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Workplace Well-Being Presentation at S-Market of Haukivuori



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Abstract**Author(s):** Joni Nikulainen**Title of the Publication:** Workplace Well-Being Presentation at S-Market of Haukivuori**Degree Title:** Bachelor's Degree in Sports and Leisure Management**Keywords:** Workplace, Well-being

This thesis aims to educate the personnel of S-Market of Haukivuori about the importance of workplace well-being and the the impact it can have on general well-being. The thesis goes into detail about well-being, workplace well-being at a convenience store, and health promoting nutrition as well as physical activity to promote general well-being. The thesis process was simple, first came the contact with the commissioning party, next the thesis was narrowed down to be about workplace well-being at a convenience store, then came information gathering so a presentation could be made with appropriate sources to back up the presentation. Then a date was set for the presentation of the well-being project at the S-Market of Haukivuori. After the presentation an oral inquiry was held for the participants. The presentation was well received by personnel of the S-Market and 100% of the participants admitted to learning something new from the presentation and 87,5% admitted that the information learned can easily be applied to their daily working life.

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1 INTRODUCTION

Workplace wellbeing is an important piece of general or whole wellbeing for an individual due to the fact that a work or a job plays an important role in a person's life (Nakari, 2003). Work-place wellbeing is defined as safe, healthy and productive work done by professional employees or work communities in a well-managed organization (Työterveyslaitos, n.d.).

The purpose of this thesis was to teach and inform the personnel of the S-Market of Haukivuori about the subject of workplace wellbeing in order to give them tools to better their own wellbeing. The thesis covers topics such as wellbeing both physical and psychological, wellbeing at a convenience store as well as general physical activity and nutrition. Due to the academic background of the author the psychological wellbeing was not the primary focus of this thesis, but rather the physical aspects of the topic. The objective was to leave the personnel with tools and strategies to help them have a better understanding of what workplace wellbeing is and how it can affect general wellbeing as well.

The reason for this thesis topic is that the author was approached by an employ-ee from the convenience store about the eating habits of the personnel. After this the author approached the supervisor and a deal was made; instead of only a nutrition class for the employees, a whole wellbeing course would be implemented. The convenience store employees would gain tools and strategies to handle well-being at a workplace, and the author would gain experience and knowledge. Both parties were happy with this. The class would be held within the convenience store itself and it would be presented by the author.

2 WELL-BEING AT WORK

Well-being can be defined as something that happens when certain kinds of needs are met. An individual has needs so if he can fill those needs in a reasonable amount he is well. Thus, well-being is not a need but an effect of the needs being filled. Since work or a job is a big part of a person's life workplace well-being plays an important part in the entirety of well-being (Nakari, 2003). According to the Finnish Statistics Center in the year 2017 69,3% of the population of Finland were in employment (Tilastokeskus 2017). Since working is such an important part of our lives it makes sense that the well-being we experience there is managed in some ways and it is an important aspect to look at. The Finnish Institute of Occupational Health states that work place well-being is safe, healthy and productive work that is done by professional employees and work communities in a well-managed organization (Työterveyslaitos, n.d.). Comprehensive workplace well-being includes physical, psychological, social, and mental well-being and each of the four parts are connected to one another as in if one fails it affects the others. As an example, a person who stresses a lot psychologically might fall ill physically due to the psychological stress (Virolainen, 2012).

2.1 Physical Well-being

Physical well-being is a major part of workplace well-being and includes concepts such as physical working conditions, physical workload and different kind of ergonomic solutions such as favorable positions and settings for desks and chairs. Related concepts might be factors like cleanliness of the workplace, temperature, noise, and the equipment to work with. For people with manual labor there might be overuse injuries that occur from specific movements or from just any movement if it happens enough of times. Then again for people with office jobs or sitting jobs the physical stress is different but still exists. In office jobs the stress might be one sided and very stressing in a longer term. Examples of the manual labor injuries that happen with overuse could be injuries such shoulder pain from moving the products over. An example of an office job inactivity would be caused from sitting where the hip flexor muscles get tight and the glutes and hamstrings get inactive which then again can cause back pain. (Virolainen, 2012).

2.2 Psychological Well-being

Psychological well-being has risen to be an important factor when viewing the over-all well-being in a working community. Psychological well-being consists of work related stress, work related pressure and the working atmosphere. In most organizations physical well-being is being well addressed but the psychological counterpart needs some work, and it is rising up to be the main reason for random sick leaves. In the year 2012 every third female and every fifth male in Finland have some sort of psychological symptoms that are work related. One of the largest psychological stressors is rush or hurry. (Virolainen, 2012).

