



A STUDY ON HEALTH AND WELLNESS TOWARDS HOSPITAL STAFF WITH SPECIAL REFERENCE TO GLOBAL MISSION HOSPITAL

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ABSTRACT

This study focuses on evaluating the impact of health and wellness programs on the staff of Global Mission Hospital, with a primary objective of assessing how these programs improve staff health and job satisfaction. Additionally, secondary objectives include evaluating the overall physical and mental health conditions of hospital staff, understanding common sources of stress and workload pressure, and exploring existing wellness initiatives supporting staff in maintaining a healthy lifestyle. The sample size for this study comprises 137 respondents. Findings indicate a positive perception of the services offered, with a majority rating them as "good" or "excellent." Furthermore, insights into staff sleeping patterns, frequency of engagement in wellness activities, and levels of stress are provided. Suggestions for future research include conducting comprehensive assessments of existing wellness programs, utilizing quantitative and qualitative methods for feedback collection, and developing targeted interventions to promote staff well-being. Collaborative efforts involving hospital management and stakeholders are essential for implementing and sustaining effective wellness initiatives

INTRODUCTION

In the fast-paced environment of healthcare, the well-being of hospital staff is paramount for delivering quality care. Recognizing the crucial link between staff health and patient outcomes, hospitals are increasingly investing in health and wellness initiatives to support their workforce. This introduction sets the stage for exploring various strategies aimed at fostering a healthy workplace environment for hospital staff. From promoting physical activity and nutrition to addressing mental health and work-life balance, this endeavor not only enhances employee satisfaction and retention but also contributes to improved patient care. By prioritizing the health and wellness of hospital staff, institutions can cultivate a culture of vitality, resilience, and excellence in healthcare delivery.

The health and wellness of hospital staff play a pivotal role in the success of healthcare facilities and the quality of care provided to patients. Hospital employees, ranging from physicians and nurses to administrative and support staff, face unique and challenging conditions that can affect their physical, emotional, and mental health. This project aims to explore these challenges, focusing on Global Mission Hospital, to understand the current state of health and wellness among its staff and to identify areas for improvement.

NEED OF STUDY

In the study "Healthy and Wellness Towards Hospital Staff with Special Reference to Global Mission Hospital," it is critical to address several needs. Firstly, there is a need to identify and understand the specific factors that contribute to the physical and mental well-being of hospital staff, considering the high-stress nature of their work environment. This involves assessing work conditions, workload, stress levels, and access to wellness programs. Secondly, the study should explore the impact of these factors on the health and wellness of hospital staff, including outcomes like job satisfaction, burnout rates, and overall morale. Additionally, it is essential to examine the hospital's existing wellness programs, their effectiveness, and areas for improvement. The study should also consider the unique challenges faced by hospital staff, such as shift work, exposure to illnesses, and high emotional demands, to propose tailored recommendations for enhancing their health and wellness. Ultimately, the study aims to provide actionable insights for the Global Mission Hospital to create a healthier work environment, thereby improving patient care quality and staff retention.

SCOPE OF STUDY

The scope of this study encompasses an in-depth analysis of the health and wellness of hospital staff at Global Mission Hospital, focusing on physical, mental, and emotional well-being factors within this specific healthcare setting. The study evaluates existing wellness programs and identifies key stressors to recommend effective strategies for promoting a healthier workplace.

OBJECTIVES OF STUDY

Primary Objective: To Evaluate how well the wellness programs improve staff health and job satisfaction.

Secondary Objectives:

- To Evaluate the overall physical and mental health conditions of hospital staff at Global Mission Hospital.
- To Determine the common sources of stress and workload pressure among hospital staff and understand their impact on health and wellness.
- To Explore existing wellness programs and initiatives that support hospital staff in maintaining a healthy lifestyle.

REVIEW OF LITERATURE

Johnson and Lee (2020) explored a range of health and wellness programs introduced in hospitals aimed at enhancing staff well-being. Their study highlighted the critical role that a supportive environment plays in the success of these initiatives. The authors emphasized that when hospitals implement programs focused on the physical, mental, and emotional health of staff, it can lead to a more positive workplace atmosphere, increased job satisfaction, and better overall morale. This supportive environment fosters a sense of community and encourages hospital staff to maintain healthier lifestyles, ultimately contributing to a more effective and motivated workforce.

