

INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY: APPLIED BUSINESS AND EDUCATION RESEARCH

2024, Vol. 5, No. 11, 4510 – 4525

<http://dx.doi.org/10.11594/ijmaber.05.11.19>

Research Article

Enhancing Organizational Well-being and Employee Health: Strategic and Holistic Approaches for Primary and Allied Healthcare Providers

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Article history:

Submission 31 October 2024

Revised 07 November 2024

Accepted 23 November 2024

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ABSTRACT

The purpose of this study is to identify and evaluate effective strategies for enhancing organizational well-being and employee health among primary and allied healthcare providers in the Philippines, with a focus on developing holistic approaches that address both physical and mental health needs.

Recognizing the value of employee well-being in the healthcare sector, institutions are looking for ways to improve employees' overall health and well-being and subsequently increase their job satisfaction and productivity.

This study will assess the strategies and effectiveness of implementing different health promotion programs among primary and allied healthcare providers in the Philippines across different sectors to enhance employee well-being and contribute to organizational productivity and success. This study will assess different areas of employee well-being, such as stress management, mental health support, physical health promotion, and work-life balance. These programs may include a variety of wellness initiatives, such as fitness classes, mental health awareness seminars, health screenings, stress management workshops, and flu vaccination drives. Organizations may build a supportive work environment that promotes employee satisfaction, resilience, and optimal performance by understanding the unique issues that healthcare professionals confront and implementing focused interventions and targeted solutions.

This study will look for effective techniques that can be adjusted to the specific needs of healthcare institutions in the Philippines. The findings will be useful for politicians, healthcare administrations, and human resource officers looking to improve employee well-being and, as a result, patient care quality.

Keywords: *Organizational well-being, Employee health, Healthcare providers, Primary and Allied health providers, Stress management, Work-life balance*

How to cite:

Alipio, J. N., Cacatian, R. R., Corpus, R. A. F., Ronquillo, C. A. M., Sarmiento, I. S., Malang, B. P., & Malang, J. D. S. (2024). Enhancing Organizational Well-being and Employee Health: Strategic and Holistic Approaches for Primary and Allied Healthcare Providers. *International Journal of Multidisciplinary: Applied Business and Education Research*. 5(11), 4510 – 4525. doi: 10.11594/ijmaber.05.11.19

Introduction

Health Promotion is defined as the process of enabling people to increase control over and improve their health by addressing its risk factors, determinants, and root causes of ill health (World Health Organization, 2005). Health Promotion covers a diverse range of behavioral, environmental, and legislative interventions that are designed and structured to protect the community's and individual's health and quality of life by addressing the root causes of ill health and health risk behaviors. Hence, the Philippines is compelled to broaden the health sector's perspective of health promotion to pursue an integrated and comprehensive approach to ensuring health literacy, healthy living, and protection from risks for all Filipinos (DOH AO, 2020-0042).

Recognizing the importance of promoting work-life balance as well as health and wellness programs in a corporate work environment that shall support the achievement of the organization's short and long-term goals and objectives. Employees' well-being is something that the organization should strive for to create a positive work environment. Well-being in a workplace goes beyond physical health, it encompasses mental, emotional, social, and spiritual aspects. Hence, this research helps find an effective strategy and holistic approach to improve the employees' well-being in an organization.

The Healthcare sector is often a demanding and stressful environment for its healthcare professionals and even the administrative personnel in the primary and allied healthcare industry. The healthcare personnel encounter numerous challenges such as long working hours, heavy workloads, exposure to traumatic events, and the emotional toll it takes to care for the patients and deal with their family members and guardians. These factors have a significant impact on their physical and even mental health, leading to decreased job satisfaction, decreased productivity, burnout, and possibly compromised patient care.

Walohtae, Nimu, Doloh, and Maropi (2024) investigated burnout among registered nurses in a tertiary care hospital. Their study identified several strategies to mitigate burnout: adequate sleep and rest, self-care practices,

balanced nutrition, effective work planning, a balanced work schedule, effective communication with colleagues, stress management techniques, and mental health promotion. These findings highlight the importance of holistic approaches to address the complex issue of burnout among healthcare professionals.

Workplace stress significantly impacts employee performance and well-being. To address this issue, Mohamed, Isahak, Awg Isa, and Nordin (2022) conducted a randomized controlled trial to evaluate the effectiveness of a Workplace Health Promotion (WHP) program in reducing sickness absenteeism, medical cost claims, and enhancing work engagement among Malaysian manufacturing workers. The WHP intervention, comprising organizational and individual stress management programs, demonstrated positive outcomes, significantly reducing sickness absenteeism and improving work engagement. While medical cost claims increased, the study's findings highlight the potential of WHP programs to enhance employee well-being and organizational performance.

The demanding nature of providing emergency medical services can significantly impact the mental health of healthcare providers. A study by Songwathana et al. (2022) investigated the effectiveness of a mental health promotion program for EMS staff working in Thailand's southern border provinces. Despite initial moderate stress levels and relatively healthy status, the program demonstrated a significant reduction in stress and improvement in general health among participants. These findings underscore the importance of targeted mental health interventions for EMS personnel and highlight the potential for positive outcomes in mitigating occupational stress and promoting overall well-being.

The evolution of health promotion has significantly influenced global health strategies. From the early recognition of health as a multifaceted concept to the implementation of comprehensive health promotion programs, the field has made substantial progress. As healthcare professionals and organizations continue to face increasing demands and complex challenges, implementing holistic strategies such as those identified in these studies is imperative. By prioritizing employee well-

being and fostering supportive work environments, organizations can improve both individual and organizational outcomes.