An important factor with psychological well-being is that an individual finds their job to be pleasant and worth the time. Pleasant and interesting work enhance an individual's mental health. It has been researched that unemployed people have low mental health, but people who are in a job that is stressing, under paid and the continuity of the job is unsure have been diagnosed to have even lower mental health than the unemployed people. That is also a reason why it is imperative that the employees have the feeling of safety that they can share their feelings and express them, meaning that they feel like they can share their feelings to their colleagues and employers. Unexpressed feelings only lead to emotional suffocation and anxiety which again feed the low working mental health. (Virolainen, 2012).

2.3 Physical Well-being in Different Convenience Store Assignments

In the next chapter we will look at how wellbeing plays a role in different assignments of a convenience store. We will look specifically at how to make or how the assignment should be well-being promoting. We will look at three different assignments specific to a convenience store life. We will look at the musculature used within the assignments and how to perform the tasks safely and professionally.

2.3.1 Cashier

Areas that can receive stress while working at the cash register are neck and shoulder area, upper limbs and back according to a study done by Eeva Kylä-Setälä (Kylä-Setälä, 2000). It is mostly the repeated motion that will cause injuries and pain to those specific areas. Repeated motion work

is work where specific motions are repeated in short intervals. Due to the fact that the motions are repeated in short intervals they will be performed in multiple occasions during a specific time interval. As an example, a cashier will move products down the line repeatedly several times a day. Use of force varies due to the fact that different products weight different amounts but still the quantity of a specific movement will be enormous even during one day. According to the employees at S-Market Ylivieska working at the cash register is specifically stressing for the neck and shoulder area (Junttila, 2011). Keeping the neck at a neutral position taxes the muscles of the cervical vertebrae the least but any un-optimal angle or movement can cause a lot of stress for the neck area. Raised position of the upper limbs, sudden rotational movement of the elbow joint and the extreme positions of the wrist can lead to several occupational upper limb diseases such as tennis elbow, tenosynovitis or carpal tunnel syndrome (Junttila, 2011). Whether or not the cashier is seated or standing also poses hazards. The most optimal position for the back and spine would be vertical standing position. Sitting without back embrace has a risk of forward lean which leads to the increased static hold of the erector muscles of the back, this can cause some serious back injuries down the road. Slumping of the shoulders and the rounding of the upper back can lead to serious shoulder pains in the future and should be addressed with proper posture when performing the tasks at the cash register (Junttila, 2011).

2.3.2 Loading and Unloading

According to the research on ergonomics at S-Market of Ylivieska the unloading of the product loads is done by hand (Junttila, 2011). Most of the product loads are delivered to the store in a large trolley or a wooden platform. Majority of the employees said that the unloading of the products was physically stressing. According to a study for the Finnish Institute of Occupational Health the total weight of the unloaded products is 500kg-2000kg in a day and the total amount of working movements performed to unload is 100-400 in a normal convenience store (Junttila, 2011). Stress from a job with heavy lifting has been noted to be one of the main reasons for musculoskeletal diseases. One out of 5 Finnish people suffers from a musculoskeletal diseases badly enough for it to affect the ability to perform a work (Käsin tehtävät nostot ja siirrot työssä, 2004). The employer is responsible for the safety of the employees when they are performing tasks that involve heavy lifting. Proper lifting techniques that safe the wrong muscles from being overstressed should be taught in some way. Also, individuals should note the fact that one safety comes before performing a specific task, so if an individual feels like they cannot lift something they should ask for help before attempting (Käsin tehtävät nostot ja siirrot työssä, 2004).

There is always a risk of overloading when lifting different loads in the convenience store business. Injuries can happen when forces applied on the tissues exceed the durability of tissues themselves. The degree of the overloading will vary depending on multiple factors such as the weight and shape of the load, the positioning of the load in relation to the body of the lifter in the beginning and at the end of the lift as well as the repetitions of the lifts. Repeated lifting can temporarily overload the circulation system and can cause an acceleration in the degeneration of the lumbar spine which then will lead to a greater deal of back pain. (Junttila, 2011).

As mentioned above it is better for two people to lift massively heavy loads. Both of the employees should perform the lift still with safe technique and at the same time. To save time and energy it is good to think if the load could be pushed or pulled instead of lifted and carried. By pushing or pulling it is easier to move heavier loads. Strength needed to push or pull a load will be factored in by friction on the floor, the firmness of the footwear and the weight of the load. Pushing the load is recommended more than pulling it due to the fact that this way the abdominal muscles will counter balance the work done by the back and the stress to the intervertebral discs is diminished. Carrying any load produces a whole-body stress that can be lopsided if the load is carried in an unbalanced way. The further away the load is from the body the more it taxes the arms and back muscles. That is why it would be optimal to support the load by carrying it as close to the body as possible. When carried distance is seemingly too long it is good to use tools such as carts and trolleys instead. (Junttila, 2011).

