

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

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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.