

Dimensions OH and S announces published study results indicating the influence of workplace climate on employee well-being and health behaviors

RALEIGH, N.C., Oct. 20, 2014 (SEND2PRESS NEWSWIRE) – Dimensions in OH & S, Inc. announces that co-researchers Dr. Karen Mastroianni & Dr. Julia Storberg-Walker published new research findings, in the Taylor and Francis Journal, Health Psychology and Behavioral Medicine. The qualitative study, “Do Work Relationships Matter? Characteristics of Workplace Interactions That Enhance or Detract From Employee Perceptions of Well-Being & Health Behaviors,” explored the influence of workplace climate on well-being and health behaviors.

The authors noted that the qualitative approach allows for a rich and in-depth exploration of the characteristics. The study findings, based on participant shared experiences, indicated feelings of well-being were enhanced by work interactions that were trusting, collaborative, and positive, as well as when participants felt valued and respected. The shared experiences also indicated that interactions detracted from well-being and health behaviors when interactions lacked the aforementioned, and also included lack of justice and empathy.

Based on the data, the enhancing and detracting relationships generated physical health symptoms, and influenced sleep and healthy eating patterns, socializing, exercise, personal relations, careers, and energy levels. This was regardless of the availability of wellness programs at the participating companies.

The authors noted that often workplace health promotion interventions target individual employees with little or no consideration for other determining factors that impact health and health behaviors. The interventions are also primarily focused on physical health and health risk factors such as body weight, fitness, and biometric measures.

Dr. Mastroianni stated that, “The effectiveness of these initiatives have recently been called into question and in fact, many in the field are emphasizing the need for worksite wellness programs to move beyond a health risk/health cost savings model toward a more holistic approach that focuses on well-being, engagement and productivity.”

Dimensions (<http://dimensions-ohs.com/>) has advocated that thriving, energetic and engaged employees result from attention to individual and organizational well-being. According to Dr. Mastroianni, the bottom line is that the work climate matters and workplaces need to be physically,

emotionally, and psychologically safe for engagement, well-being, and healthy behaviors to flourish.

The authors summarized that this study offers business leaders with evidence supporting interventions aimed at minimizing workplace incivility and increasing positive working environments achievable through partnerships with human resource development, wellness, safety, and occupational health professionals. Interventions designed to improve employee engagement and minimize financial and human costs of negative interactions will enhance individual and organizational well-being.

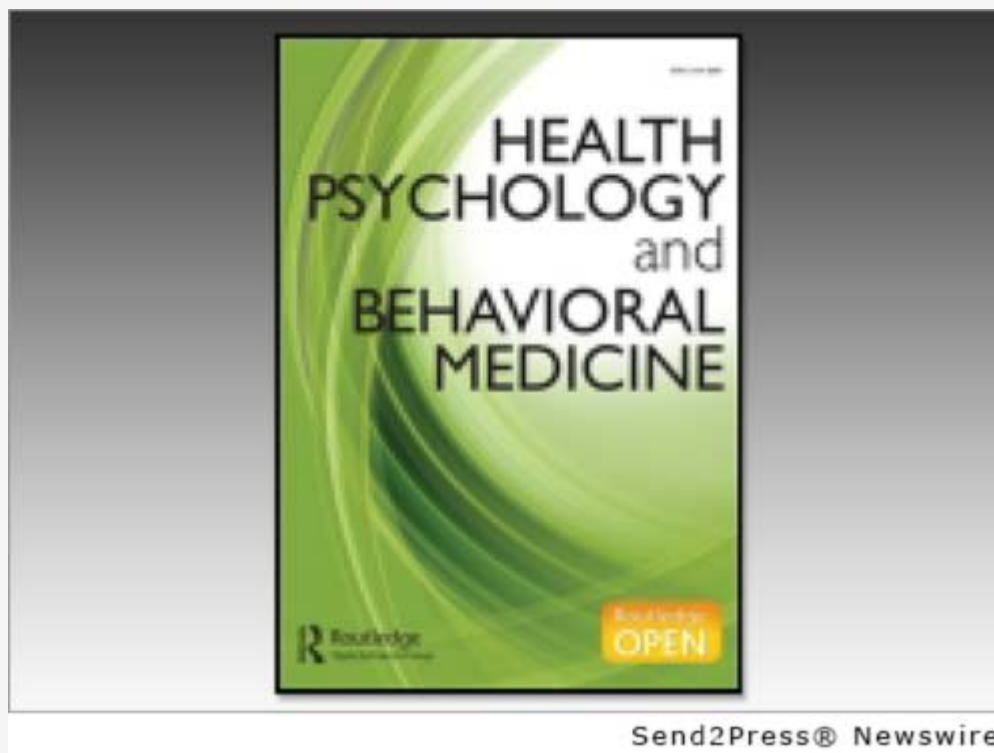
The published article is available at, Health Psychology and Behavioral Medicine: <http://www.tandfonline.com/doi/full/10.1080/21642850.2014.933343>.

Background:

Dimensions in Occupational Health & Safety, Inc. (Dimensions) is a human dynamics consulting company founded in 1991. The company assists organizations to maximize well-being through employee safety, health, wellness, and social sustainability initiatives. Dimensions is dedicated to helping companies build physically, psychologically, and emotionally safe and healthy environments. This focus includes employee engagement and intentional leadership development. Since each organization is different, each approach is different; nonetheless, the focus on well-being is the same. And Dimensions' approach is built on the premise that individual well-being and organizational well-being are inextricably connected.

For more information, visit: <http://www.dimensions-ohs.com/>.

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