When handling the load factors such as the load itself, the surrounding and the employee doing the job should be noted. Stress factors in relation to the load itself are the weight of the load, distance from the employee, size, shape, how easy it is to handle and the stability of the load. Factors in relation to the employee are gender, height, weight, age, strength level, lifting technique, frequency of the lifting and experience. (Käsin tehtävät nostot ja siirrot työssä, Sosiaali- ja terveysministeriö, 2004)

Risk factors that should be noted when handling a load are overly great weight of the load, the distance of the load in relation to the employee because the further away the load is the greater stress there will be and hence a greater risk of injury. Even a small object or an object with relatively light weight can cause forces in to the lumbar spine, if the load is too far from the body of the employee, thus causing injuries to the intervertebral discs especially in elderly people. The shape of the load is crucial due to the fact that it is imperative to get a proper grip of the object. Factors that make the handability easier are large handles or holes to grip from. When handling

liquid containers it is important to pay attention to the stability since any sudden movement inside the container can cause the center of weight to change which can force the back of the employee to do sudden movements which may lead to injuries. (Junttila, 2011).

Environment and surroundings must be factored in when considering moving a large load. As an example, narrow spaces can limit the possibility to get a proper lifting posture. Also unfitting heights might be reasons that cause sudden over-loading since when lifting from the floor level the work has to be done in a bent-over position which can add to the force applied on the muscles and tissues of the back. Any and all lifts that are performed from the level higher than shoulder height load and stress the muscles of the upper limbs, and these same lifts have the risk of falling down. The lifting environment should not be disorganized, or the floor should not be wet, also any and all obstacles and slippery objectives should be removed. All of these are risk factors and not part of a safe working environment. (Junttila, 2011).

When lifting different objects, the leg lift is the most common one that is used. With this technique the employee will bend at the knees and lift the object by straightening the legs, without allowing the back to round forward. The point of this technique is to use abdominal muscles instead of the back muscles, because abdominal muscles should be able to handle bigger loads. In contrast another technique that employees incorrectly use is the back lift, where they bend over at the hips and a straight back, grip the object and stand up using the back muscles (Junttila, 2011). This technique can be made safer by embracing at the core properly and using the hamstrings and glutes to lift the torso up. Asymmetric lifting techniques should be avoided due to the fact that overtime asymmetric lifting can lead to serious muscle imbalance due to force and load only being applied one-sidedly. Frequency of how many times a certain job is done is a risk factor when it comes to lifting loads and objects. A newer employee can injure them-selves just because they have not acknowledged the risk factors that come with loading or unloading objects, but luckily the risk diminishes the more experienced the employee becomes. (Junttila, 2011).

2.3.3 Shelving Products

In an ergonomics study done at the S-market of Ylivieska the employees found shelving products to be stressing and taxing. When later addressing this concern, it was found that most of the employees were reaching high when shelving products to shelves that were at shoulder level or

higher, instead of using tools such as step or stools. Shelving products at the lower levels the employees always took a kneeling or a squatting position. (Junttila, 2011).

When working at a level above shoulder level there is always a risk of developing a rotator cuff impingement. The impingement is a syndrome where the rotator cuff is rubbing against or is being pressed against the acromion, which also means that the tendons are being rubbed against the bony ceiling of the joint. Tendinitis is a common shoulder disorder which can lead to a rotator cuff tearing. The rotator cuff is composed of four different muscles that originate from the shoulder blade (m. supraspinatus, m. infraspinatus, m. subscapularis, m. teres minor). These muscles are responsible for the dynamic stability of the shoulder joint. The tendons of the same muscles are in close contact with the shoulder-joint capsule and form a capsule of tendons around the neck of shoulder joint. The most important role of the rotator cuff is to control the humerus in the movements of the upper limbs. All in all, reaching high above the shoulder level places a large amount of stress on the rotator cuff and thus it would be appropriate to use tools such as steps and stools. (Junttila, 2011).

When shelving product on the lower shelves the employee has to squat down or kneel down. When a person kneels down about 70% of their bodyweight is loaded on to a small surface area like the knees, which causes pressure to build in the knee capsule. If kneeling cannot be avoided, it is better to use appropriate padding. Another idea would be to use a half kneeling position where one leg is kneeling and the other is angled at an 90 degree angle. (Junttila, 2011).

