

The combination of two salutogenic instruments has the potential to explain health promotion effectiveness in the workplace

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Introduction

Positive experiences related to work situations could serve as specific enhancing resources for the employees. Therefore, employers should take measures that indicate a positive relationship between workplace health promotion efforts and increased health.

Result

Three of the WEMS sub-indices could significantly explain changes in employee reports on health indicators (SHIS):

<i>Time Experience</i>	($\beta = 0.298$ $p=0.000$)
<i>Internal Work Experience</i>	($\beta = 0.281$ $p=0.000$)
<i>Supportive Working Conditions</i>	($\beta = 0.145$ $p=0.025$)

In total, WEMS explained 33.2% of the variation in SHIS.

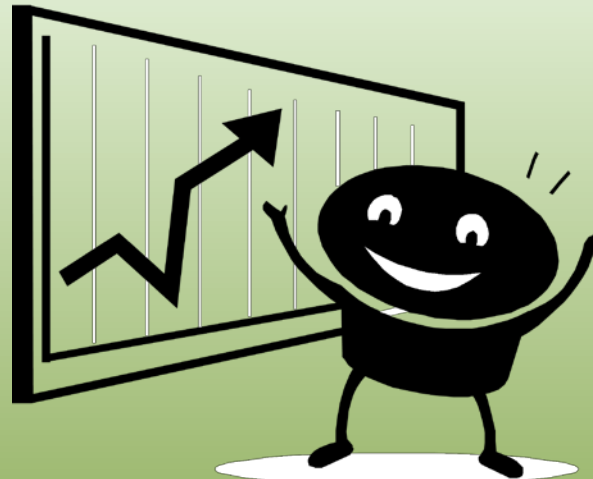
Method

Hospital employees (n=770) completed a survey in 2009. Response rate was 66%.

Two salutogenic instruments were used in the survey:

- The Salutogenic Health Indicator Scale (SHIS): 12 items
- The Work Experience Measurement Scale (WEMS): 32 items in 6 subindex

Multiple regression analysis was used for analysis.



Discussion

Positive work experiences of the employees influence the reported health indicators. This may have practical implications on salutogenic workplace health promotion, as the investment in health promotion by organisations now has a potential to be explained in health terms that can be measured.