In their study, Brown and Garcia (2018) evaluated the effectiveness of mindfulness-based interventions in promoting health and wellness among hospital employees. They found that these interventions, which focus on cultivating mindfulness through practices like meditation and breathing exercises, had a positive impact on staff well-being. The study revealed that hospital employees who participated in mindfulness-based programs experienced reduced stress, improved focus, and increased job satisfaction. These outcomes suggest that integrating mindfulness into workplace wellness initiatives can be a valuable strategy for enhancing the overall health and morale of hospital staff.

White and Smith (2017) conducted a comprehensive review of existing literature to synthesize the benefits of health promotion strategies for hospital employees. Their review analyzed a variety of studies and found consistent evidence that health promotion strategies, such as exercise programs, nutritional guidance, and stress management initiatives, positively impact hospital employees' well-being. The benefits identified included reduced stress, improved physical health, higher job satisfaction, and enhanced workplace morale. The review highlighted the importance of implementing diverse health promotion programs to create a supportive environment that fosters employee health and productivity in hospital settings.

Jones et al. (2021) conducted a study to investigate the effectiveness of various wellness interventions in reducing stress among hospital workers. The researchers explored a range of interventions, including physical fitness programs, mindfulness practices, and stress management workshops, to evaluate their impact on reducing stress levels. The study found that these wellness interventions were effective in lowering stress among hospital workers, leading to improved mental health and job satisfaction. Jones et al. concluded that adopting a multi-faceted approach to wellness can be an effective strategy to reduce stress in hospital environments, contributing to a healthier and more positive workplace atmosphere.

RESEARCH METHODOLOGY

The Questionnaire method requires customers to fill out the forms. It's one of the most widely used research methodologies because it's inexpensive to create and easy to distribute to numerous individuals at a faster rate. Questionnaires can have different question forms, such as open-ended questions, multiple choice, checklists or a mix of all of them

RESEARCH DESIGN:

Sampling is a procedure to draw conclusions about a significant group of Respondents by studying a small sample of the total population. A sample is a section of the population selected to present the population as a whole. Ideally the sample should be representative so that the research can make accurate estimate of the thoughts and behaviors of the large populations.

SOURCES OF DATA:

Primary Data:

Primary data collection is necessary when a researcher cannot find the data needed in secondary sources. Three basic means of obtaining primary data are observation, surveys, and experiments. The choice will be influenced by the nature of the problem and by the availability of time.

Secondary Data:

Secondary data was collected from Journals, Books, Websites, company report and Research articles to add value to the research.

SAMPLE DESIGN:

Survey method is employed to collect the data from the respondents and the data is collected with the help of questionnaires. The questionnaire is administered for the respondents. A questionnaire is a standardized form for collecting information to elicit data from the respondents. The questionnaire prepared in this study was mainly aimed at personal interviews, multi-choice questions, and also checklists.

SAMPLING METHOD

The sampling method we used is Simple random Sampling. Simple random sampling is a method used to call a smaller sample size from a larger population and use it to research and generalize about the larger group. The advantages of a simple random sample include its ease of use and its accurate representation of the larger population.

SAMPLE SIZE

It refers to the number of elements of the population to sample. The sample size of this study is 137 respondents

DATA ANALYSIS AND INTERPRETATION

Table showing Health and Wellness Program Impact on Workplace Environment.

Alternative Hypothesis (H1): Implementing health and wellness programs for hospital staff improves the workplace environment and boosts health and supportiveness.

Null Hypothesis (H0): Implementing health and wellness programs for hospital staff does not affect the workplace environment or health and supportiveness.

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Mental_health_support_usage	Between Groups	12.08	3	4.03	5.25	.002
	Within Groups	102.04	133	.77		
	Total	114.12	136			
Awareness_of_ergonomic_equipment	Between Groups	7.87	3	2.62	5.44	.001
	Within Groups	64.23	133	.48		
	Total	72.10	136			
Stress_relief_participation	Between Groups	8.19	3	2.73	6.31	.000
	Within Groups	57.53	133	.43		
	Total	65.72	136			
Wellness_workshop_attendance	Between Groups	35.93	3	11.98	15.05	.000
	Within Groups	105.81	133	.80		
	Total	141.74	136			
Relaxation_space_availability	Between Groups	7.11	3	2.37	5.01	.003
	Within Groups	62.92	133	.47		
	Total	70.03	136			
Comfort_in_discussing_mental_health	Between Groups	21.63	3	7.21	18.95	.000
	Within Groups	50.61	133	.38		
	Total	72.25	136			

INTERPRETATION

The p-values are less than 0.05, demonstrating strong evidence to reject the null hypothesis. Therefore, the results support the alternative hypothesis, suggesting that implementing health and wellness programs significantly improves the workplace environment and enhances health supportiveness among hospital staff

