

EMPLOYEE WELLNESS SURVEY QUESTIONS

EMPLOYEE WELLNESS SURVEY QUESTIONS: CRAFTING THE PERFECT QUESTIONNAIRE FOR A HEALTHIER WORKPLACE

FEELING LOST IN THE WORLD OF EMPLOYEE WELLNESS SURVEYS? WANT TO CREATE A QUESTIONNAIRE THAT ACTUALLY YIELDS ACTIONABLE INSIGHTS, NOT JUST A PILE OF DATA? YOU'VE COME TO THE RIGHT PLACE. THIS COMPREHENSIVE GUIDE DIVES DEEP INTO THE ART OF CRAFTING EFFECTIVE EMPLOYEE WELLNESS SURVEY QUESTIONS, OFFERING YOU A STRUCTURED APPROACH AND A TREASURE TROVE OF SAMPLE QUESTIONS TO GET YOU STARTED. WE'LL COVER EVERYTHING FROM DESIGNING YOUR SURVEY TO ANALYZING THE RESULTS, ENSURING YOU GAIN A CLEAR UNDERSTANDING OF YOUR EMPLOYEES' WELL-BEING AND CAN IMPLEMENT MEANINGFUL CHANGES. LET'S BUILD A HEALTHIER, HAPPIER WORKPLACE TOGETHER!

I. WHY CONDUCT AN EMPLOYEE WELLNESS SURVEY? THE "WHY" BEFORE THE "HOW"

BEFORE WE JUMP INTO THE JUICY DETAILS OF CRAFTING THE PERFECT QUESTIONS, LET'S ESTABLISH THE WHY. WHY SHOULD YOU EVEN BOTHER WITH AN EMPLOYEE WELLNESS SURVEY? THE ANSWER IS MULTIFACETED AND BOILS DOWN TO SIGNIFICANT IMPROVEMENTS IN VARIOUS ASPECTS OF YOUR BUSINESS:

INCREASED PRODUCTIVITY AND ENGAGEMENT: A HEALTHY WORKFORCE IS A PRODUCTIVE WORKFORCE. ADDRESSING EMPLOYEE WELL-BEING DIRECTLY IMPACTS THEIR ENERGY LEVELS, FOCUS, AND OVERALL CONTRIBUTION.

REDUCED ABSENTEEISM AND TURNOVER: EMPLOYEES WHO FEEL VALUED AND SUPPORTED ARE LESS LIKELY TO CALL IN SICK OR LEAVE THE COMPANY. A WELLNESS PROGRAM, INFORMED BY YOUR SURVEY, CAN SIGNIFICANTLY REDUCE THESE COSTLY ISSUES.

IMPROVED EMPLOYEE MORALE AND SATISFACTION: SIMPLY ASKING YOUR EMPLOYEES ABOUT THEIR WELL-BEING DEMONSTRATES THAT YOU CARE. THIS ACT ALONE CAN BOOST MORALE AND FOSTER A STRONGER SENSE OF BELONGING.

REDUCED HEALTHCARE COSTS: PROACTIVE WELLNESS INITIATIVES CAN HELP PREVENT HEALTH PROBLEMS DOWN THE LINE, ULTIMATELY LEADING TO LOWER HEALTHCARE EXPENDITURES FOR BOTH THE EMPLOYEE AND THE COMPANY.

ENHANCED COMPANY REPUTATION: DEMONSTRATING A COMMITMENT TO EMPLOYEE WELL-BEING CAN SIGNIFICANTLY IMPROVE YOUR COMPANY'S REPUTATION, ATTRACTING TOP TALENT AND ENHANCING YOUR BRAND IMAGE.

CONDUCTING AN EFFECTIVE SURVEY IS THE FIRST STEP TOWARDS ACHIEVING THESE BENEFITS.

II. DESIGNING YOUR EMPLOYEE WELLNESS SURVEY: STRUCTURE AND STRATEGY

A WELL-STRUCTURED SURVEY IS CRUCIAL FOR OBTAINING MEANINGFUL DATA. CONSIDER THESE KEY ASPECTS:

DEFINE YOUR OBJECTIVES: WHAT SPECIFIC INFORMATION ARE YOU HOPING TO GATHER? ARE YOU FOCUSING ON PHYSICAL HEALTH, MENTAL WELL-BEING, WORK-LIFE BALANCE, OR A COMBINATION OF THESE? CLEARLY DEFINING YOUR OBJECTIVES WILL GUIDE YOUR QUESTION SELECTION.