A Literature Review on Health Promotion

Since the beginning of time and civilization, almost everyone has searched for different strategies to prevent diseases and even untimely deaths to prolong lives. The concept of health was perceived by different communities from different perspectives and evolved in a more positive dimension since the World Health Assembly held in 1948. The World Health Organization (WHO) has identified that “Health is a state of complete physical, social and mental well-being and not merely the absence of disease or infirmity” (WHO, 2006a).

The first attempt to document the concepts of health promotion as an organized approach is seen in the paper 'A new perspective of the health of Canadians', published by Marc Lalonde, in 1974 (Rootman et al, 2001). Lalonde, a previous Health Minister in Canada, introduced a new concept that was based solely on health equity that helped open up Canada and the rest of the world to a new low-cost and no-cost approach to promoting health in all sectors (MacDougall, 2007).

The first International Conference on Health Promotion was held in Ottawa, Canada in 1986, and the Ottawa Charter for Health Promotion came to light as a result. Ottawa Charter defines health promotion as “the process of enabling people to increase control over, and to improve, their health” (WHO, 1986b). The latest international conference on health promotion held in Nairobi, Kenya in 2009 recognized it as a timely and a well-needed approach and as an essential component of health care systems (WHO, 2011).

Recently, health promotion has become a popular approach among health and non-health sectors which were concerned about cost-effective strategies to promote health and well-being for both primary and allied health care providers. Many projects were implemented throughout the world, in which basic concepts of health promotion approach were tried out in practical dimensions. Health-promoting workplaces that focus on occupational settings are just one of the examples of such

projects. Many action plans were formulated by WHO, guided by the principles of health promotion such as plans for control of alcohol and tobacco, active living and healthy aging. ((Nutbeam, 1998).

Many nationwide projects aimed at promoting health in different sectors were implemented to come up with a solution for the perceived need to address the determinants of modern health issues. The DOH AO 2021-0063 ('Health Promotion Framework Strategy 2030') further substantiated health promotion provisions in the UHC Law. The framework serves as the foundation for the development and nationwide implementation of health promotion policies, programmes, plans and activities.

In mid-1984, a working group met in the European Regional Office of WHO to discuss principles and concepts of health promotion policies and programs. The proposed integrated actions that were discussed were classified under five subject areas:

1. Reduce inequalities of health in a sector.
2. Develop supportive environments inside the organization for health
3. Strengthening social networks and supports in both primary and allied health care sectors.
4. Promoting positive health behaviors.
5. Improving knowledge of health and influencing factors to make informed choices.

The Ottawa Charter speaks about three main strategies in health promotion:

1. Advocate
2. Enable and
3. Mediate

We often hear the phrase “build a healthy public policy” from our lawmakers that will aim to make a healthier choice and the easier choice in both health and non-health sectors to give people the control of making decisions that affect their lives. The primary outcome of which should be “create supportive environments which is the second action area of health promotion as stated above. Creating supportive environments aims to generate safe, stimulating, satisfying and enjoyable living and working conditions as well as equitable access to

resources for health, and opportunities for empowerment. The environment includes both the natural environment and the socio-cultural environment.

The Ottawa Charter also identified the settings approach to implement health promotion activities by declaring that "health is created and lived by people within the settings of their everyday life; where they learn, work, play and love" (WHO, 1986b). Supportive environments for health go beyond their physical component to include social, economic, and political components that encompass the variety of settings of everyday life.

The social dimension includes norms, customs, and social processes and the need to identify the ways and trends in which they influence health promotion. Meanwhile, the political dimension should involve departmental sectors of the institution in making policies and be committed to providing prerequisites for health promotion within the organization. The responsibility of the economic dimension is to ensure the rechanneling of resources and healthy transfer of technologies to be used in different health promotion programs that will be incorporated within the institution.

The healthcare sector itself is identified as a determinant of health by many health promoters all over the world as sometimes health services cause gaps in health promotion since, health and non-healthcare providers are sometimes the main reason why the community is non-adherent to health services. It has been observed and suggested that healthcare servers should be re-oriented to "work with people rather than for them" through health promotion in their respective sectors.

In observance of the World Day for Safety and Health at Work, the Philippines revealed the National Policy Framework on Promoting Healthy Workplace. The send-off on 28 April 2023 assembled significant government organizations and accomplices. The Department of Health (DOH), the Department of Labor and Employment (DOLE), and the Civil Service Commission (CSC) along with the International Labour Organization (ILO), World Health Organization (WHO), US Office for Worldwide Turn of Events, FHI 360 and other

improvement accomplices, laborers' and managers' associations and different work environments, drove the event.

As a health promotion advancement execution methodology, the healthy work environment will foster arrangement and different specialized devices to advocate for the Health promotion Advancement Structure System's need regions and its, related seven solid propensities. In particular, the need to move more, eat right; be clean, live economically; receive available immunizations or be vaccinated; do not smoke; keep away from liquor; express no to drugs; care for yourself, care for other people; practice safe sex; and cause no damage, put safety first. Under the Universal Health Care Act, RA 11223, this notion means to give a coordinated and complete way to deal with health care for Filipinos, including developing health proficiency, healthy living conditions, and security from the risk of health.

Psychosocial factors influence physical and emotional health. This incorporates pressure, savagery and badgering, smoking, and substance misuse. Accordingly, the ILO will likewise acquire an incorporated methodology under the drive given its effect on laborers' health, non-appearance, and at last, on the endeavor.

"Today, we move forward in additional work on the health, security, and government assistance of our laborers as we sign our Joint Administrative Order on the National Policy Framework on the Advancement of a Healthy Environment and send off the execution of our Healthy Workplace Programme. This strategy and program is a cooperative work to advance and promote health, safety, and well-being of all workers, both in the public and private sectors," said DOH Official in-Control (OIC) Maria Rosario Vergeire.

