

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 need to 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

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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

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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

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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 their 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.