TARGET AUDIENCE: TAILOR YOUR QUESTIONS TO THE SPECIFIC DEMOGRAPHICS AND ROLES WITHIN YOUR COMPANY. A SURVEY FOR EXECUTIVES MIGHT DIFFER SIGNIFICANTLY FROM ONE FOR FRONTLINE EMPLOYEES.

SURVEY LENGTH: KEEP IT CONCISE! LONG SURVEYS LEAD TO FATIGUE AND LOWER RESPONSE RATES. AIM FOR A SURVEY THAT CAN BE COMPLETED WITHIN 10-15 MINUTES.

QUESTION TYPES: USE A VARIETY OF QUESTION TYPES, INCLUDING MULTIPLE-CHOICE, LIKERT SCALES (STRONGLY AGREE TO STRONGLY DISAGREE), OPEN-ENDED QUESTIONS, AND RANKING SCALES TO CAPTURE A COMPREHENSIVE PICTURE.

ANONYMITY AND CONFIDENTIALITY: ENSURE YOUR EMPLOYEES FEEL SAFE AND COMFORTABLE RESPONDING HONESTLY BY GUARANTEEING ANONYMITY AND CONFIDENTIALITY.

III. SAMPLE EMPLOYEE WELLNESS SURVEY QUESTIONS: A COMPREHENSIVE LIST

NOW, LET'S DELVE INTO THE HEART OF THE MATTER: THE QUESTIONS THEMSELVES. THIS LIST IS CATEGORIZED FOR CLARITY AND INCLUDES EXAMPLES OF DIFFERENT QUESTION TYPES:

A. PHYSICAL HEALTH:

MULTIPLE CHOICE: HOW MANY HOURS OF SLEEP DO YOU TYPICALLY GET PER NIGHT? (OPTIONS: <6, 6-7, 7-8, 8-9, >9)

LIKERT SCALE: I FEEL ENERGIZED AND READY TO WORK MOST DAYS. (STRONGLY AGREE TO STRONGLY DISAGREE)

OPEN-ENDED: WHAT ARE YOUR BIGGEST CHALLENGES IN MAINTAINING A HEALTHY LIFESTYLE?

B. MENTAL WELL-BEING:

MULTIPLE CHOICE: HOW WOULD YOU RATE YOUR OVERALL STRESS LEVELS AT WORK? (LOW, MODERATE, HIGH, VERY HIGH)

LIKERT SCALE: I FEEL SUPPORTED BY MY COLLEAGUES AND MANAGER. (STRONGLY AGREE TO STRONGLY DISAGREE)

OPEN-ENDED: WHAT COULD YOUR WORKPLACE DO TO BETTER SUPPORT YOUR MENTAL HEALTH?

C. WORK-LIFE BALANCE:

MULTIPLE CHOICE: HOW OFTEN DO YOU WORK OUTSIDE OF REGULAR WORKING HOURS? (NEVER, RARELY, SOMETIMES, OFTEN, ALWAYS)

LIKERT SCALE: I FEEL I HAVE A GOOD WORK-LIFE BALANCE. (STRONGLY AGREE TO STRONGLY DISAGREE)

OPEN-ENDED: WHAT STRATEGIES DO YOU USE TO MANAGE YOUR WORK-LIFE BALANCE? WHAT SUPPORT WOULD HELP YOU IMPROVE IT?

D. WORKPLACE ENVIRONMENT:

MULTIPLE CHOICE: HOW SATISFIED ARE YOU WITH THE OVERALL WORK ENVIRONMENT? (VERY SATISFIED, SATISFIED, NEUTRAL, DISSATISFIED, VERY DISSATISFIED)

LIKERT SCALE: I FEEL COMFORTABLE EXPRESSING MY OPINIONS AND CONCERNS AT WORK. (STRONGLY AGREE TO STRONGLY DISAGREE)

OPEN-ENDED: WHAT ASPECTS OF THE WORKPLACE ENVIRONMENT COULD BE IMPROVED TO FOSTER A HEALTHIER AND MORE SUPPORTIVE ATMOSPHERE?