Methodology

Research Method and Design

This study used the **non-probability convenience sampling method**, which selects participants based on their accessibility, and availability to the researchers. This method is commonly used when time and resources are limited and obtaining a representative sample is not the primary objective.

This study employed a non-probability convenience sampling method, selecting participants based on accessibility and availability to the researchers. Convenience sampling was chosen because it allows for quick data collection when resources and time are limited, which is beneficial in exploratory studies where obtaining a representative sample is not the primary aim. However, convenience sampling may introduce potential limitations, including biases associated with non-random sampling, which could affect the generalizability of findings. To enhance reliability, the study incorporated validation processes for the survey instrument, such as pilot testing with a subset of the target population to ensure clarity and consistency in the questions.

Respondents

The study aimed to collect data from 100 individuals employed in the healthcare sector. To achieve this goal, the researchers utilized a convenience sampling method. This approach involved recruiting participants from the researchers' personal and professional networks, including colleagues, officemates, coworkers, friends, and acquaintances.

The selection criteria for participants were based on their availability and willingness to participate in the study. Individuals who were readily accessible and likely to engage in the research were chosen. While this method is efficient, it may introduce potential biases as the

sample may not be representative of the entire population of healthcare professionals.

Statement of the Problem

This study aims to explore programs and methods that can improve employee health and well-being as well as the demographic profile of respondents in the healthcare industry.

The research questions are as follows:

1. What is the demographic profile of respondents in terms of age, sex, profession, institution, and sector?
2. What strategies and programs can organizations implement to maintain or improve the health and well-being of employees?
3. How effective are the health promotion programs in the organization?
4. What types of health promotion activities/programs are the employees interested in?
5. How can interdisciplinary collaboration address the complex needs of employees and create more effective health and wellness programs?

By addressing these research questions, the study will offer recommendations for better organizational practices as well as insightful information about the factors influencing employee health and well-being in the healthcare industry. Organizations can create more focused and efficient interventions by knowing the features of the workforce and the success of current health promotion programs.

Result and Discussion

SAMPLE SIZE

Sample size: **98**

This means 98 or more measurements/surveys are needed to have a confidence level of 95% that the real value is within $\pm 5\%$ of the measured/surveyed value.

| | | | |
|--------------------------|-----|-------|---|
| Confidence Level: ? | 95% | ▼ | |
| Margin of Error: ? | 5 | % | |
| Population Proportion: ? | 50 | % | Use 50% if not sure |
| Population Size: ? | 130 | | Leave blank if unlimited population size. |
| Calculate ▶ | | Clear | |

- Sample size – 98
- 95% confidence level
- 5% margin of error

DEMOGRAPHIC PROFILE

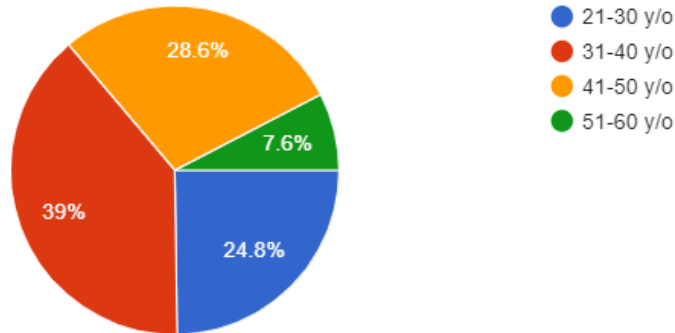


Figure 1. Distribution of Age of the Respondents

Among the 105 respondents, the largest age group is 31-40 years old, comprising 39% (41 respondents). The next largest age group is 41-50 years old, accounting for 28.6% (30

respondents), followed by 21-30 years old with 24.8% (26 respondents). The smallest age group is 51-60 years old, representing 7.6% (8 respondents).

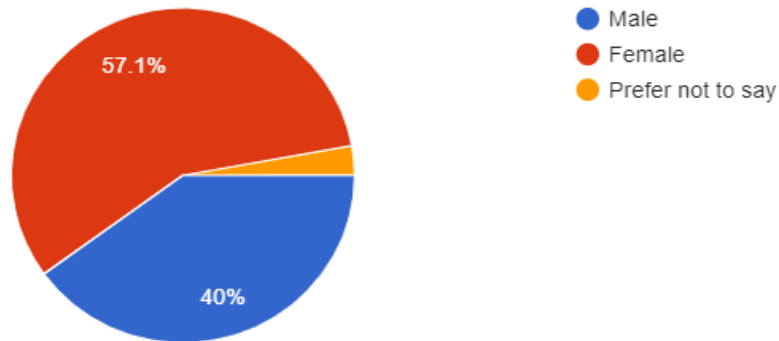


Figure 2. Distribution of Sex of the Respondents

This displays the distribution of sex among the 105 respondents. Females made up 57.1% (60 respondents), males accounted for 40%

(42 respondents), and 2.9% (3 respondents) chose not to disclose their sex.



Figure 3. Distribution of Profession of the Respondents

Government employees form the largest group of respondents, followed by healthcare professionals such as Nurses, Pharmacist, Medical Technologist and Radiologic Technologist.

This indicates that a significant portion of the respondents are administrative personnel in the institutions, while a considerable number are working in various healthcare roles.

