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Role of self care practices in enhancing Employees Job Satisfaction

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Abstract

As workplaces get more complicated and demanding, employee well-being has become a very important issue in modern businesses. Self-care management, which includes taking care of your physical, emotional, and mental health, has become an important practice that affects both your personal happiness and your job satisfaction. This paper examines the correlation between self-care management and employees' perception of fulfillment in their professional responsibilities. The study utilizes secondary data and published literature to analyze the impact of self-care strategies, including mindfulness, work-life balance, and emotional regulation, on motivation, engagement, and job satisfaction. The results show that workers who actively take care of themselves are more satisfied, resilient, and productive. On the other hand, not taking care of yourself can lead to burnout, stress, and lower performance. The study finds that companies need to make self-care a part of their culture at work to make employees happier and healthier in the long run.

Keywords: Self-Care, Employee Fulfilment, Well-Being

Introduction

As the job market changes, businesses are starting to realize how important it is for their employees to take care of themselves and their health. Stress and anxiety are common when you have to meet deadlines, reach goals, and keep up your productivity. Because of this, how well employees take care of their physical and mental health has a direct effect on how happy and productive they are at work.

Self-care management is the intentional act of keeping your mental, physical, and emotional health stable by doing things every day that help you stay healthy. Mindfulness, exercise, relaxation, setting limits, and getting help from others are all examples of these. Fulfillment, on the other hand, is the intrinsic satisfaction that employees get from their work, such as feeling valued, purposeful, and in line with their professional goals.

Research around the world is starting to agree that self-care and happiness are linked. Employees who put their own health and well-being first are more likely to be happy at work, creative, and engaged. On the other hand, not taking care of yourself can lead to burnout, disengagement, and a lower sense of purpose at work. This paper examines the impact of self-care management on employees' sense of fulfillment, utilizing literature from psychology, human resource management, and organizational behavior.

Problem of the study

Workers in all fields are feeling more stressed, depressed, and disconnected, which hurts both their own health and the productivity of the company. Even though more people are aware of how important self-care is, many people don't do it because they don't have enough time, don't know about it, or work in places that don't support it. The goal of this study is to look at how self-care management affects employee happiness and how companies can effectively use self-care practices to create a balanced, happy work environment that improves retention, performance, and overall well-being.

Review of Literature

Mills, Fleck, and Kozikowski (2013)^[1] assert that self-care practices, such as mindfulness and emotional regulation, substantially improve job satisfaction and workplace well-being. Their research showed that workers who do mindfulness-based activities are more resilient

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and motivated. The writers say that self-care is a proactive way to keep your mental health in good shape, which helps you feel more accomplished and purposeful in your work. This link between self-care and job satisfaction shows how important it is for companies to have programs that promote overall health and well-being.

Skakon, Nielsen, Borg, and Guzman (2010)^[2] looked at how leaders' stress and self-care habits affected the health of their employees. The findings indicated that leaders who effectively manage their own stress and exemplify self-care foster a supportive environment that enhances employee satisfaction and fulfillment. The research indicates that organizational culture is instrumental in promoting self-care practices, which subsequently lead to improved job engagement and performance. This shows how self-care and satisfaction in workplace relationships are linked to each other.

A study conducted by Yu, Raphael, Mackay, and King (2018)^[3] on self-care management among healthcare workers demonstrated that self-care practices, including reflection, emotional regulation, and boundary-setting, substantially diminished burnout and increased fulfillment. Employees who regularly took care of themselves felt more capable, valued, and happy with their jobs. The study found that workplaces that encourage self-care have lower turnover and higher morale, so self-care is important for long-term success in a job.

Shapiro, Astin, Bishop, and Cordova (2005)^[4] investigated mindfulness-based stress reduction (MBSR) as a method for enhancing employee well-being. Their study showed that people who took part in MBSR had less anxiety, more self-awareness, and more job satisfaction. The study showed that self-care habits boost employees' intrinsic motivation, which makes them feel more fulfilled and helps them align their personal and professional goals. This underscores the significance of self-care as a fundamental element of job satisfaction and psychological resilience.

Kreitzer and Klatt (2017)^[5] looked into self-care management in organizational wellness programs and stressed how important it is for increasing satisfaction. Their research demonstrated that self-care practices, including mindfulness, journaling, and yoga, enhance concentration, vitality, and emotional equilibrium. These things make people happier at work and give their work more meaning. The research indicates that employees who implement structured self-care practices exhibit enhanced morale and a sense of purpose, thereby reinforcing the correlation between personal well-being and professional satisfaction.

Objectives of the study

To examine the role of organizational support in promoting employee self-care.

Research Methodology

This research employs a qualitative descriptive methodology utilizing secondary data sourced from peer-reviewed journals, books, and organizational case studies. The analysis concentrates on understanding patterns that link self-care practices to employee satisfaction. Important ideas that come up in the literature are mindfulness, work-life balance, emotional regulation, physical health, and a culture of support in the workplace. The study employs a themes approach to investigate the impact of these factors on employee satisfaction and overall well-being. The review integrates both global and Indian viewpoints to offer an in-depth understanding of the significance of self-care in

professional well-being.

Findings and Discussion

Self-care plays an important role in improving employee fulfilment and emotional well-being. When employees practise activities such as mindfulness, relaxation, and regular exercise, they become more focused, emotionally stable, and connected to their work. Research also highlights that self-care is most effective when supported by the organisation. Companies that provide wellness programs, flexible schedules, and stress-management initiatives report higher employee satisfaction and retention. Mindfulness-based practices in particular help reduce stress, improve emotional balance, and enhance emotional intelligence, enabling employees to handle challenges more calmly and productively. Consistent self-care habits also reduce burnout and build resilience, allowing employees to maintain a healthier work-life balance and greater motivation. In the Indian workplace context, organisations like Infosys and TCS have introduced structured wellness programs—including yoga sessions, counselling services, and work-life balance initiatives—which demonstrate how supportive environments and organised self-care practices can significantly enhance employee engagement and overall job satisfaction.

Conclusion

Managing one's own self-care has become an important factor in employee health and job satisfaction. This study finds that employees who consciously practice self-care are more resilient, satisfied, and in line with their professional goals. On the other hand, not taking care of yourself can lead to burnout, less interest in your work, and emotional exhaustion. So, organizations need to include self-care ideas in their policies for hiring, their leadership styles, and the way people work together. Mindfulness sessions, physical wellness programs, and psychological counseling can all help people feel more fulfilled and do better at work. In the end, self-care is not just a personal responsibility; it is also a shared organizational strategy for promoting long-term health and job satisfaction.

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