3 NUTRITION

In the following chapter we look at general nutrition. We will discuss about energy and macronutrients, and their role in general wellbeing. Then we will have look at how nutrition can be health promoting and how to manipulate one's nutrition habits to be healthier thus improving wellbeing.

3.1 Energy

An individual needs a considerable amount of energy in order to maintain body functions and muscle work. The most important property of nutrition is to give people energy to keep up the body functions, and this energy can be received from different macronutrients. The main three macronutrients are carbohydrates, proteins and fats, although alcohol is also counted as a macronutrient it serves with an empty purpose and over consumption can lead to health problems. Different macronutrients have a different amount of energy in them and this amount of energy is indicated as kilocalories. (Manneri, 2017). Energy balance consists out of the kilocalories consumed or expended. Carbohydrates and proteins contain 4kcal/g, fats 9kcal/g and alcohol 7kcal/g (Niemi, 2006, 17). In addition to energy healthy food also contains minerals and vitamins, and in a well-rounded we diet a normal person can get all the energy, minerals and vitamins they need for the day (Manneri, 2017). An active person has a greater need for carbohydrates and proteins than a person who is less active, but the need for fats does not increase due to higher activity levels (Niemi, 2006, 17).

3.2 Macronutrients

The human body receives most of its energy from carbohydrates. These macro-nutrients can be found from starchy foods such as potatoes, bread, rice etc. but also from simpler sugary forms such as vegetables, fruits and milk. Proteins provide the human body with amino acids which can be viewed as building blocks to build, repair and restore soft tissue. Some of these amino acids the human body can produce itself but some have to be gotten from an external source such as food. Proteins also serve as a source of energy and can be found from fish, meat, eggs, dairy products, beans and pulses. There are certain essential fatty acids that the human body cannot produce itself and thus has to get it from somewhere else, such as different kind of fatty foods such as oils,

fatty meats or fish, dairy products, nuts, seeds and avocados. Fats are required for different type of bodily processes as well as brain health, it also serves to maintain cell structure as well as transports essential fat-soluble vitamins and helps in their absorption. (Exploring Nutrients).

3.3 Health Promoting Nutrition

The nutrition board of the Finnish government has compiled a nutrition recommendation and the first one was published in 1987 and has been renewed in 1998, 2005 and 2014. The recommendations are based on the Nordic Nutrition Recommendations which are updated every eight years to correspond the latest research in the connection between nutrition and health. Though the recommendations are international they do take in to account the eating habits of the Finnish people as well as the food culture of Finland. The recommendations were made to be positively influential to public health and thus are the foundation of the food and nutrition policy. They are made to be used in the planning of food services, development of groceries and when teaching nutrition. (Suomalaiset Rav-itsemussuosituksset, 2014).

A diet according to the nutrition recommendations is well-rounded and versatile, which makes it possible that the food is healthy and delicious. The nutrition recommendations state that vegetables, berries, fruits and mushrooms should be consumed 500g per day in total which should amount to 5 to 6 servings. A serving counts as a one medium sized fruit, 1dl of berries or 1,5dl of salad or grated vegetable. Products that have added sugar or salt are not recommended to be used. Beans, lentils and peas are considered different from other vegetables due to the fact that they have a higher protein profile, which means that they can be used as a source of protein either with animal based protein or in substitution. (Suomalaiset Ravitsemussuosituksset, 2014).

Grain products are recommended to be used as much as 6 servings for women and about 9 servings for men. At least half of the used amount should be full grain. A serving of grain product is 1dl of boiled full grain past, barley or rice or any other full grain condiment or one piece of bread. A plateful of porridge counts as two servings. (Suomalaiset Ravitsemussuosituksset, 2014).

Potatoes have a reasonable amount of starchy carbohydrates ja several mineral in it, such as potassium, magnesium and vitamin-C. Research has not shown any health promoting effects with potatoes but there have not been any health degenerative effects either. Only recommendation is that it should be cooked before eating and if possible without cream or other fatty substances. (Suomalaiset Rav-itsemussuosituksset, 2014).

Dairy products are a good source of protein, calcium, iodine and several vitamins but especially vitamin-D. The daily need of calcium is already covered by 5-6dl of liquid dairy product and 2-3 slices of cheese. It is recommended to consume the low fat dairy products due to the fact that fat from milk is highly saturated which can cause a number of health problems. When it comes to milk, sour milk and yogurt products those that have at the most 1% fat should be favored and when it comes to cheese at the most 17% fat containing. Liquid milk products can substituted to plant based liquids that have calcium and vitamin-D in them such as soy milk and oat milk. (Suomalaiset Ravitsemussuositukset, 2014).