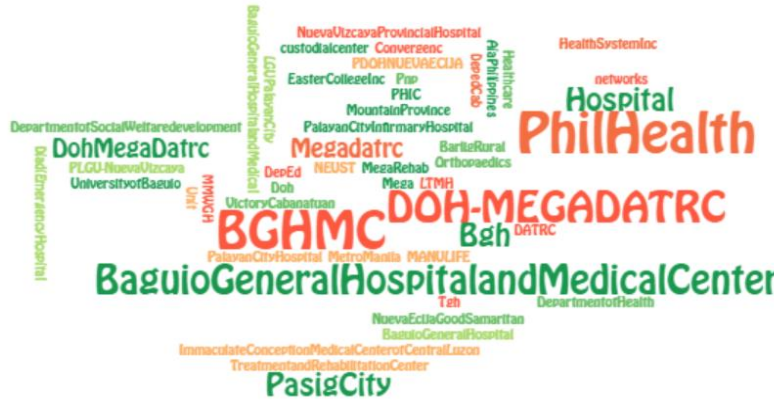


Figure 4. Distribution of the Institution of the Respondents

The following data provides the list of the institutions that the respondents are employed in. A significant portion of the respondents are

employed under the Baguio General Hospital and Medical Center, followed by Philhealth and the DOH Mega-DATRC.

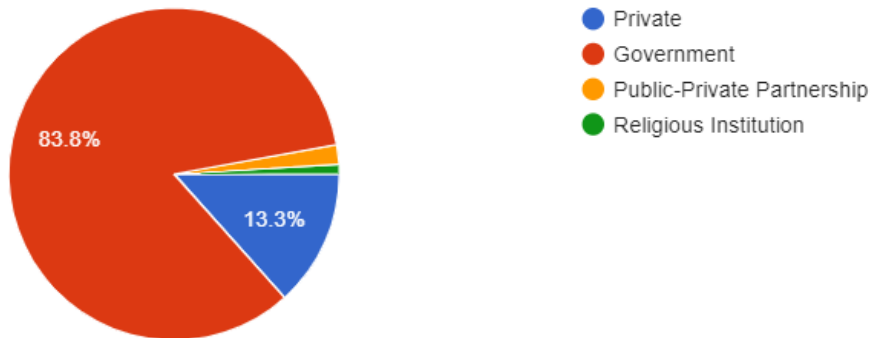


Figure 5. Distribution of Sectors of the Respondents

The largest sector of the respondents is from the Government sector with 83.8% (88 respondents), 13.3% (14 respondents) from

the Private sector, 1.9% (2 respondents) from the Public-Private Partnership and 1% (1 respondent) from a Religious Institution.

| | Statement | WM | SD | Verbal Interpretation |
|---|---|------|------|-----------------------|
| 1 | My organization provides comprehensive health benefits (e.g., medical, dental, mental health). | 3.06 | 0.81 | Agree |
| 2 | There are regular health and wellness programs (e.g., fitness classes, mental health workshops). | 2.97 | 0.81 | Agree |
| 3 | The organization encourages a healthy work-life balance (e.g., flexible work hours, remote work). | 3.08 | 0.76 | Agree |
| 4 | There is a structured Employee Assistance Program (EAP) for mental health and counseling support. | 2.71 | 0.89 | Agree |

| | Statement | WM | SD | Verbal Interpretation |
|------------------------------|---|------------|-----------|------------------------------|
| 5 | The workplace environment supports physical health (e.g., ergonomic furniture, wellness spaces). | 2.86 | 0.86 | Agree |
| 6 | Stress management initiatives (e.g., mindfulness training, stress relief programs) are available. | 2.95 | 0.90 | Agree |
| 7 | The organization offers wellness incentives (e.g., gym membership discounts, health screening). | 2.64 | 0.90 | Agree |
| 8 | Employees are encouraged to take regular breaks and manage their workload to avoid burnout. | 2.86 | 0.96 | Agree |
| 9 | Health-related workshops (e.g., nutrition, mental health awareness) are regularly conducted. | 2.90 | 0.84 | Agree |
| 10 | Management actively supports employee well-being initiatives. | 3.10 | 0.84 | Agree |
| AVERAGE WEIGHTED MEAN | | 2.9 | 1 | Agree |

Table 1. Organization's Strategies

| LEGEND | |
|-----------------------|-------------|
| 1 - Strongly Disagree | 1.00 - 1.75 |
| 2 - Disagree | 1.76 - 2.50 |
| 3 - Agree | 2.51 - 3.25 |
| 4 - Strongly Agree | 3.26 - 4.00 |

Key Findings:

The majority of the respondents believed that health and wellness programs are being implemented regularly which encourages employees' healthy work-life balance. However, strategies to prevent burnout, provision of incentives, and maintaining a healthy workplace environment need improvement as the bulk of the responders were neutral as to their beliefs on the aforementioned strategies.

Interpreting the Data:

Based on the responses, the organization's strategic approaches in the promotion of a healthy workplace and employees' well-being are effective and satisfied with the health promotion activities and services being provided by their respective organizations. Health services and activities that promote employees' physical as well as mental well-being are being treated with utmost priority which can result in a more positive outcome such as productive human resources for health and increased health workers' job satisfaction.

Identifying Key Strategies:

To effectively promote employees' well-being, the organization may adopt the following:

- Provide access to comprehensive medical and mental health services;
- Enjoin all employees to enroll in workshops, health and wellness programs;
- Provide facilities that support a healthy workplace environment;
- Provide mental health breaks to all employees;
- Provide training that enhances the physical as well as mental well-being of employees;
- Provide incentives related to health and wellness;
- Intensify health information, education, and campaigns in the workplace such as mental health awareness and stress management.