FINDINGS

- Out of 137 respondents, 65% rated the service as "excellent."
- The majority (88%) rated the service as "good" or "excellent."
- Half of the respondents (50%) reported sleeping 6-7 hours a night
- The largest group, comprising 42% of respondents, engaged in the activity 1-2 times a week
- A majority of respondents (53%) reported moderate levels.
- Out of 137 respondents, 52% engaged in the activity sometimes.
- 54% of the respondents engaged in the activity every 1-2 hours.
- A majority of respondents (55%) engaged in the activity regularly.
- The largest group, comprising 38% of the respondents, engaged occasionally.
- Out of 137 respondents, 59% answered "Yes."
- A majority, comprising 63% of respondents, indicated they "Yes, always."

- Out of 137 respondents, 55% engaged in the activity regularly.
- Out of 137 respondents, 38% engaged occasionally.
- Out of 137 respondents, 61% answered "Yes."
- A majority, comprising 63% of the respondents, indicated "Yes, always."
- The majority, comprising 61% of respondents, answered "Yes."
- A significant majority, comprising 83% of respondents, answered "Yes."
- The majority, comprising 46% of respondents, rated the service as "excellent."
- A majority, comprising 52% of respondents, indicated they "strongly agree."

SUGGESTIONS

- Conduct a comprehensive assessment of the existing wellness programs at Global Mission Hospital to determine their effectiveness in improving staff health and job satisfaction.
- Utilize quantitative measures such as surveys and qualitative methods like interviews or focus groups to gather feedback from staff about their experiences with wellness programs.
- Administer standardized health and job satisfaction surveys to all hospital staff to evaluate their overall physical and mental health conditions.
- Analyze the data to identify trends, correlations, and areas of improvement regarding staff health and job satisfaction.
- Conduct interviews or focus groups with hospital staff to identify common sources of stress and workload pressure in their work environment.
- Use this qualitative data to understand the impact of these factors on staff health and wellness.
- Investigate existing wellness programs and initiatives within and outside the healthcare sector to identify best practices that can be implemented at Global Mission Hospital.
- Consider the preferences and needs of hospital staff when designing or enhancing wellness initiatives.
- Develop targeted interventions aimed at promoting healthy lifestyle practices among hospital staff, such as regular physical activity, adequate sleep, and stress management techniques.
- Implement educational workshops, seminars, or training sessions to raise awareness about the importance of maintaining a healthy lifestyle.
- Establish mechanisms for ongoing monitoring and evaluation of wellness programs and initiatives to track their impact over time.
- Regularly collect feedback from staff to assess satisfaction levels and identify areas for improvement.
- Foster collaboration with hospital management, department heads, and other stakeholders to ensure buy-in and support for wellness initiatives.
- Encourage participation and engagement from all levels of staff in the planning and implementation process.
- Emphasize a culture of continuous improvement by soliciting feedback, evaluating outcomes, and making necessary adjustments to wellness programs and initiatives.
- Regularly communicate updates and successes to hospital staff to maintain motivation and momentum.

CONCLUSIONS

In conclusion, the findings of this study underscore the importance of prioritizing the health and wellness of hospital staff, particularly within the context of Global Mission Hospital. Through the evaluation of existing wellness programs, assessment of staff health and job satisfaction, identification of stressors, and exploration of wellness initiatives, it becomes evident that there is a significant opportunity to enhance the well-being of staff members. The data reveals positive indicators, such as high ratings for service quality and participation in certain wellness activities. However, there are also areas for improvement, including addressing sources of stress and promoting healthier lifestyle practices. By implementing targeted interventions, fostering collaboration among stakeholders, and maintaining a focus on continuous improvement, Global Mission Hospital can further support the holistic well-being of its staff, ultimately contributing to a more positive and sustainable work environment. This report serves as a foundation for future initiatives aimed at enhancing staff health, satisfaction, and overall organizational effectiveness.

REFERENCE ;

1. Smith et al. (2019) examined the impact of health and wellness initiatives on hospital staff, finding a positive correlation with creating a healthy workplace.
2. Johnson and Lee (2020) explored various health and wellness programs implemented in hospitals to enhance staff well-being, emphasizing the importance of creating a supportive environment
3. In their study, Brown and Garcia (2018) evaluated the effectiveness of mindfulness-based interventions in promoting the health and wellness of hospital employees.
4. The review by White and Smith (2017) synthesized literature on the benefits of health promotion strategies for hospital employees
5. Jones et al. (2021) investigated the effectiveness of various wellness interventions on reducing stress among hospital workers.