Fish is recommended to be eaten variably 2 to 3 times a week, it is a good source of essential fatty acids and a number of fat soluble vitamins. Red meat should not be eaten more than 500g of cooked meat a week and products that are lower in fat are recommended. It is recommended to eat white meat instead such as tur-key or chicken since it has a better fat profile than red meat. Appropriate consumption of eggs is 2 to 3 eggs per week. (Suomalaiset Ravitsemussuositukset, 2014).

When it comes to fats on a bread it is recommended that products that 60% plant based fats are to be used. Salad dressings also should based around plant based oils, which are good as a dressing just as they are. When preparing food plant based oils are used once again. The reason for using plant based oil products is due to the fact that they are unsaturated sources of fat and have a high amount of vitamin-E and D. Nuts and seeds are also good sources of unsaturated fats and are recommended to be consumed as much as 200-250g per week. Canola oil and rapeseed oil are recommended due to their high amount of omega-3 fats. Other oils that contain omega-3 fats are puppy seed oil, soy oil, walnut oil, hamp seed oil. Finnish people do not receive enough omega-3 fats and thus the use of these products is recommended. (Suomalaiset Ravitsemussuositukset, 2014).

The need for liquids and drink is highly individual and is affected by the amount of physical activity, age and the temperature of the environment. For most people the need for liquids is satisfied if they drink when they are thirsty. The recommendations state that the amount of liquids consumed should be 1-1,5l per day on top of the liquid consumed with meals. Tap water in Finland is the best choice to quench thirst. With food is it recommended to use at most 1% fat containing milk or sour milk, water or bubbly water. Juices can be consumed a glass a day with meals. Sugary drinks or bubbly non-sugary drinks are not recommended. Low fat milk is recommended to be had with coffee or tea. (Suomalaiset Ravitsemussuositukset, 2014).

Alcohol drinks should be limited so that the daily dose of alcohol is at most 10g for women and 20g for men. In practice this means 1 serving women and 2 servings for men per day. As a serving counts a class of wine (12cl) or a small bottle of beer (33cl) or a shot of strong alcohol (4cl). Alcohol is not recommended for underage people or pregnant women, or to be taken with any medication. (Suomalaiset Ravitsemussuositukset, 2014).

3.4 Demonstration of Health Promoting Diet

The larger picture of a health promoting diet is easily demonstrated in the food pyramid. The base of the pyramid consists of the base of a health promoting diet and at the top are food products that do promote health in any way. The bigger the base of pyramid for an individual the healthier the diet should be. (Suomalaiset Ravitsemussuositukset, 2014).

In the picture by Suomalaiset Ravitsemussuositukset 2014 it is visible that the lower level consists of vegetables, berries, and fruits. Above them are full grain condiments, bread, porridge, and muesli. Then come plant based margarines, nuts and seed and in the box next to these are low fat dairy products. Then comes fish and poultry, followed red meat and eggs. And in the highest box is random variables.



Figure 1 Food Pyramid (Suomalaiset Ravitsemussuositukset, 2014).

The plate model is a good tool to use when building a healthy meal. Half of the plate should be vegetables or salads or gratings. Condiments such as potatoes, full grain pasta or rice etc. should be about a quarter of the place leaving the other quarter for fish, meat or a substitution or those. Recommended food beverage is low fat milk or sour milk, and for this water. Included in the meal is a piece of full grain bread with plant based fat on top. Berries and fruit as a dessert compliment the meal. The picture below by Suomalaiset Ravitsemussuositukset 2014 gives a visual example of a proper plate model. (Suomalaiset Ravitsemussuositukset, 2014).



Figure 2 Platemodel (Suomalaiset Ravitsemussuositukset, 2014).

4 PHYSICAL ACTIVITY

Physical activity can be defined as any movement of the body performed by the skeletal muscles where the end result is energy expenditure. Kilojoules (kJ) or kilocalories (kcal) can be used as measurement to count the amount of energy re-quired for a specific task but most commonly used is the kcal as in a measurement of heat. Muscle mass responsible for the bodily movements and the intensity, frequency and the duration of the said movements determine the total amount of energy expended. Level of an individual's physical activity is highly correlated with one's physical fitness. (Caspersen, Powell & Christenson, 1985). From the above text can be concluded that physical activity is any and all movement that the human body does. This means even activities such as raking the leads or vacuuming are counted as physical activity. Physical activity is most commonly confused with exercise. It is understandable since most both have multiple similar characteristics such as movements of the human body. The difference is that most of the time exercising is structured and planned out to serve a specific purpose that will lead to greater levels of fitness. So while household tasks might be physical activity they do not count as exercise the same way playing sports does. Physical fitness then again is the set of attributes that can be practiced by per-forming exercise. These attributes contain components such as cardiorespiratory endurance, muscular strength, body composition and flexibility. By performing exercising an individual can improve these attributes. (Caspersen & co, 1985).

