

## EXECUTIVE SUMMARY

In order to address the strong relationship between work and health, it is necessary to consider all the components of a healthy workplace that have an effect on the employee. Building a healthy workforce as well more productive working conditions calls for organizational change processes, strategies/tactics, management of work environment issues, systematic management of safety, and a capable and motivated personnel with their participation.

Successful interventions must target underlying workplace and organizational factors – the link between healthy work environments and improved health outcomes for individual employees and improved business results. This widens the agenda to the entire organization: its values, people, practices, work systems and performance.

This operational study deals with conditions to reduce employee health risk and stress; requirements and changes in job design; and workplace culture, organizational systems and management practices. CII took up a study of 1000 workers from 10 Industrial houses belonging to four sectors i.e. manufacturing, civil construction, software/consultancy based, drug/pharmaceutical, other SSI industries under this operational research (The names of the companies have been kept confidential due to procedural understandings). An effort has been made to study the health problems and stress faced by employees and the steps taken by the industrial houses to overcome this.

The study also encompasses the interventions outside the factory , and health benefit and support programs reference to community – employee, and community trust relationships. The results highlighted that 37% people indulging in all three addictions (smoking, alcohol, tobacco) 63% of people in sedentary jobs feel stressed , 46% respondents reportedly in stress were diabetics, 39% had heart problems and 49% had a history of high blood pressure. Stress also had significant relationship with education and grade of work. Overall 41.2% were of the opinion that most of the employees' share the knowledge and experience gained from trainings with other colleagues.

Periodic monitoring and evaluation and necessary feedback at regular intervals gears up the performance levels of the employees and further adds to the health of the organization- 33.8% of the respondents felt that though there were periodical monitoring and evaluation systems for their performance but feed-back was not regular. Sustainability depends much on participation of the employees – in deliberations and the consistency with which the agenda could be - taken forward.

The reality check is that understanding on the importance of a healthy workplace is at the same position that the Quality movement was fifteen years ago. At that time many organizational leaders had to be convinced that investing in quality was a good business decision that would produce a significant return on investment. The same situation is evident regarding healthy workplace, and real change will only come from commitment. That commitment requires understanding the impact that employee satisfaction has on organizational strategies, and implementing healthy workplace policies and practices from a strategic context.

The challenges in creating a congenial work health place are many. Issues relate to compliance as well as those beyond the purview of compliance.

Beyond compliance factors the corporate social responsibility is itself a challenge demanding corporate social investments too. Without an approach to reach out to the community and making services more amenable and accessible to the community, little can be achieved.

While thinking of opportunities there is no dearth of information that can be taken into account. Following the tool - box concept for effective promotion of health at the work place is definitely an opportunity. Attracting corporate social responsibility and corporate social investment needs a commitment which when followed will definitely reduce the stress level of human resources central to productivity and growth of the organization.

The case for a healthy workplace needs to be positioned within the context of achieving excellence and as an investment in not just the health of employees but in the long-term health of the organization. Organizations need to move beyond the historical approach to occupational health and safety, beyond the specific programs that are set up mostly as a corrective approach rather than preventive.