| | Statement | WM | SD | Verbal Interpretation |
|----|--|-------------|------|-----------------------|
| 1 | The organization's health promotion programs meet the needs of all employees. | 2.83 | 0.81 | Agree |
| 2 | The health promotion programs in place are easily accessible to all employees. | 3.03 | 0.76 | Agree |
| 3 | The health promotion initiatives (e.g., fitness challenges, mental health workshops) have positively impacted my well-being. | 3.01 | 0.80 | Agree |
| 4 | The organization provides adequate resources (e.g., time, budget, materials) to support the implementation of health promotion programs. | 2.97 | 0.76 | Agree |
| 5 | Participation in health promotion programs is encouraged and supported by management. | 3.21 | 0.69 | Agree |
| 6 | The health promotion programs are regularly reviewed and updated to ensure their effectiveness. | 2.94 | 0.81 | Agree |
| 7 | The programs offer a variety of options that address both physical and mental health. | 2.93 | 0.79 | Agree |
| 8 | Employees receive clear communication about the availability and benefits of health promotion programs. | 2.99 | 0.89 | Agree |
| 9 | The health promotion programs have contributed to improved workplace morale and productivity. | 3.04 | 0.78 | Agree |
| 10 | The organization measures the outcomes of health promotion programs and uses the results to make improvements. | 2.96 | 0.78 | Agree |
| | AVERAGE WEIGHTED MEAN | 2.99 | | Agree |

Table 2. Effectiveness of Health Promotion Activities / Programs

| LEGEND | |
|-----------------------|-------------|
| 1 - Strongly Disagree | 1.00 - 1.75 |
| 2 - Disagree | 1.76 - 2.50 |
| 3 - Agree | 2.51 - 3.25 |
| 4 - Strongly Agree | 3.26 - 4.00 |

The data shows that health promotion programs are generally effective in enhancing employee well-being and fostering a healthier workplace culture. However, some areas can be improved to ensure that the programs effectively meet the needs of all employees and are continuously optimized.

Key Findings:

- **Positive Perception:** A majority of respondents have a positive perception of the health promotion programs, with most agreeing or strongly agreeing that the programs meet their needs, are accessible, and have positively impacted their well-being.
- **Program Accessibility and Support:** The programs are generally perceived as accessible and supported by management.
- **Program Variety:** The programs offer a variety of options addressing both physical and mental health.
- **Communication:** Employees receive clear communication about the availability and benefits of the programs.

- **Program Effectiveness:** While most respondents believe the programs are effective, a small minority feel that the programs could be improved to better meet their needs.

Areas for Improvement:

- **Program Effectiveness:** Some respondents feel that the programs could be improved to better meet their needs.
- **Program Review and Updates:** A small minority of respondents believe the programs are not regularly reviewed and updated.
- **Workplace Morale and Productivity:** A small minority of respondents do not believe the programs have contributed to improved workplace morale and productivity.
- **Outcome Measurement:** A small minority of respondents believe the organization does not measure the outcomes of the

programs and uses the results to make improvements.

- **To enhance the effectiveness of the programs, the organization could consider:**

- **Tailoring Programs:** Conducting regular assessments to identify the specific needs of different employee groups and tailoring programs accordingly.
- **Increasing Participation:** Implementing incentives or rewards for program participation and creating a supportive culture that encourages healthy behaviors.
- **Evaluating Outcomes:** Regularly measuring the outcomes of health promotion programs and using the data to make evidence-based improvements.
- **Addressing Barriers:** Identifying and addressing any barriers that may be preventing employees from participating in the programs.

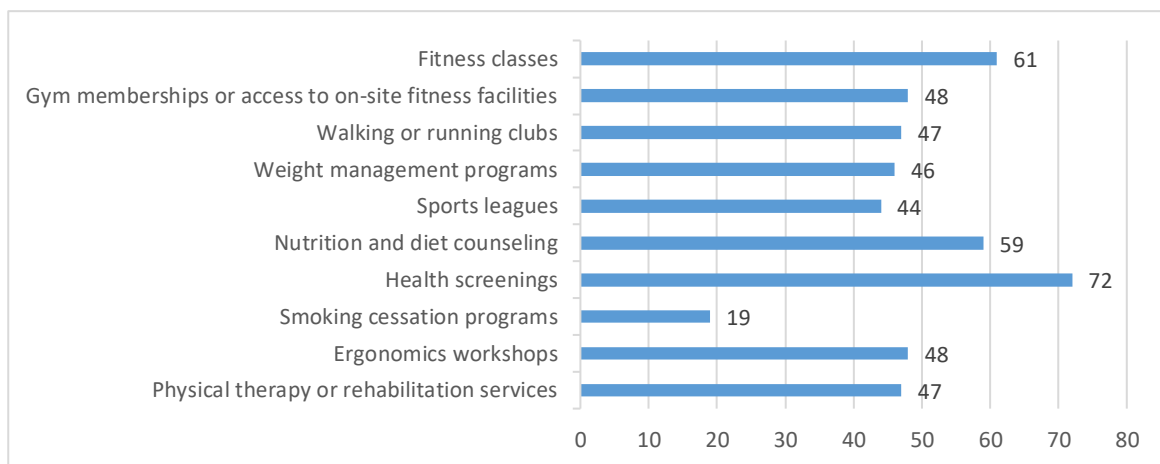


Figure 6. Physical Health Programs

Key Findings:

Fitness classes are the most popular program, indicating a strong preference for structured physical activity. A significant portion of respondents value access to gym facilities while walking or running clubs for social and community-oriented programs are also appealing. The weight management programs address common health concerns, and many respondents value the health screening program as a form of preventive care. Similarly, ergonomics workshops are a priority in preventing work-related injuries.

Interpreting the Data:

Based on the responses, respondents prioritize programs that promote physical activity. Popular choices include fitness classes, gym memberships, and walking/running clubs. To address health concerns, weight management, nutrition, and health screenings are valued for their practical benefits. Finally, to support a healthy work environment, ergonomics workshops help prevent work-related injuries.

