



Ergonomic Interventions and Change Management – A Scoping Review

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Conflict of Interest Statement

- I declare that no external funding was received for the preparation of this article, and that there are no conflicts of interest related to this content.



Introduction

- The nature of work and ways of working are continuously changing
- Adapting to changes in work requires a good understanding of the nature of work and human-related factors.
- Ergonomics, the aim of which is to develop work by simultaneously optimizing well-being at work and productivity at work, forms the scientific frame of reference for this scoping review.
- Interventions included are discussed also from the perspective of change management using John P. Kotter's classical 8-step process model for change management (1996; Leading Change)



Materials and Methods

- A scoping review was conducted using four scientific databases.
- 1089 articles were found with keywords
- The final material consisted of **26 articles** that met the inclusion criteria

Research questions

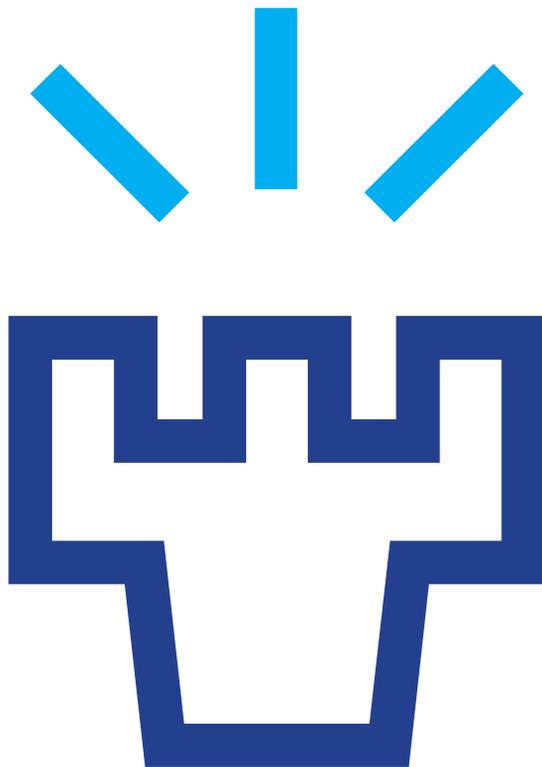
1. How has participation been described in ergonomics interventions?
2. What kinds of outcomes have been reported in ergonomics interventions regarding key aspects such as well-being at work and productivity?
3. How are the phases of change management reflected in the implementation of these ergonomics interventions?



Results and Conclusions

- Participation of supervisors and management is crucial
- Reduced musculoskeletal symptoms, fewer workplace accidents, and improved work ability and sense of control over work.
- Productivity impacts were too seldom discussed in the ergonomics literature.
- Ergonomic interventions are also not addressed from the perspective of change management, even though the interventions aim to change the nature of work and how it is performed.
- Interventions should be evaluated more often from the perspective of productivity development.
- Change management tools would help conceptualize interventions as broader entities

Thank you!



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