E. ACCESS TO RESOURCES:

MULTIPLE CHOICE: ARE YOU AWARE OF THE COMPANY'S WELLNESS RESOURCES (E.G., EAP, GYM MEMBERSHIP DISCOUNTS)? (YES, NO)

LIKERT SCALE: THE COMPANY'S WELLNESS RESOURCES ARE HELPFUL AND ACCESSIBLE. (STRONGLY AGREE TO STRONGLY DISAGREE)

OPEN-ENDED: WHAT ADDITIONAL WELLNESS RESOURCES WOULD BE BENEFICIAL TO YOU?

IV. ANALYZING YOUR RESULTS AND TAKING ACTION

ONCE YOU'VE COLLECTED YOUR DATA, THE REAL WORK BEGINS. ANALYZE THE RESULTS CAREFULLY, LOOKING FOR PATTERNS AND TRENDS. IDENTIFY AREAS WHERE YOUR EMPLOYEES ARE STRUGGLING AND DEVELOP TARGETED INITIATIVES TO ADDRESS THOSE ISSUES. THIS MIGHT INVOLVE IMPLEMENTING NEW WELLNESS PROGRAMS, IMPROVING WORK-LIFE BALANCE POLICIES, OR PROVIDING ADDITIONAL SUPPORT RESOURCES.

V. CONCLUSION

CREATING A SUCCESSFUL EMPLOYEE WELLNESS SURVEY REQUIRES CAREFUL PLANNING AND EXECUTION. BY FOLLOWING THE STEPS OUTLINED ABOVE AND UTILIZING THE SAMPLE QUESTIONS PROVIDED, YOU CAN GATHER VALUABLE INSIGHTS INTO YOUR EMPLOYEES' WELL-BEING AND CREATE A HEALTHIER, MORE PRODUCTIVE WORKPLACE. REMEMBER, THE GOAL ISN'T JUST TO GATHER DATA; IT'S TO USE THAT DATA TO IMPROVE THE LIVES OF YOUR EMPLOYEES AND STRENGTHEN YOUR ORGANIZATION AS A WHOLE.

FAQs

1. HOW OFTEN SHOULD I CONDUCT EMPLOYEE WELLNESS SURVEYS? THE IDEAL FREQUENCY DEPENDS ON YOUR ORGANIZATION'S NEEDS AND GOALS. ANNUAL SURVEYS ARE A GOOD STARTING POINT, BUT YOU MAY CONSIDER MORE FREQUENT PULSE SURVEYS (E.G., QUARTERLY) TO TRACK PROGRESS AND ADDRESS EMERGING CONCERNS.

1. WHAT TOOLS CAN I USE TO CREATE AND DISTRIBUTE MY SURVEY? SEVERAL ONLINE SURVEY PLATFORMS OFFER USER-FRIENDLY INTERFACES AND ROBUST DATA ANALYSIS CAPABILITIES, INCLUDING SURVEYMONKEY, QUALTRICS, AND TYPEFORM. CHOOSE A PLATFORM THAT SUITS YOUR BUDGET AND TECHNICAL EXPERTISE.

1. HOW CAN I ENSURE A HIGH RESPONSE RATE? PROMOTE THE SURVEY PROACTIVELY, EMPHASIZING ITS IMPORTANCE AND THE BENEFITS FOR EMPLOYEES. KEEP IT SHORT AND EASY TO COMPLETE, AND CONSIDER OFFERING INCENTIVES FOR PARTICIPATION.

1. WHAT IF MY EMPLOYEES DON'T PARTICIPATE? LOW RESPONSE RATES CAN SKEW YOUR RESULTS. CONSIDER FOLLOW-UP EMAILS OR REMINDERS TO ENCOURAGE PARTICIPATION. ANALYZE WHAT MIGHT BE HINDERING PARTICIPATION – IS THE SURVEY TOO LONG? IS IT UNCLEAR? ADDRESS ANY ISSUES IDENTIFIED.

1. HOW CAN I PROTECT EMPLOYEE PRIVACY AND CONFIDENTIALITY? CLEARLY STATE YOUR COMMITMENT TO ANONYMITY AND CONFIDENTIALITY IN THE SURVEY INTRODUCTION. USE SECURE SURVEY PLATFORMS THAT COMPLY WITH DATA PRIVACY REGULATIONS. AVOID COLLECTING PERSONALLY IDENTIFIABLE INFORMATION UNLESS ABSOLUTELY NECESSARY.