Identifying Most Beneficial Programs:

Considering the value of the above programs, the following may be considered:

- Diversify fitness class options to accommodate various interests and fitness levels.
- Secure gym memberships at discounted rates through partnerships with local gyms to increase accessibility.
- Promote employee engagement in walking/running clubs by organizing team

events or challenges to build a sense of community.

- Provide comprehensive wellness programs that integrate weight management, nutrition, and health screenings for a holistic approach.
- Emphasize ergonomics by conducting regular assessments and offering ergonomic training to prevent injuries.

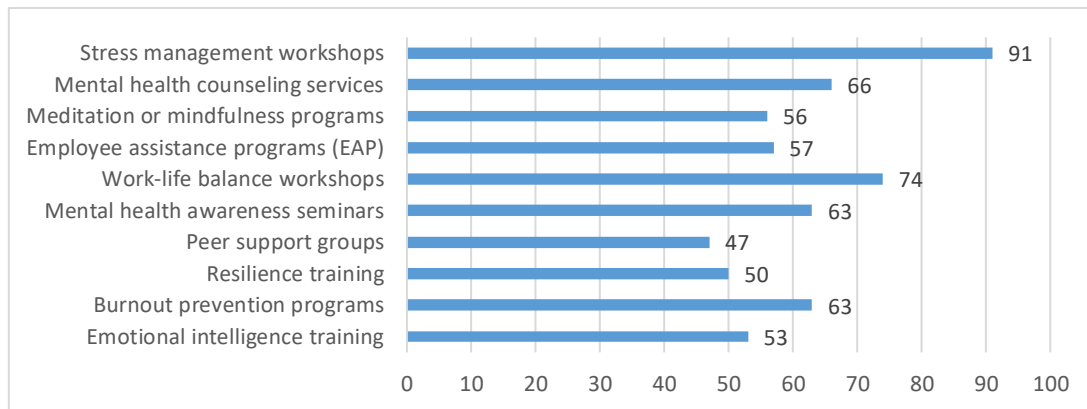


Figure 7. Mental and Emotional Health Programs

Key Findings:

The most popular program for mental and emotional health is stress management workshops, indicating a high demand for stress relief strategies. Respondents value mental health counseling services for access to professional support for mental health concerns. Work-life balance workshops for balancing personal and professional responsibilities are also a priority. Mental health awareness seminars to raise awareness about mental health are also important. Peer support groups for social support can be beneficial for managing mental health challenges.

Interpreting the Data:

Based on the responses, it is clear that respondents are interested in programs that address common mental health concerns such as stress management, mental health counseling, and employee assistance programs. Work-life balance workshops and mental health awareness seminars contribute to the overall

well-being of the respondents. Additionally, peer support groups offer a sense of community and understanding.

Identifying Most Beneficial Programs:

The following initiatives will be implemented to support employee well-being:

- Provide stress management techniques such as mindfulness, meditation, relaxation exercises, and time management strategies.
- Expand mental health counseling options to include in-person and online services.
- Prioritize work-life balance through flexible work arrangements, stress management resources, and promoting a healthy work culture.
- Conduct regular mental health awareness campaigns to educate employees about mental health conditions, reduce stigma, and highlight available resources.
- Facilitate peer support groups to create safe spaces for employees to share experiences and support one another.

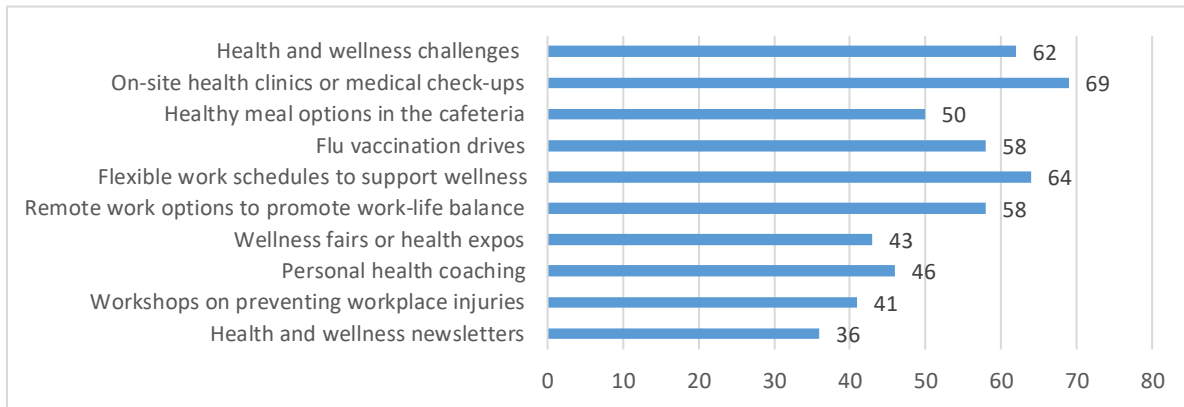


Figure 8. Workplace Wellness Programs

Key Findings:

The data indicates that the health and wellness challenges program is the most popular, suggesting a desire for engaging and competitive activities. Additionally, on-site health clinics are highly valued for providing access to healthcare services. Promoting healthy eating habits is a priority for respondents, with healthy meal options in the cafeteria being important. Flu vaccination drives are also important for employees' preventive care. Flexible work arrangements for work-life balance are a significant concern among the respondents.

Interpreting the Data:

Based on the responses, respondents are interested in programs that promote a healthy lifestyle, including healthy meals and flu vaccinations to support overall well-being. On-site clinics and flexible work arrangements provide convenience and accessibility, making it easier

to prioritize health. To address work-life balance concerns, flexible schedules, and remote work options help manage stress and improve the overall quality of life.

