



Assessing Presenteeism and Interest in "One Body" Stress Reduction Fitness Program in a Healthcare Setting



Immacula Cann, MS, RN-BC, Doctor of Nursing Practice (DNP) Student

Dorothy M. Mullaney, DNP, APRN, Capstone Advisor

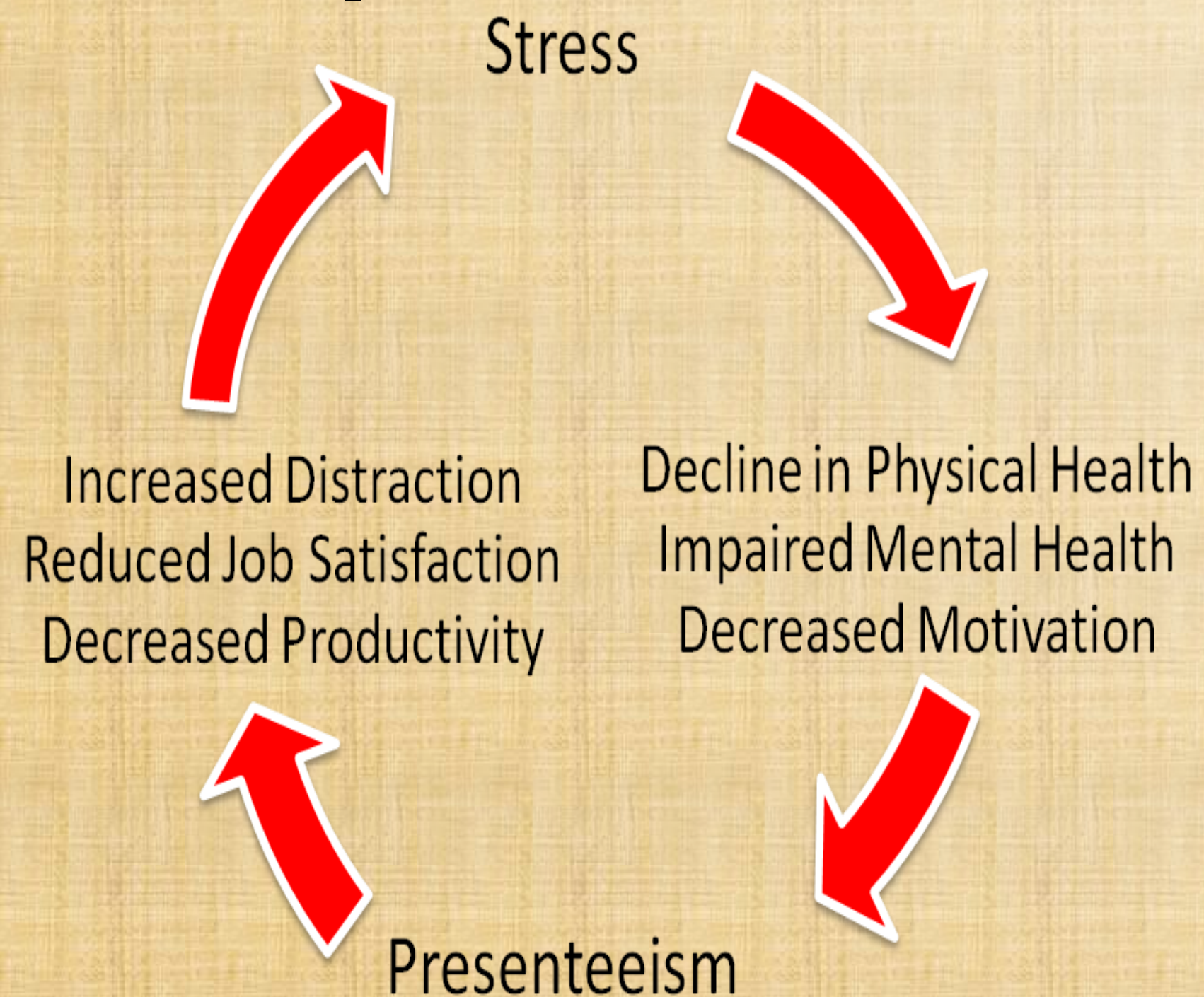
BACKGROUND

A Connecticut-based health care agency previously surveyed staff seeking to improve the quality of clinical and social services; 75% of employees (n=150) reported "feeling stressed with no outlet to decrease stress".

ABSTRACT

Presenteeism, a possible manifestation of stress, is defined as "being on the job but performing below par" (decreased productivity) due to impaired mental and physical health symptoms. Employees are physically present, but due to emotional and/or physical problems, they are distracted and work productivity is decreased.

Physical fitness is an effective intervention for alleviating symptoms of stress. A strong correlation between stress and impairments of the human body, both mental and physical has been reported.