📖 Employee wellness survey questions: Wellbeing at Work Jim Clifton, Jim Harter, 2021-06-01
 What if the next global crisis is a mental health pandemic? It is here now. One-third of Americans have shown signs of clinical anxiety or depression, and the current state of suffering globally has risen significantly. The mental health pandemic manifests everywhere, not least in your workplace. As organizations around the world face health and social crises, as well as economic uncertainty, acknowledging and improving wellbeing in your workplace is more critical than ever. Increasingly, leaders and managers must support mental health and cultivate resilience in employees — not just increase engagement and performance. Based on more than 100 million Gallup global interviews, Wellbeing at Work shows you how to do just that. Coauthored by Gallup's CEO and its Chief Workplace Scientist, Wellbeing at Work explores the five key elements of wellbeing — career, social, financial, physical and community — and how organizations can help employees and teams thrive in those elements. The book also gives leaders ideas and action items to help employees use their innate talents and strengths to thrive in each of the wellbeing elements. And Wellbeing at Work introduces a metric to report a person's best possible life: Gallup Net Thriving, which will become the "other stock price" for organizations. In a world where work and life are more blended than ever, maximizing employee wellbeing takes on greater urgency. Wellbeing at Work shows leaders how to create a thriving and resilient culture. If you and your leaders don't change the world, who will? Wellbeing at Work includes a unique code to take the CliftonStrengths assessment, which reveals your top five strengths.

employee wellness survey questions: Wellbeing: The Five Essential Elements Tom Rath, James K. Harter, 2010-05-04 Shows the interconnections among the elements of well-being, how

they cannot be considered independently, and provides readers with a research-based approach to improving all aspects of their lives.

employee wellness survey questions: Workplace Wellness Programs Study Soeren Mattke, Hangsheng Liu, John P. Caloyeras, Christina Y. Huang, Kristin R. Van Busum, 2013 The report investigates the characteristics of workplace wellness programs, their prevalence and impact on employee health and medical cost, facilitators of their success, and the role of incentives in such programs. The authors employ four data collection and analysis streams: a literature review, a survey of employers, a longitudinal analysis of medical claims and wellness program data from a sample of employers, and five employer case studies.

employee wellness survey questions: Corporate Wellness Programs Ronald J. Burke, Astrid M. Richardsen, 2014-11-28 Corporate Wellness Programs offers contributions from international experts, examining the planning, implementation and evaluation of wellness initiatives in organizations, and offering guidance on how to introduce these programs in to the workplace.

employee wellness survey questions: Workplace Wellness: Healthy Employees, Healthy Families, Healthy ROI ,

employee wellness survey questions: Workplace Wellness Rick Csiernik, 2014-06-20 In this book, contributing scholars, practitioners, and researchers offer their practice experience and findings related to creating workplace wellness with emphases on the intellectual, vocational, physical, social, psychological, and spiritual needs of workers and the structures and policies within their workplaces. The first section of the book, The Hazardous Workplace, addresses the stressful workplace, workplace violence, bullying, and counselling in an environment where stress is high and work entails more than the usual amount of risk. Workplace Responses, the second section, examines the history of occupational assistance, several models of employee assistance practice, the workplace management of dis/abilities, complications around drug testing on the job, the relevance of spirituality to the workplace, an Aboriginal perspective on work, and an evaluative mechanism for occupational programming. Intake and assessment, crisis intervention, critical incident stress management, brief treatment, counselling employees suffering from depression or experiencing grief, and the role of mediation inside and outside of the workplace are explored in the third section, entitled Practice to Create Well Workplace. And finally, four Case Studies comprise the final section, spanning the country while representing five very different work sites, including a child welfare organization in Ontario, the workforce of the University of Saskatchewan, a Canadian public sector employee assistance program, and a religious site where occupational assistance has been applied to a church community.

employee wellness survey questions: Employee Surveys and Sensing William H. Macey, Alexis A. Fink, 2020-03-30 Professional practice in the design and execution of employee survey programs has evolved tremendously over the past decade. Advances in technology and enthusiastic new interest in talent analytics have combined to create an exciting space with a good deal of innovation along methodological lines, matched by renewed interest in the strategic role of surveys and sensing for improving organizational effectiveness. Providing solid grounding in the basic issues of content development, interpreting results, and driving action, this book also addresses cutting-edge topics in the area of survey analytics (including applications of computational linguistics and artificial intelligence). Significant emphasis is given to ethical issues which are particularly salient given the zeitgeist for ensuring the protection of data and the privacy of survey respondents. The book is appropriate for use in advanced graduate level courses in survey research and will be a valuable shelf resource for survey practitioners whether trained formally in I-O psychology or other areas of organizational science.