4.1 Physiological Effects of Physical Activity & Exercise

People who are physically active have been shown to posses a smaller risk to get over 20 different diseases than people who are not physically active. In this case physical activity can mean anywhere from biking to work, using the stairs instead of the elevator to regular exercise. Physical activity and exercising has been not-ed to prevent diseases such as different kinds of musculo-skeletal disorders, perspiratory and circulation system diseases, metabolic diseases such as obesity and diabetes, different sorts of cancers, neural diseases such as Alzheimer's or depression. Physical activity and exercising have also been noted to ease up sleeping disorders, erectile dysfunction and menopause. (Vuori, 2006).

With regular exercising it is possible the strengthen muscles, bone, heart and the circulation system, prevent degeneration and take care of muscle elasticity, mobility of the joints and balance.

When performing exercise the blood circulation accelerates which improves the oxygen delivery to muscles and the brain. At the same time improves the disposal of carbon dioxide and lactic acid. For the duration of the exercise body temperature increases which relieves the feeling of depression, as all the tension from the body dissolve. Also several hormones such as beta endorphins, cortisol and growth hormone are produced and these cause individuals to experience satisfaction. (Manneri, 2017).

The upkeep of physical fitness does not rely only on work even if it would be physical. Therefore work places have to have take-a-break activities, and the employees should perform regular exercising outside of work. Good cardiovascular health are noted to be important for satisfactory work abilities. There have also been cases where exercising has been noted to be a healthy way to relieve work related stress. By taking care of ones own self and individual also takes care of their own ability to perform their work. A person who has a low level of physical fitness is more prone to occupational diseases. (Manneri, 2017).

4.2 Physical Activity Recommendations

The UKK Institute in Finland has made a graph that demonstrates the guidelines for health-enhancing physical activities for adults (aged 18-64 year old). It shows in a nutshell that moderate intensity aerobic intensity for a total time of 2h 30min per week promotes health. The same can be achieved by performing vigorous intensity aerobic physical activity with a total time of 1h 15min per week. Moderate intensity physical activities can be walking or cycling, nordic walking or heavy house and yard work. Vigorous intensity physical activity are for an example running up-hill/stairs, cross-country skiing or water running, as well as running ball games and aerobics. On top of aerobic training muscle strengthening and balance training should be done at least twice a week. Good examples of this are gymnastics, different ball games, aerobics and dancing. The graph also shows that almost the bulk of activity is light every-day activity such as taking the stairs, riding a bike or walking a dog. This kind of activity should be done as often as possible as it plays the biggest role health promoting role and it is the easiest one to fix. The one below that is taking a break from being still as often as possible, whether it is sitting or standing regular breaks should be practiced in order to move around more. It works as a lift up for mood and the body. Lastly

but not at all least is deep sleep that promotes recovery and should be done as often as possible and as much as possible. (UKK Institute, 2009).



Viikoittainen liikkumisen suositus 18–64-vuotiaille

 UKK-instituutti

Figure 3 Weekly activity recommendation for 18-64 year old people (UKK-institute 2019).

5 PRESENTING THE PROJECT

In presenting the thesis to my commissioning party I decided to go with a poster presentation. According to Dr. David Shelledy a well-done poster presentation is an effective way to share information with other people (Shelledy, 2004). A poster presentation can be made so that it follows the structure of a scientific article with introductions, definitions, theories and implementations. And a fact that I thought would be important was that a poster presentation could be later on printed out and handed out to be show-cased around the working place. This way the commissioning party could benefit from the thesis and the presentation even after the presenter was absent.

As mentioned above the choice to use a poster presentation made it possible to follow the structure of the thesis paper. This way the writer would not have to do all the planning work twice. So the first thing that was designed was a banner to catch the attention of the audience. As per the recommendations of Dr. David Shelledy the banner held the title of the presentation, name of the author as well as the name of the institution. (Shelledy, 2004).

In the introduction part Dr. David Shelledy suggests answering the question, “why did you do this presentation?” The answer to the question gives way to the reason behind the thesis and the presentation, it explains what the concerns of the commissioning party were and what could be done about them. It shouldn't explain every topic at once but should act as preface for them. (Shelledy, 2004). In this case topics mentioned in the introduction were the commissioning party, well-being in general, workplace well-being, nutrition and physical activity.

In the presentation slides 5-7 the point is to give the audience a general definition of well-being. Defined topics are well-being, workplace well-being, and a brief overview of physical well-being, psychological well-being, nutrition and physical activity. All the information will be based upon the theory section of the thesis.

