

Definition of Occupational Wellness

Maintaining an optimal attitude and capacity to perform and produce work that contributes to one another's quality of life.

- Occupational wellness is the potential to attain equilibrium between work and leisure time, handling work place stress and making good relationships with coworkers.
- Occupational work must be related to your interest and which gives you capability to show your talent, skills and unique gifts and capability.
- Occupational health deals with the impact of work on your health and make sure that you are fit for the work you do. It also deals with prevention of work related diseases.
- It is seeking for and having a career that is interesting, enjoyable, and meaningful and contributes to larger society.
- According to World Health Organization, Occupational health deals with all aspects of health and safety in work place and has strong focus on primary prevention of hazards³. The health of workers has several determinants, including risk factors at the work place leading to cancers, accidents, musculoskeletal diseases, respiratory diseases, hearing loss, circulatory diseases, stress related disorders and communicable diseases and others.

Benefits of Occupational Wellness

- Occupational wellness important benefit is to employee health and bottom line of a company.
- It helps to maintain the highest standard of health and well-being of the workers through preventive medicine, education and injury management.
- It will reduce absenteeism of employees and increase attendance at work place as healthy workers miss less work than unhealthy workers.
- Occupational wellness does not only benefit worker's health but also produce benefit for their families, work place and organization or company as a whole. As healthy worker will be productive at work giving benefit to company or organization and his co balance and non-irritated and happy behavior at home will make family happy⁴.
- Occupational wellness will improve presenteeism in the workplace, not only physically present but mentally also.
- Tensionless and healthy workers tend to do work with more concentration than unhealthy but present.
- It will improve productivity as healthy worker tend to do more work with their ideas and mental ability.
- It increases workers enthusiasm by providing them supportive and happier environment.
- It improves job satisfaction among workers and staff and creates more happier and loyal employees. For instance, a good comprehensive workplace health program by the companies for their wellbeing and

reflects how much the company cares about its employee's health which may impact job satisfaction and morale.

- It reduces health care cost of employees and reduces pressure and helps to stay away from many Disease's and helps to save money on prescriptions⁵.
- Reduce ill effects of stress at the work place and increase the operational force.
- Healthy individual's performance at work place can increase productivity, job security and earning of a company.
- Help in understanding social environment with coworkers.
- Both employees and employers are getting economic benefits from improved health. For employees it reduces the employee's expense on doctor visit, medications, hospitalization due to chronic diseases and disability.
- For employers, they have to spend less on the direct medical costs, workers compensation, liability claims, disability costs, replacement cost for injured, and ill employees who are absent.

Occupational Wellness Lifestyle Guidelines

- It can be improved by wellness programs which will benefit employees, company productivity and its baseline.
- It can be improved and maintained by health risk assessment of employees.
- Promote preventive health at work place. For instance, provide or bring vaccinations to the work place for flu season. Encouraging and even funding vaccinations for employees has one of the clearest returns on investment. When employees take vaccinations they will not miss work days and it is good to give them vacation trips according to company timings and schedules
- Creating a work environment that supports colleague health, including healthy cafeteria offerings and on site physical therapy and fitness centers as well as other wellness programs.
- Create smoke free, alcohol free and tobacco free work place environment.
- Emphasize education by providing seminars about healthy habits like cooking healthy meals, staying healthy while travelling, stress management skills as yoga, tai chi during lunch and breakfast time
- Wellness education program with the help of health specialists, wellness kits and health and wellness portal.
- Encourage exercise in work place gym and exercise club. Change entire office into an active place. Encourage everyone to use stairs.

- Health coaching or training at different times will improve health through guidance, motivation, and other healthy tools.
- The best way to encouraging healthy behaviors in employees is giving them reward or financial incentives who engage in healthy behavior.
- Bring healthy food like vegetables and fruits to the office and if you are buying food in office. Work place should replace sodas with milk, juice, sparkling water, stocking snack machines with nuts, dry fruits. Cafeteria should contain lot of healthy options with salads