employee wellness survey questions: OECD Guidelines on Measuring Subjective Well-being OECD, 2013-03-20 These Guidelines represent the first attempt to provide international recommendations on collecting, publishing, and analysing subjective well-being data.

employee wellness survey questions: How To Conduct Organizational Surveys Jack E. Edwards, 1997 Provides practical hints on how to conduct organizational attitude surveys with

real-life examples.

employee wellness survey questions: *State of The Global Workplace* Gallup, 2017-12-19 Only 15% of employees worldwide are engaged at work. This represents a major barrier to productivity for organizations everywhere – and suggests a staggering waste of human potential. Why is this engagement number so low? There are many reasons — but resistance to rapid change is a big one, Gallup's research and experience have discovered. In particular, organizations have been slow to adapt to breakneck changes produced by information technology, globalization of markets for products and labor, the rise of the gig economy, and younger workers' unique demands. Gallup's 2017 State of the Global Workplace offers analytics and advice for organizational leaders in countries and regions around the globe who are trying to manage amid this rapid change. Grounded in decades of Gallup research and consulting worldwide -- and millions of interviews -- the report advises that leaders improve productivity by becoming far more employee-centered; build strengths-based organizations to unleash workers' potential; and hire great managers to implement the positive change their organizations need not only to survive – but to thrive.

employee wellness survey questions: Workplace Wellness Programs: Promoting Employee Health and Wellbeing Julian Paterson, *Workplace Wellness Programs: Promoting Employee Health and Wellbeing* is an essential guide for employers and HR professionals seeking to enhance the health and productivity of their workforce. This comprehensive book covers every aspect of designing, implementing, and sustaining effective wellness programs, from physical health initiatives and mental health support to financial wellness and creating a healthy work environment. With practical strategies, real-world case studies, and insights into the latest technology and trends, this book provides the tools and knowledge needed to create a thriving workplace where employees can achieve their best both personally and professionally. Whether you are starting from scratch or looking to improve existing programs, this book is your roadmap to fostering a culture of wellness and success.

employee wellness survey questions: Workplace Wellness that Works Laura Putnam, 2015-06-08 A smarter framework for designing more effective workplace wellness programs *Workplace Wellness That Works* provides a fresh perspective on how to promote employee well-being in the workplace. In addressing the interconnectivity between wellness and organizational culture, this book shows you how to integrate wellness into your existing employee development strategy in more creative, humane, and effective ways. Based on the latest research and backed by real-world examples and case studies, this guide provides employers with the tools they need to start making a difference in their employees' health and happiness, and promoting an overall culture of well-being throughout the organization. You'll find concrete, actionable advice for tackling the massive obstacle of behavioral change, and learn how to design and implement an approach that can most benefit your organization. Promoting wellness is a good idea. Giving employees the inspiration and tools they need to make changes in their lifestyles is a great idea. But the billion-dollar question is: what do they want, what do they need, and how do we implement programs to help them without causing more harm than good? *Workplace Wellness That Works* shows you how to assess your organization's needs and craft a plan that actually benefits employees. Build an effective platform for well-being Empower employees to make better choices Design and deliver the strategy that your organization needs Drive quantifiable change through more creative implementation Today's worksite wellness industry represents a miasma of competing trends, making it nearly impossible to come away with tangible solutions for real-world implementation. Harnessing a broader learning and development framework, *Workplace Wellness That Works* skips the fads and shows you how to design a smarter strategy that truly makes a difference in employees' lives—and your company's bottom line.