Slide 8 provides a thorough definition to physical well-being whereas slide 9 dives deeper inside the specificity of the topic by giving a definition to physical well-being at a convenience store. Slide 10 touches on psychological well-being but is not thoroughly investigated since the author is not a psychology student. All the information will be based upon the theory section of the thesis.

Slides 11-12 define nutrition, health promoting nutrition as well give real life examples of better, health promoting nutritional habits verbally. Slides 13-14 provide the same explanations to physical activity, health promoting physical activity and shares the exercise chart by UKK institute. The point of the slides 11-14 is to showcase the audience what they can do nutrition wise and physical activity wise in order to promote their own well-being which will in turn effect their workplace well-being. The information will be based upon the theory section of the thesis.

6 DISCUSSION

The purpose of the thesis was to educate and teach the personnel of the S-market of Haukivuori about workplace well-being. The main topic discussed was the impact of workplace well-being to general well-being and vice versa. The goal was to educate people so that they could develop tools to better their well-being and be healthier, more functional, and hopefully happier employees.

6.1 Conclusion

The thesis was received well by the personnel of the S-market. After the presentation an oral inquiry was held. The personnel were asked if they learned anything new and 100% of the participants said yes. They were also asked if the information is applicable to their working life and 87,5% said yes. Upon further inquiry the remaining 12,5% said that they would not know how apply the information they learned. Then the personnel were asked if they would try to make changes based on the information they learned and 75% said that they would. Upon further inquiry the latter 25% felt like they did not need to make changes.

The answers to the oral inquiry inform the author that workplace well-being is not considered that much. Whether or not people experience it as something that is only happening at the workplace is anyone's guess. But the fact that 100% of the participants saying that none of the information they heard in the presentation had been told to them before speaks volumes. In the conclusion section it was noted that people learned something new from the presentation and this project. This speaks to the author that the effects workplace well-being can have on a person's life are not that well known where it matters; the workers themselves. The author is inclined to make an assumption that if people were to pay more attention to these several aspects of workplace well-being their general well-being would improve significantly.

6.2 Earlier Research

Earlier research that had been made in the same topic also came from Kajaani University of Applied Sciences. It wasn't as much a research as it was testing a well-being product on live clients.

The research had been done by Anni Manneri in 2017. In the paper Manneri did not go in to as much of detail about the general aspects of well-being and workplace well-being as this thesis did but her practical part was much more comprehensive. She provided actual tools for bettering ones workplace well-being at a specific place whereas this thesis only provided the knowledge of workplace well-being and the impact that it has on general well-being. It is hard to compare these two papers as one has a more practical nature and the other more educational nature.

6.3 Ethics & Authors Competence

The ethical aspect of this thesis is that of high value. The purpose of the thesis was to teach and inform people about how to make their lives better. Improving one's own health is a subject that can never be taken lightly and should be high on an individual's personal list of priorities. Due to the educational nature of the thesis nobody was actually forced to do anything they did not want to do. So nobody had to make a change in their life.

When it comes to the competence of the author in this thesis it is safe to say that the time spent in the University of Applied-Sciences in Kajaani did not go to waste. The author gained an immense amount of skills as a presenter that will carry on in life after the studies. Also, the competence to find knowledge and to turn it in to a form that was easier to understand became second nature for the author.

6.4 Improvements & Future

As to how this thesis project could have been improved upon was that it could have been more comprehensive. The thesis could have started with researching the topic, as it did, finding sources and information. Next would have come the presentation part, as it did, presenting the information for the employees. This is where this project ends but it would not have to end. There could have been a follow-up questionnaire at some point where the employees would have questioned about whether they have implemented the knowledge from the presentation into their lives and if they had seen improvements in their well-being. With this kind of follow-up part, the circle would have come to close and it might even touch on human behavior science.

For future research ideas the author would be interested in the psychological well-being at a workplace. This is a concept that casts a wider shadow than people think and can have a serious impact on general psychological well-being but on physical well-being as well. Employees who are depressed or overworked are known to have more sick leaves. Improving upon the psychological well-being at a workplace could lead to better way of life in general.

