

# [Health and wellness in the workplace](https://assignbuster.com/health-and-wellness-in-the-workplace/)

[Literature](https://assignbuster.com/essay-subjects/literature/)

Outline Health and wellness in the workplace Introduction Health and wellness of employees plays a decisive role in their productivity. Managers needto encourage a healthy lifestyle at the workplace. American Nurses Association (2011) found improvement in the work environment over the last decade with the availability of lifting and transfer devices for the patients at the workplace. Managers need to implement preventive measures against unhealthy lifestyle at the workplace and provide the employees with training and education to enhance their involvement and participation in these measures.
Body
A. Preventive measure from chronic disease and obesity
a. - diet and exercise
Availability of only healthy food in the workplace
Obligatory but light and brief warm up exercise at the day’s start, mid, and end.
Availability of a customized gym at the workplace
b. - stress management
No overstaying
Flexible working hours
Conflict resolution strategies
c. - Smoking and alcohol
Tobacco and alcohol ban at the workplace
Creating awareness among the workers about the health risks of substance abuse
Rewards tied to quitting smoking and alcohol consumption
d. -behavioral change
Access to behavioral therapist at the workplace
Formulation of code of ethics
Reward and penalty system accorded with behavior
B. Employee training
a. - health education and awareness
Creation of awareness through meetings, journals, and memos
Access to fitness trainer
Arrangement of seminars and conferences
b. - motivate employee
Encouragement by top management
Incorporation of the criteria of healthy habits in the performance evaluation system
Inculcating good values through maintaining a healthy organizational culture
c. - onsite gym or discount for gym membership
Encouragement to join gym
Sparing some time for gym while making work schedule
Availability of fitness equipment
d. - healthy eating habits
Imposing bans on eatables and drinks exceeding a certain calorie count at the workplace
Providing the employees with safe and healthy food options at the workplace
Creating awareness about healthy eating habits
C. Benefits
a. - healthy employee
Improved health
Improved body figure
Bodily fitness leading to improved psychological health
b. - less sick call
Reduced sick leave applications
Reduced cost of absenteeism
Reduced adjustments in the work schedules
c. - increase productivities
Reduced absenteeism
Increased efficiency of the employees
Increased profitability of business
d. - less health insurance cost
Lower premiums on health insurance
Lesser health risks leading to lesser insurance expenses
Increased profitability of business
D. Argument
a. - lack of interest
Not every employee is serious about good health
For many, looking smart is not important
Employees might find this topic overrated at the workplace
b. - lack of knowledge
Employees do not know the importance of fitness
Employees are unaware of the risks of unhealthy lifestyle
Employees consume certain things considering them healthy whereas they are actually not
c. - busy schedule
Employees cannot stick to a healthy lifestyle for a long time
Distractions both on and outside the workplace
No time for exercise at the workplace
Conclusion
Employees’ health and fitness is very important for their efficiency at the workplace. Organizational principles and strategies should be directed at encouraging the employees to live a healthy lifestyle. There are many benefits of promoting health education and awareness at the workplace.
References:
American Nurses Association. (2011). 2011 Health and Safety Survey. Retrieved from
http://www. nursingworld. org/MainMenuCategories/WorkplaceSafety/Work-Environment/2011-HealthSafetySurvey. html.
Annotated Bibliography
The American Nurses Association (ANA) conducted a survey in 2011 to explore the health and safety concerns at the workplace. In they survey, ANA noted the hazards’ exposure and compared the results of the survey to the survey previously conducted in 2001. An overall improvement in the health and safety of the workplace was noticed.