employee wellness survey questions: Next-Generation Wellness at Work Stephenie Overman, 2009-09-15 Fact: Wellness programs benefit the bottom line. Motorola, for example, found that each dollar invested in wellness benefits returned \$3.93 in health and disability cost savings. *Next-Generation Wellness at Work* tells how to get in on the action. A nuts-and-bolts, how-to guide

for managers, it delivers the latest thinking on how to take full advantage of the benefits that wellness programs can offer both employees and companies. And the effort couldn't be more important. With the soaring cost of medical care and the increase in obesity and lifestyle-related illnesses, there is growing recognition that companies must build a culture of health and enable employees to become better guardians of their own well being. This book illustrates, in detail, exactly how to accomplish those goals. Good health saves in ways that go beyond smaller insurance premiums. It also has a direct relationship with employee productivity, making wellness a matter of high-level strategy. However, many workplace wellness programs are not as effective as they could be. They are not comprehensive, not long-term, and not marketed to the people who could benefit most. Wellness expert Stephenie Overman helps managers take practical steps to overcome these deficiencies and build successful workplace wellness programs that result in tangible, bottom-line benefits for organizations. And the book starts from the ground up, first by explaining how to take a company's temperature, get management buy-in, and design a program that fits a company's unique needs and situation. Building a program is one thing, but will they come? That's where Overman's expertise is essential: She shows how to motivate workers to take advantage of the program and reap its many benefits. And she explains how to partner with local health providers and integrate methods to promote psychological well being, two key ingredients for success. Not many corporate programs benefit both employees and the company equally, but a well-planned wellness initiative will boost the health and productivity of employees, leading to a happier—and more competitive—workplace.

employee wellness survey questions: *Artificial Intelligence in Forecasting* Sachi Mohanty, Preethi Nanjundan, Tejaswini Kar, 2024-07-19 Forecasting deals with the uncertainty of the future. To be effective, forecasting models should be timely available, accurate, reliable, and compatible with existing database. Accurate projection of the future is of vital importance in supply chain management, inventory control, economic condition, technology, growth trend, social change, political change, business, weather forecasting, stock price prediction, earthquake prediction, etc. AI powered tools and techniques of forecasting play a major role in improving the projection accuracy. The software running AI forecasting models use machine learning to improve accuracy. The software can analyse the past data and can make better prediction about the future trends with higher accuracy and confidence that favours for making proper future planning and decision. In other words, accurate forecasting requires more than just the matching of models to historical data. The book covers the latest techniques used by managers in business today, discover the importance of forecasting and learn how it's accomplished. Readers will also be familiarised with the necessary skills to meet the increased demand for thoughtful and realistic forecasts.

employee wellness survey questions: *Style* Joseph Bizup, Joseph M.. Williams, 2013-11-01 Engaging and direct, *Style: Lessons in Clarity and Grace* is the guidebook for anyone who wants to write well. Williams' and Bizup's clear, accessible style models the kind of writing that audiences—both in college and after—will admire. The principles offered here help writers understand what readers expect and encourage writers to revise to meet those expectations more effectively. This book is all you need to understand the principles of effective writing.

employee wellness survey questions: Integrating Employee Health Institute of Medicine, Food and Nutrition Board, Committee to Assess Worksite Preventive Health Program Needs for NASA Employees, 2005-09-29 The American workforce is changing, creating new challenges for employers to provide occupational health services to meet the needs of employees. The National Aeronautics and Space Administration (NASA) workforce is highly skilled and competitive and employees frequently work under intense pressure to ensure mission success. The Office of the Chief Health and Medical Officer at NASA requested that the Institute of Medicine review its occupational health programs, assess employee awareness of and attitude toward those programs, recommend options for future worksite preventive health programs, and ways to evaluate their effectiveness. The committee's findings show that although NASA has a history of being forward-looking in designing and improving health and wellness programs, there is a need to move from a traditional

occupational health model to an integrated, employee-centered program that could serve as a national model for both public and private employers to emulate and improve the health and performance of their workforces.

employee wellness survey questions: *Personnel Management in Government* Norma M. Riccucci, Katherine C. Naff, Madinah F. Hamidullah, 2019-11-21 With over 20 million people on its payroll, the government is the largest employer in the country. Managing people who do the nation's work is of critical importance to politicians, government leaders, and citizens alike. *Personnel Management in Government: Politics and Process*, eighth edition, examines the progress and innovations that public personnel professionals are making to address changes in the political, legal, and managerial environment of government. It provides students with a comprehensive understanding of human resource management within its historical and political context in the public sector. A number of new developments are addressed in the eighth edition, including discussion of: Human resource management in nonprofit organizations in an all-new, dedicated chapter Current and future challenges to recruitment and hiring, including the use of social media in recruitment Privatization and contracting out The rise of employment at will policies Digital technology or digitalization in HRM and the need to enhance cybersecurity Managing performance with human capital analytics Increased reliance on telework States' attacks on public sector labor unions HRM changes under the Trump administration Since publication of the first edition in 1977, *Personnel Management in Government* has addressed issues not yet considered mainstream, but that have proven central to the development of the field over time. This long-standing but no less innovative textbook is required reading for all students of public, government, and non-profit personnel management.