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Työhyvinvointi Esitys Haukivuoren S-Marketille

Joni Nikulainen, Kajaanin Ammattikorkeakoulu



Sisältö

- Hyvinvointi
 - Fyysinen Hyvinvointi
 - Fyysinen hyvinvointi lähikaupassa
 - Psykologinen Hyvinvointi
 - Ravitseminen
 - Fyysinen Aktiivisuus



Hyvinvoinnin Osa

- Fyysinen Hyvinvointi
- Psykologinen Hyvinvointi
- Ravitseminen
- Fyysinen Aktiivisuus



Hyvinvointi

- Kun tietyt tarpeet on täytetty
- Hyvinvointi ei ole tarve

Hyvinvointi: Työllisyys

- 69,3% suomalaisista olivat työllistyneet vuonna 2017
- Työhyvinvointi on turvallista, terveellistä ja tuottelasta työtä ammattilaisten tekemänä hyvinhoidetuissa työyhteisöissä

Fyysinen Työhyvinvointi

- Fyysiset työolosuhteet
 - Työpaikan siisteys
 - Työpaikan lämpötila
 - Melu
- Fyysinen Työkuorma
- Erilaiset Ergonomiset Ratkaisut
 - Tuolien ja pöytien korkeuden tai asennon säätäminen esim.
- Erilainen työ = erilainen stressi

Fyysinen Työhyvinvointi Lähikaupassa

- Kassa
 - On raskasta niska-hartia seudulle, käsille, sekä selälle
- Lastaaminen ja Purkaminen
 - Kaikki tehdään käsin
 - Päivittäin 500kg – 2000kg kuormaa
 - Riski revähdyksille sekä välilevynvaurioille on suuri huonon tekniikan takia
 - Täytyy olla varovainen ympäristön suhteen
- Hyllyttäminen
 - Yli olan kurkotellessa on riski saada olkapään ahtauma
 - Alimmille tasoille on kyykättävä tai polvituttava

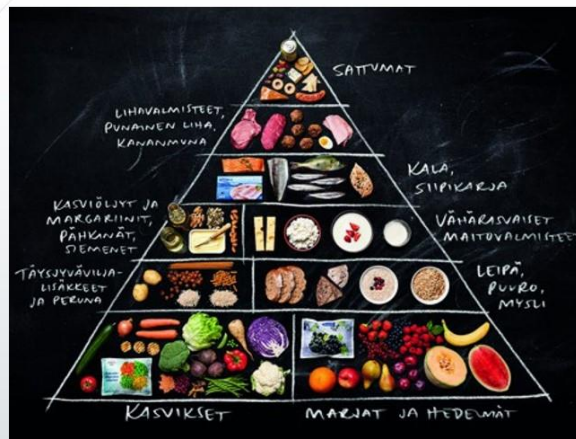
Psykologinen Hyvinvointi

- Työhön liittyvä stressi
- Työhön liittyvä paine
- Työilmapiiri
- Huono työhön liittyvä psykologinen hyvinvointi on yksi yleisimmistä satunnaisista poissaoloista
- Hyvä Psykologinen Työhyvinvointi
 - Työntekijän mielestä työ on mielekästä ja ajan arvoista
 - Mielenkiintoiset työtehtävät lisäävät henkistä puhtia
 - Työntekijä kokee voivansa jakaa tunteitaan esimiehelle tai kollegalle
- Henkilöt jotka kokevat työnsä epämotivoivaksi tai ei mielekkääksi kokevat huonompaa henkistä hyvinvointia kuin työttömät ihmiset

Terveyttä Edistävä Ravinto

- Ihminen tarvitsee energiaa jaksakseen
- Energiaa saa eri ravintoaineista
 - Hiilihydraatit
 - Proteiinit
 - Rasvat
 - (Alkohooli)
- Näitä ravintoaineita saa seuraamalla terveyttä edistävää ruokavaliota
 - Vitaaminit ja mineraalit
- Suomalaiset Ravinto Suositukset

Terveyttä Edistävä Ravinto



Fyysinen Aktiivisuus

- Fyysinen aktiivisuus on kaikki ihmiskehon tuottama liike
 - Kävely, juoksu, konnataaminen
 - Imurointi, pyykkääminen, haravointi
 - Liikunta ja urheilu
- Kilojoulea tai kilokaloria käytetään mittaamaan tiettyyn aktiviteettiin vaadittava energian määrä
 - Tarvittava energia määräytyy yksilön mukaan, lihassassa, suoritettava aktiviteetti, urheilu tausta
- Fyysinen työ ei ikinä korvaa liikuntaa



Viikoittainen liikkumisen suositus 18-64-vuotiaille  UKK-instituutti

Yhteenveto

- Ergonomiaa parantamalla työtehtävästä voi tehdä vähemmän raskasta
- Psykologista työhyvinvointia parantamalla työstä voi tulla mielekkäämpää ja täyttävämpää
- Terveyttä edistävä ravinto ja fyysinen aktiivisuus parantavat yleistä hyvinvointia, mikä taas parantaa työhyvinvointia

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