PURPOSE & AIMS

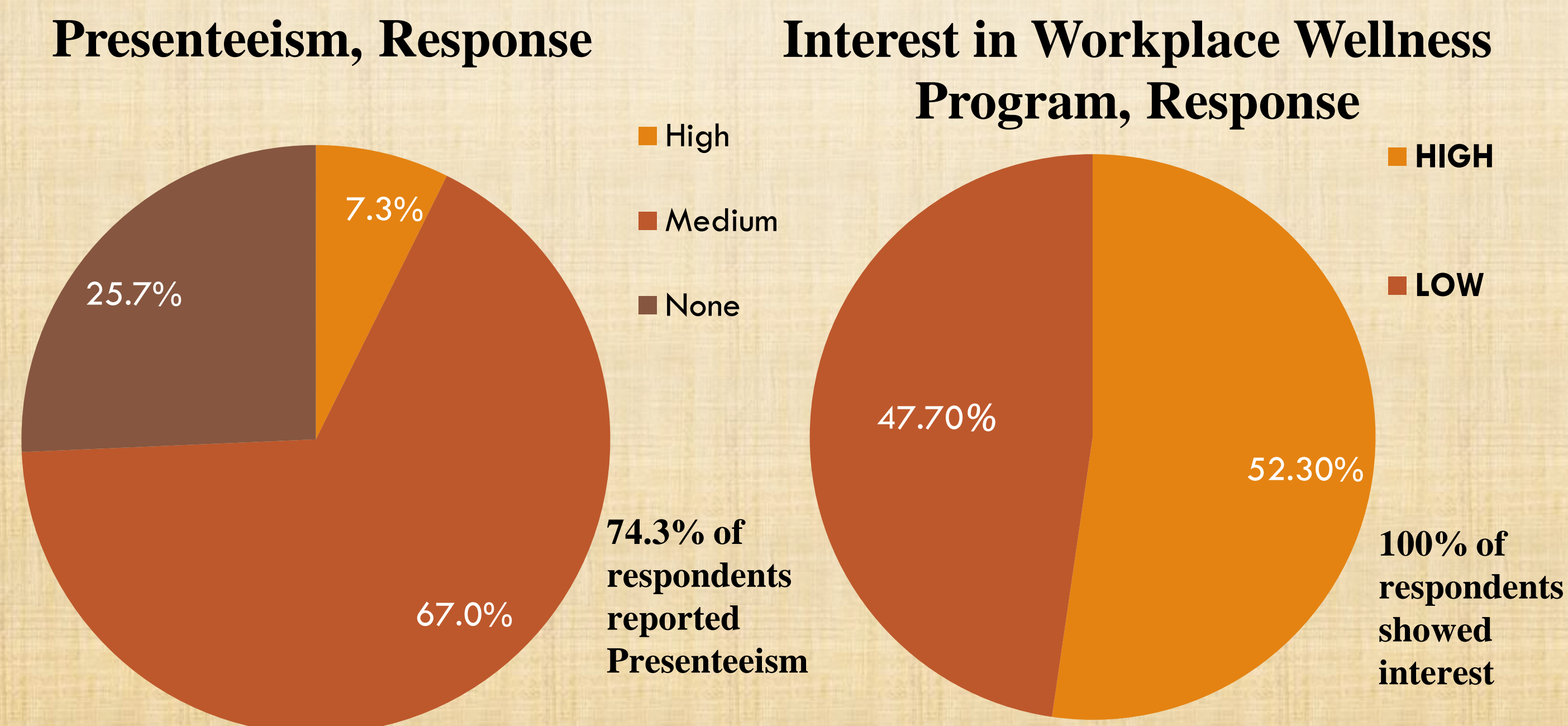
- **Purpose:** to assess for evidence of presenteeism and to evaluate the potential for a stress reduction mental and physical fitness program, called "One Body", based on a wholistic (whole person) mind-body relationship.
- **Aims:** Does presenteeism exist in this population? Does the study population exhibit an interest such a work place based stress reduction fitness program?

DESIGN & METHOD

- Quantitative and exploratory investigator web-based survey design with a convenience sampling.
- Survey instrument included 15 closed ended questions.
- 113 of 470 employees invited to participate across inpatient and outpatient settings completed survey between December 4-18, 2015. Response rate=24%.
- Practice site and University IRB approval obtained.

RESULTS

Results demonstrated high validity and reliability for each of the question categories.



STUDY LIMITATIONS

- This is a quality improvement project so results are not generalizable.
- One location, one employer with 3 worksites.

SIGNIFICANCE FOR PRACTICE

- Exploring evidence of presenteeism and assessing interest for a workplace based stress reduction fitness program will provide guidance regarding future development of similar programs focused on a wholistic (whole person) mind-body relationship to be called "One Body."



- Offering employers a workplace based mechanism to manage employee stress could alleviate the symptoms that underlie presenteeism; improve the quality of an individual's experience within the working environment; and may result in increased employee productivity (decreased presenteeism).

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