employee wellness survey questions: *The Stop & Go Fast Food Nutrition Guide* Steven G. Aldana, 2007 The Stop & Go Fast Food Nutrition Guide shows you how to navigate the fast food maze and choose foods that are actually good for you. The guide uses the colors of the stop light (red, yellow, and green) to help individuals choose foods that lead toward or away from good health. The Stop & Go Fast Food Nutrition Guide is the only guide that shows you how to navigate the fast food maze and identify fast foods that are actually good for you. With the help of a nationally recognized panel of nutrition experts, Dr. Aldana has color coded almost 3,500 fast foods from 68 different restaurants. Now you can sort through the fast food maze and select the healthy foods and avoid the unhealthy ones. Keep the guide in your glove box for easy access.

employee wellness survey questions: *Health and Wellness Programs for Commercial Drivers* Gerald P. Krueger, 2007 TRB's Commercial Truck and Bus Safety Synthesis Program (CTBSSP) Synthesis 15: Health and Wellness Programs for Commercial Drivers explores health risks facing commercial truck and motorcoach drivers. The report examines the association between crash causation and functional impairments, elements of employee health and wellness programs that could be applied to commercial drivers, and existing trucking and motor coach employee health and wellness programs. In addition, the report includes several case studies on employee health and wellness programs in the truck and motorbus industries, focusing on the elements that appear to work effectively.

employee wellness survey questions: *Genetic Monitoring and Screening in the Workplace*, 1990

employee wellness survey questions: *Workplace Health Promotion, 2nd edition* Danijela Gasevic, Leah Okenwa-Emegwa, 2023-01-09 Work-related factors have implications for health and wellbeing. Due to the amount of time spent at the workplace and the impact of work on health over an individual's life course, the workplace has evolved as an important arena for population health promotion. Risk factors within the physical and psychosocial working environment, as well as inadequate organizational support, are associated with increasing work-related health problems, which result in psychosocial and economic implications for the individual, the family, the organization and the society. Recent estimates revealed an increasing level of sickness absence due to work related factors, among others. In recognition of the importance of worker health and a

healthy working life, but also in line with numerous occupational health goals, many organisations set aside significant amounts of financial resources annually to promote work well-being. However, studies have shown that despite this positive disposition among employers, both employee participation and the impact of such programs remain minimal. According to the Ottawa declaration for health promotion and the Luxembourg declaration for Workplace Health Promotion (WHP), WHP should be strategic. It is recommended that WHP be conducted in a systematic and continuous process of needs analysis, priority setting, planning, implementation and evaluation. Unfortunately, available studies show that many companies have policies currently in place but lack knowledge regarding proper implementation and evaluation. The foregoing phenomenon raises questions regarding the level of knowledge of and attitudes towards WHP among people in management positions. This Research Topic aims to address factors affecting workplace health promotion. - What does WHP mean for employers? - What forms of WHP packages exist? - Is there evaluation and follow up of such interventions? - What are the barriers and facilitators relating to the uptake of WHP interventions among employees? - Do people in relevant managerial positions possess adequate knowledge regarding WHP? Manuscripts that explore factors crucial for WHP, including individual and organizational level factors, crucial for WHP are welcomed. Manuscripts on barriers, evidence-based interventions, best practices, analysis of existing policy documents and those with a life course perspective etc. are also welcomed. Manuscripts can be of national, international and global perspectives.

