

EFFECTS OF A WORKSITE VITALITY INTERVENTION ON VITALITY, WORK ENGAGEMENT, PRODUCTIVITY AND SICK LEAVE

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Background: A worksite vitality intervention aimed at improving lifestyle behaviors could be an effective tool to keep older workers vital and healthy, and thereby prolong their labor participation. This study aims to evaluate the effectiveness of such an intervention on vitality, work engagement, productivity, and sick leave.

Methods: In a randomized controlled trial design, intervention group workers (N=367; control group: N=363) received the 6-month Vital@Work intervention consisting of yoga and aerobic exercising, coaching, and free fruit. Data on work-related vitality (UWES vitality scale), general vitality (RAND-36 vitality scale), work engagement (UWES), productivity (single item scoring 0-10) and sick leave (yes/no past 3 months) were collected using questionnaires at baseline (n=730), and at six (n=575), and 12 month (n=500) follow-up. Effects were analyzed according to the intention-to-treat principle with complete cases (n=500) and imputed data (n=730).

Results: There were no significant differences in vitality, work engagement, productivity, and sick leave between intervention and control group workers after either six and 12 months follow-up. However, yoga and workout subgroup analyses showed a 12-month favorable effect on work-related vitality ($\beta=0.14$, 95%CI: 0.04-0.28) and general vitality ($\beta=2.9$, 95%CI: 0.02-5.9) among high yoga compliers. For high workout compliers this positive trend was also seen, but not statistically significant ($\beta=0.11$, 95%CI: -0.04 to 0.25).

Conclusion: The results of this study showed no effects on vitality, work engagement, productivity and sick leave, but did show that high compliance to guided yoga sessions, favorably affected vitality. Implementation of worksite yoga facilities could be a useful strategy to promote vitality-related work outcomes, but only if high compliance can be maximized. Therefore, impeding factors for participation should be investigated in more detail in future research.

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