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# Long-term effects of a work well-being intervention in municipal health care

## INTRODUCTION

The economic and societal importance of well-being at work is substantial. It correlates positively with organisational performance indicators such as productivity, profitability, customer satisfaction, lower employee turnover, and sick leave (1,2).

Evidence exists on the effectiveness of work well-being projects. However, comparing interventions is a challenge as they are so different. (3,4,5,6) Demonstrating the impact has generally been done by comparing measurement results before and after the project. Nevertheless, the post measurement is usually done only once and close to project completion. Follow-up studies and evidence of long-term effects are scarce.

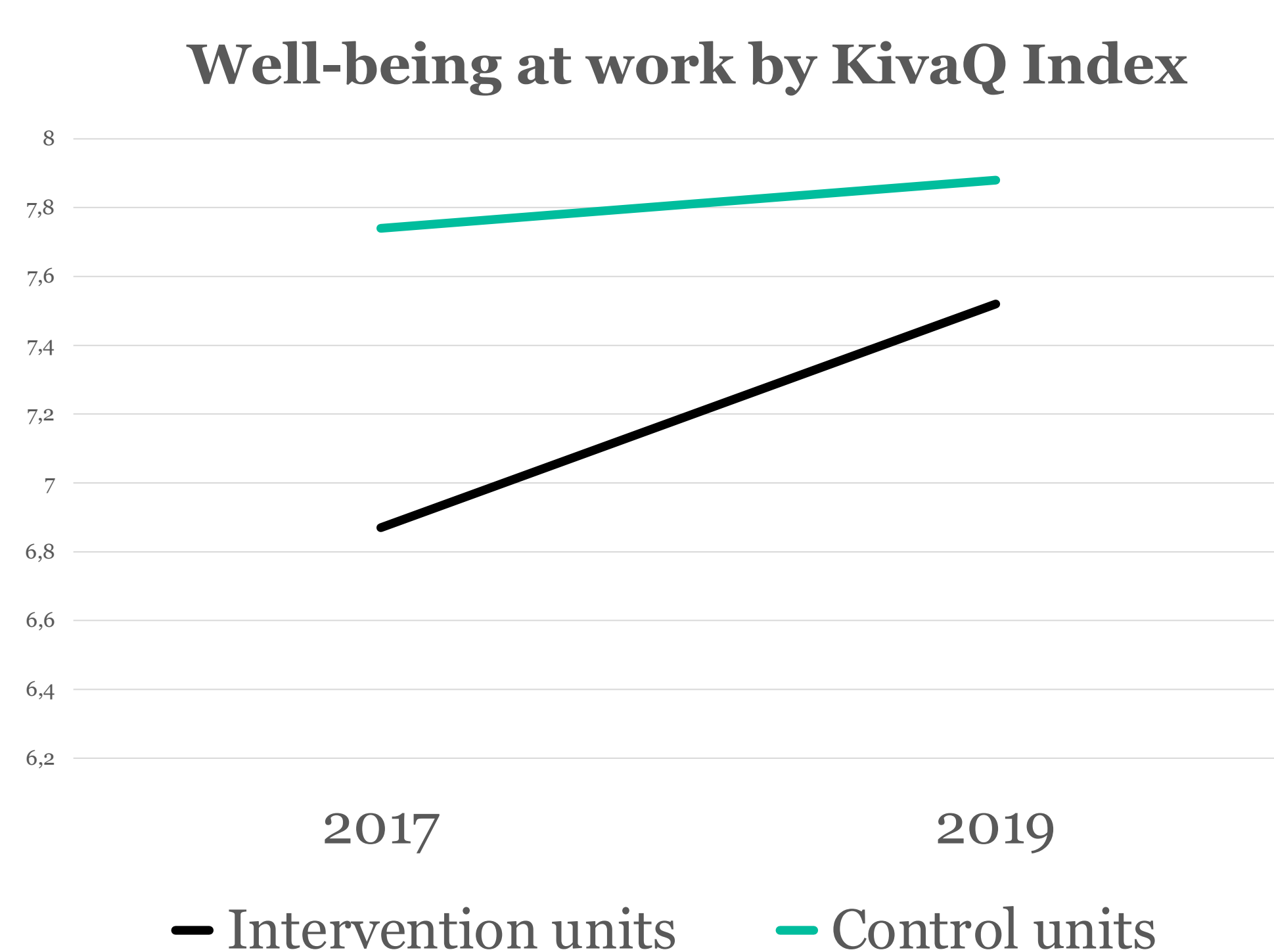
We aimed to examine the long-term effect of a well-being at work project in a municipal health care organisation at baseline, and two and four years after work well-being intervention, i.e. KivaQ workshops (7,8).

## METHODS

The study group consisted of intervention (n=8) and control units (n=39) in a municipal health care organisation. We measured work well-being with a validated KivaQ questionnaire (9), at the baseline (n=615) and after two years (n=674) and compared the results. As the initial well-being at work was lower in intervention groups, the baseline scores were standardized, when the difference in the change of well-being between units was compared. Four-year outcomes will be gained in Dec 2021.

## RESULTS

Well-being at work of the intervention units rose significantly from 6.87 to 7.52 (9.46%) ( $p < 0.001$ ) and that of control groups insignificantly from 7.74 to 7.88 (1.81%) ( $p > 0.1$ ). The difference between the change of well-being at work of the intervention units and the control units was significant also when standardized scores were used ( $p = 0.034$ ).



## CONCLUSIONS

Our results suggest that there may be a longer-term positive effect of well-being at work projects. However, our future research shall reveal whether the improvement persisted also at the four-year follow-up.

Several factors may have contributed to the effectiveness (6). Employees were involved, interventions concerned content of work, and management was committed to the project. Thus, results can't be generalised to apply to interventions that lack these qualities.

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