employee wellness survey questions: Workplace Health Promotion Programs Carl I. Fertman, 2015-10-05 Shine a spotlight on the benefits of promoting health in the workplace Workplace Health Promotion Programs focuses on the incredible value that employee health programs can offer by exploring six key topics: behavioral health, physical health, healthy environments, health education, nutritional health, and physical activity. This in-depth resource explicitly establishes what successful workplace health promotion programs, services, and collaborations are, and then builds upon this foundational understanding by introducing methods and tools for promoting employee health and safety, while emphasizing the skills students need to do so. Through this resource, students will come to understand how to recognize employee health and safety opportunities, and how to think on a larger scale when it comes to workplace health initiatives in small, mid-sized, and larger employers that are comprehensive and fiscally sound. Workplace health promotion programs have the potential to both improve the health of the population as a whole and control healthcare spending in the process. Health problems are estimated to cost employers in the United States over \$200 billion per year through medical costs, absenteeism, disability, and overall reduced productivity. Improving well-being through effective workplace health promotion programs can reduce this cost—and create healthier, happier workforces. Discover the design, implementation, and evaluation of workplace health promotion programs that address the range of employee health needs and concerns Understand how evidence-based programs can positively impact business and reduce health care cost Explore the larger scale implications of successful workplace health programs, including health policies, health insurance design, worker safety, employee behavior, etc. Learn how together employers and employees work to create a culture of health and well-being to support and promote employee health and safety Review the ways in which successful workplace health promotion programs can prove financially beneficial Workplace Health Promotion Programs is a resource that guides students and professionals alike in the discovery, development, and execution of successful employee health initiatives.

employee wellness survey questions: Genetic monitoring and screening in the workplace. United States. Congress. Office of Technology Assessment, 1990

employee wellness survey questions: Mandated Benefits 2017 Compliance Guide The Balser Group, 2016-12-21 Mandated Benefits 2017 Compliance Guide is a comprehensive and practical reference manual covering key federal regulatory issues that must be addressed by human resources managers, benefits specialists, and company executives in all industries. This comprehensive and practical guide clearly and concisely describes the essential requirements and

administrative processes necessary to comply with all benefits-related regulations. It covers key federal regulatory issues that must be addressed by human resources managers, benefits specialists, and company executives across all industries. Mandated Benefits 2017 Compliance Guide includes in-depth coverage of these and other major federal regulations: PPACA: Patient Protection and Affordable Care Act HIPAA: Health Insurance Portability and Accountability Act Wellness Programs: ADA and GINA regulations FLSA: final rule on white collar exemptions Mental Health Parity Act Executive Order 13706: Paid Sick Leave for Federal Contractors AAPs: proposed and final rules Pay Transparency Act Mandated Benefits 2017 Compliance Guide helps take the guesswork out of managing employee benefits and human resources by clearly and concisely describing the essential requirements and administrative processes necessary to comply with each regulation. It offers suggestions for protecting employers against the most common litigation threats and recommendations for handling various types of employee problems. Throughout the Guide are numerous exhibits, useful checklists and forms, and do's and don'ts. A list of HR audit questions at the beginning of each chapter serves as an aid in evaluating your company's level of regulatory compliance. In addition, Mandated Benefits 2017 Compliance Guide provides the latest information on: Retirement Savings Plans and Pensions Pay Practices and Administration Life and Disability Insurance Family and Medical Leave Workplace Health and Safety Substance Abuse in the Workplace Recordkeeping Work/Life Balance Managing the Welfare Benefits Package And much more!

employee wellness survey questions: Promoting Wellness and Resiliency in Correctional Officers Hayden P. Smith, 2022-12-26 Correctional officers face considerable stress, risk, and danger that lead to poor physical and mental health outcomes. In fact, their life expectancy is 15 years shorter than the national average. Public perception and media portrayals of correctional officers tend to reinforce stereotypes of brutish, improper, and uncontrolled behavior. Yet the reality is that correctional officers are operating a default public and mental health system for a sizeable portion of our society, a responsibility that exposes them to considerable risk. These negative effects have been compounded by an international staffing crisis that has made our jails and prisons far less safe for working officers. To address this situation, this book features an examination of a combined 11,313 correctional officers and 42 of their family members in the United States, Canada, and Europe. It explores proactive strategies that can reduce rates of posttraumatic stress disorder (PTSD) in correctional officers, which currently surpasses those found in returning military veterans who experienced combat. It then delves into the dynamics of correctional officer suicide, featuring the perspectives of their families. This book highlights innovative approaches that can build on existing strengths including the role of international exchange programs. It presents universal themes that impact the safety, wellbeing, and resiliency of correctional officers, along with positive outcomes related to evidence-based programs that maximize health in the correctional workplace. This book will be of interest to researchers and advanced students of criminology, mental health, public policy, social work, and sociology. The chapters in this book were originally published as a special issue of the journal Criminal Justice Studies.

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the true causes of Job-related police officer injury and death. It has also identified effective strategies that police personnel at all levels can do to prevent these tragedies from continuing to occur. These recommended strategies will prove useful for officers and administrators alike.

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