine the integration of Indian Knowledge Systems (IKS) within the National Education Policy (NEP) 2020 to promote holistic school education. Using a systematic review of literature, it analyses the impact of IKS on learners cognitive, emotional, moral, cultural, and practical growth. Findings indicate that practices such as yoga, meditation, ethical teachings, and indigenous skills enhance emotional regulation, cultural pride, ethical reasoning, and vocational competence. The results highlight IKS as a living framework that harmonizes tradition with innovation, supporting NEP's vision of holistic development.

3. Research methodology:

This research study is based on secondary data. Data has been collected from following sources:

- Research journals
- Academic articles
- Corporate wellness reports
- Case studies
- Online databases and scholarly sources

The research follows a qualitative and descriptive approach to understand Indian Knowledge Systems and their principles implication on employee wellbeing in modern workplaces.

3.1 Objectives of the study

- To Understand employee wellbeing in modern workplaces.
- To systematically review existing literature on Indian Knowledge Systems and their application to employee wellbeing in modern workplaces.

3.2 Data Analysis and Interpretation

The present study is based on secondary data extracted from research journals, corporate wellness reports, case studies, and academic articles. The reviewed literature was organized into categories such as **digital wellbeing**, **human resource development (HRD)**, and **financial wellbeing**, allowing for a comprehensive understanding of how Indian Knowledge Systems (IKS) influence employee wellbeing in modern workplaces.

Comparative insights across studies reveal that while Western approaches to workplace wellness often emphasize technological or policy-driven interventions (e.g., digital detox, right-to-disconnect policies), Indian Knowledge Systems provides a more holistic and value-oriented framework. For instance, Saxena, Iyer, and Rao (2020) highlight the impact of yoga-

based corporate wellness programs on stress regulation and cognition, while Goel and Verma (2021) emphasize Vedantic principles in building workplace resilience. Similarly, Vineeth and Melbin (2025) demonstrate that IKS practices significantly enhance corporate digital wellbeing, which in turn improves job satisfaction and productivity.

Patterns and trends consistently show that IKS practices—such as yoga, meditation, pranayama, and ethical teachings—reduce stress, foster emotional stability, and improve concentration, thereby strengthening both individual and organizational outcomes. Studies by Kaur (2024) and Rajeev (2024) further confirm that integrating traditional values into corporate culture creates healthier, more balanced workplaces. Evidence from case studies, including Infosys and Tata Consultancy Services, validates these findings by showing measurable improvements in employee satisfaction and productivity through structured IKS-based wellness initiatives.

The interpretation of evidence suggests that IKS not only addresses physical and mental health but also extends to ethical leadership, financial resilience, and sustainable HRD. For example, Vineeth, Shiju, and Melbin (2025) establish that digital wellbeing work as critical mechanism which mediates the relationship between IKS and financial wellbeing, while Thiruppathi (2025) demonstrates the role of IKS in lifelong learning and HR. The study favours IKS in providing transformative approach to HRD. Giri et al. (2025) further highlight the relevance of IKS in education, showing its potential to blend tradition with innovation.

Integration and synthesis of these studies confirm that IKS offers a culturally rich and sustainable model for employee wellbeing, synchronizing organizational growth with humanistic development. However, the dependence on secondary data presents limitations, as the analysis depends on published material and lacks direct empirical testing, which may restrict contextual generalization. Even with these impediments, the overall evidence strongly supports the conclusion that IKS provides a practical and holistic approach to employee wellbeing in the modern corporate world.

4. Findings

- **Indian knowledge system and Digital Wellbeing:** Indian Knowledge Systems (IKS) practices have a **strong positive effect** on Corporate Digital Wellbeing. This shows that value-based practices rooted in Indian knowledge systems significantly improve employees' ability to cope up with digital tools in a balanced and healthy way. Corporate Digital Wellbeing has a **substantial positive impact** on job satisfaction. Employees who maintain digital balance shows higher satisfaction with their work. Corporate Digital Wellbeing also **enhances productivity** indicating that healthier digital engagement supports better performance outcomes. Indian knowledge systems practices have a **direct positive effect on productivity** and this relationship is **partially mediated** by Corporate Digital Wellbeing. Corporate Digital Wellbeing acts as a **critical mechanism** through which IKS practices translate into positive workplace outcomes. The study highlights that IKS improves digital wellbeing, which then boosts job satisfaction and productivity, while also reducing burnout.
- **Indian knowledge systems and HRD:** The study shows that IKS principles such as Gurukul pedagogy, Yoga, Ayurveda, Vedantic philosophy, and indigenous practices provide a comprehensive approach to employee development, focusing not just on

skills but also on ethical values, wellness, and sustainability. It focuses on employee wellbeing and motivation by Vedantic and Yogic principles (e.g., Nishkama Karma, Pancha kosha Vikas) enhance employee motivation, stress management, emotional intelligence, and holistic growth, leading to better workplace resilience.

- **Indian knowledge systems and financial wellbeing:** Employees with higher Digital wellbeing and Indian knowledge system integration show better financial planning, ability to govern and judge, and overall financial wellbeing. The study establishes that **IKS-driven values (balance, discipline, mindfulness)** directly and indirectly foster financial wellbeing, job satisfaction, and engagement, while reducing burnout. IKS builds digital wellbeing, and digital wellbeing builds financial and psychological resilience. Workplace wellness gives a chance to organization to reshape their strategy according to the valid needs of an employee.

5. Discussion and Conclusion:

Indian Knowledge Systems provide a holistic and sustainable framework for employee wellbeing in modern workplaces. Practices such as Yoga, Meditation, Ayurveda, and Vedantic philosophy contribute significantly to stress reduction, emotional flexibility, ethical leadership, and workplace harmony.

As organizations increasingly recognize the importance of employee wellbeing, IKS-based wellness initiatives offer an effective and culturally relevant approach to creating balanced and productive workplaces. Integrating traditional Indian wisdom into modern corporate wellness strategies can help organizations align employee wellbeing with organizational growth and long-term sustainability.

The integration of Indian knowledge systems into corporate wellness initiatives represents an important shift toward human-centered organizational development. As workplace stress and burnout continue to rise globally, Indian Knowledge Systems offer organizations a culturally rich and effective pathway to align profitability with employee wellbeing.

6. Recommendations and Suggestions:

- Organizations should integrate wellness programmes into work culture.
- Regular mind relaxing sessions for employees should be encouraged.
- Leadership training based on Indian ethical philosophy can improve workplace culture which results in overall wellbeing.
- Hybrid wellness models combining modern techniques and traditional practices should be developed.
- Government and educational institutions should promote awareness about IKS in education as well as corporate sector.

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