Identifying Most Beneficial Programs:

The following may be considered:

- Create engaging health and wellness challenges by offering prizes, rewards, or team competitions to motivate participation.
- Partner with healthcare providers to negotiate discounted rates or on-site clinic services.
- Improve food options in the workplace by providing healthy meal choices in cafeterias, vending machines, or through subsidized meal plans.
- Promote preventive care by offering regular health screenings, flu shots, and other vaccinations.
- Implement flexible work policies that allow for flexible schedules, remote work options, or compressed work weeks.

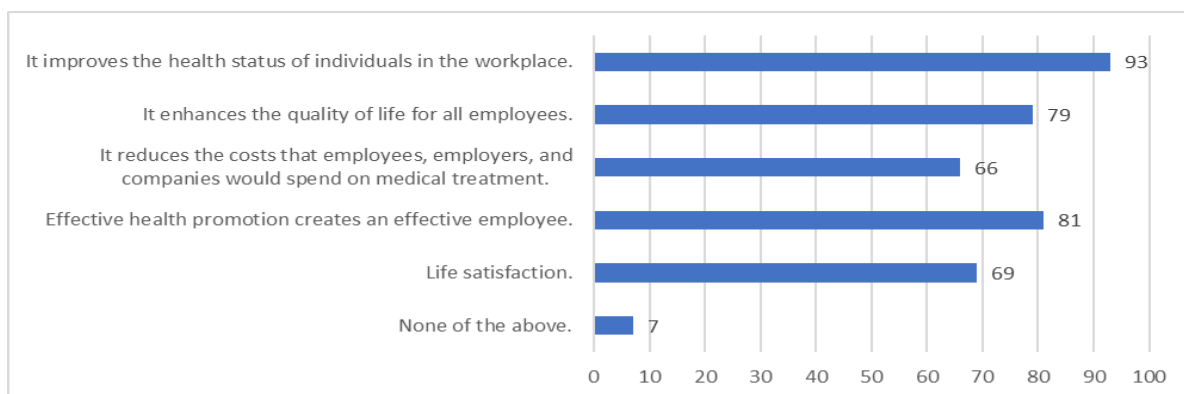


Figure 9. Benefits of interdisciplinary collaboration in promoting effective health and wellness programs.

Key Findings:

The data indicates that interdisciplinary collaboration effectively addresses health concerns by improving the health status of individuals in the workplace. A large majority of respondents believe that enhanced quality of life for all employees has a positive impact on employees' overall well-being. Similarly, collaboration can help reduce expenses related to health issues, resulting in lower costs for employees, employers, and companies on medical treatment. Effective health promotion contributes to a productive and engaged workforce, leading to improved health and well-being and greater life satisfaction.

Interpreting the Data:

Interdisciplinary collaboration in health and wellness programs is seen as a way to comprehensively address health needs by combining expertise from various fields. By doing so, programs can effectively tackle complex health issues. This approach promotes holistic well-being, going beyond physical health to enhance mental, emotional, and social well-being. Moreover, collaboration can improve organizational outcomes by reducing costs and creating a more productive workforce, benefitting both employees and employers.

Identifying Key Benefits:

The significant benefits of interdisciplinary collaboration include improved health outcomes, reduced illness, absenteeism, and healthcare costs, enhanced employee engagement, increased job satisfaction, motivation, and productivity, and a positive organizational culture that prioritizes health and well-being.

Implementing Interdisciplinary Collaboration:

To effectively leverage interdisciplinary collaboration, the following will be considered:

- Build teams that include representatives from different departments such as HR, healthcare, wellness, and safety.
- Define clear goals and objectives that specify the outcomes to be achieved through collaboration.
- Foster communication and collaboration to allow team members to share ideas, expertise, and best practices.
- Measure and evaluate outcomes to track program effectiveness and make necessary adjustments.

By fostering interdisciplinary collaboration, organizations can develop more comprehensive and impactful health and wellness programs that benefit both employees and the business as a whole.

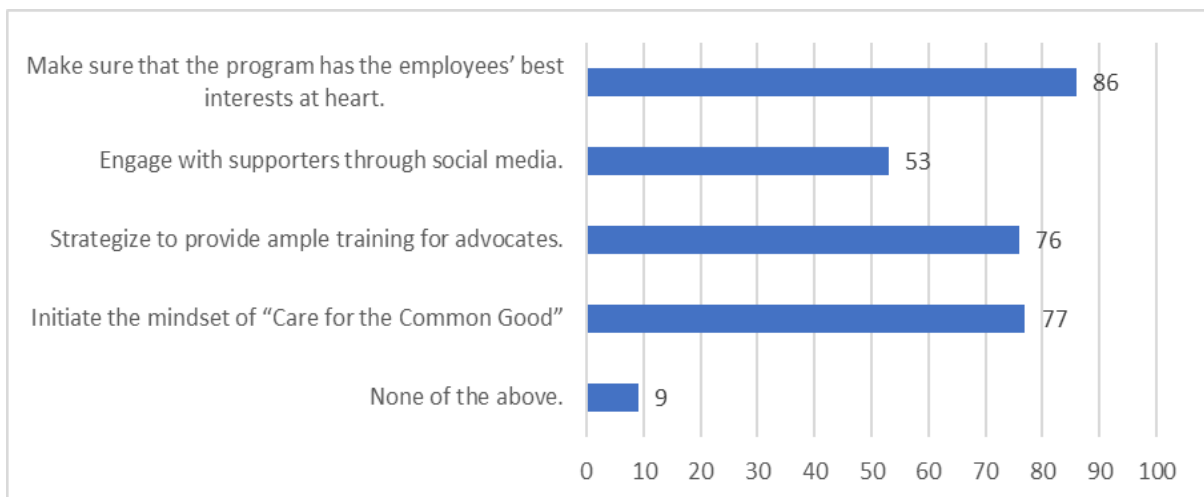


Figure 10. Employees' advocacy for policy changes to support the implementation of workplace health promotion programs.

Key Findings:

Prioritizing employee interests is crucial to ensure that workplace health programs align with their needs and preferences. Many respondents find value in using social media to engage with supporters. Providing adequate training is essential to prepare advocates for effective policy advocacy. Fostering a culture of care is vital to promote a mindset of "Caring for the Common Good" and drive policy change.

Interpreting the Data:

Based on the responses, respondents believe that effective advocacy for policy changes requires a program that is centered around employees and designed to meet their specific needs and preferences. It is important to use strategic communication through social media and other channels to raise awareness and build support. Capacity building for advocates can equip them with the necessary skills and knowledge to effectively advocate for policy changes. Promoting a cultural shift towards a culture of care and responsibility can create a more supportive environment for health and wellness initiatives.

Identifying Key Strategies:

To effectively advocate for policy changes, organizations should:

- Involve employees in program development to ensure that programs align with employee needs and preferences.
- Utilize social media and other communication channels to raise awareness, build support, and engage with stakeholders.
- Provide training and resources for advocates to equip employees with the skills and knowledge to effectively advocate for policy changes.
- Foster a culture of care and responsibility to promote a workplace culture that values health, well-being, and community.

By implementing these strategies, organizations can create a more supportive environment for workplace health promotion programs and drive positive policy changes

Conclusion

The Philippines is currently one of Asia's fastest-growing healthcare providers, it may not be the fastest but it is growing and striving to be better. Filipinos tend to live longer now as compared to previous decades since the country continues to combat pneumonia and tuberculosis as leading causes of death and faces a growing incidence of heart disease and diabetes (Philippine Statistics Authority, 2014). Through the years, the Philippine government's aspirations to improve the health outcomes of its people, provide protection, and ensure that health systems are responsive to the employees' healthcare needs and well-being. The provision of health and wellness programs for allied healthcare providers and institutions has lagged due to many different factors, leaving room for private practitioners to fill in the gap for the employee but at prices beyond the reach of the employee resulting in catastrophic spending when care was sought because they were not given the chance to participate due to "selectivity" of the higher-ups.

Health and wellness, particularly from an allied healthcare provider's point of view, is becoming an ever-increasing concern on a global level. It would be good for a well-designed and organized worksite health and wellness program to create an opportunity to affect a large portion of the organizational health members. Given the societal burden of rising health scares in healthcare providers, rethinking worksite health and wellness to focus on modifiable programs that will involve everyone may be advantageous.

Health and wellness programs will help manage issues of a personal nature, health concerns, and professional challenges through difficult times and remain productive on the job.

Recommendations

To further improve the effectiveness of these health and wellness programs, the following recommendations are proposed:

1. **Custom Health Programs:** Offer targeted programs based on timely needs assessments, ensuring that employee groups receive relevant and inclusive help. Develop customized programs that address identi-

fied needs. For instance, for nurses experiencing high levels of burnout, offer stress management workshops, mindfulness training, or resilience-building programs. It is also recommended to conduct mental awareness seminars, fitness classes and conduct annual screenings and vaccination drives on a regular basis.

2. **Drive Participation & Engagement** — Use rewards and recognition to increase involvement in health and wellness programs. Measures that create a healthy workplace culture may increase participation (and re-enrollment).
3. **Diligently Review and Revise Programs:** Evaluate health promotion programs through feedback from employees on an ongoing basis. Additionally, get regular updates to ensure that the program remains fresh and able to respond to changing employee health concerns. Conduct regular assessments to identify the specific health needs of employees. This can be done through surveys, focus groups, or one-on-one interviews.
4. **Optimize Communication:** To Increase the visibility of health promotion programs, and improve strategies for their communication. Enhanced communication can lead to feedback, participation, and engagement among employees.
5. **Promote Interdisciplinary Collaborations:** Keep encouraging partnerships between HR and other internal departments like healthcare or wellness teams to craft larger health challenges. This approach works best in the difficult cases of employee health.
6. **Obstruction Overcome:** Discovery and squash anything preventing employees from participating in health programs (lack of time/ choices). This could lead to healthier work-life balance and lower stress from their workers. Foster a workplace culture that prioritizes employee well-being. This can be achieved through leadership support, flexible work arrangements, and opportunities for social interaction.

By implementing these strategies, organizations can enhance the overall well-being of employees, leading to a healthier, more productive workforce and a positive workplace environment

Acknowledgment

This research could not have been carried out without the help of our Lord Almighty and the support of many people. This research article is supported by the healthcare providers and administrative staff who participated in this study. We have been enriched enormously through your valuable insights and offers to share experiences while working on organizational well-being and employee health.

We also acknowledge the administration and employees of Baguio General Hospital & Medical Center, PhilHealth, DOH – Mega DATRC, Palayan City Infirmary Hospital, PLGU Nueva Vizcaya – Lt. Tidang Memorial Hospital as well as other stakeholders who were instrumental in data collection. Your help was essential for obtaining the data used in this study.

Moreover, we also want to give our most sincere appreciation and dedication toward World Citi College professors, especially the Master in Public Administration professors. You have taught us tricks to use when the going gets tough and you always encouraged us even though our wailing probably became rather tedious.

We are also very thankful to those in our families, and circles of friends who have guided us or encouraged us as we took time away to finish what has taken years. They encouraged us to see great in all the difficult phases of this research.

Finally, we would like to thank the Department of Health, the Department of Labor and Employment, and the Civil Service Commission for their commitment to promoting healthy workplace environments, which served as inspiration for this study.

Thank you all for your contributions, without which this research would not have been successful.

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