

A QUALITY IMPROVEMENT INITIATIVE: MOTIVATIONS AND BARRIERS TO HOSPITAL NURSING EMPLOYEE PARTICIPATION IN WORKPLACE WELLNESS PROGRAM

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Introduction and Background

- Workplace wellness program for employees, matters for the prevention of premature deaths, chronic diseases, productivity loss, excessive healthcare costs, loss of income or family earnings, and other social and economic concerns
- Workforce fitness, directly or indirectly, impact employers, shareholders, employees, family members, the community, and society as a whole
- Workforce fitness is important to both companies and workers, yet the overall fitness level of the U.S. workforce appears low and in decline
- Physically active jobs now make up less than 20% of occupations while sedentary work has increased 83% since 1950 in the United States
- According to the CDC, 85% of America's workforce is paid for sitting at a desk all day. Americans are a lot more productive but lot less physically active
- Despite significant health education and knowledge among healthcare professionals, it often does not translate into their own healthy behaviors
- Hospital employees are less healthy than the general workforce and cost more in healthcare spending.

Clinical Significance

- Healthcare providers play an integral role in promoting health-enhancing behaviors, yet they often exhibit unhealthy lifestyle behaviors with work-related stress identified as the most frequently-cited reason
- *Truven Health Analytics* study found that U.S. hospital employees were less healthy than the general workforce, cost 9% more in healthcare spending, had higher utilization of ED, and hospital employees & dependents were 5% more likely to be hospitalized than the overall U.S. workforce
- There is wide support in the literature for a need for health promotion and workplace wellness programs for hospital employees.

Problem Statement

What are the perceived motivations for and barriers to participation or non-participation in hospital-based established workplace wellness programs faced by hospital nursing employees?

Purpose of the Study

The purpose of this *Evidence-Based Quality Improvement Study Project* was to identify the perceived motivations for and barriers to participation or non-participation in hospital-based established workplace wellness programs faced by hospital nursing employees.

Question of Inquiry of the Study

What perceived motivations and barriers associated with participation in hospital-based established workplace wellness programs can be identified through the development of an interventional survey instrument called *Wellness Participation Survey* and administering it to hospital nursing employees?

Review of Literature

- Why workplace wellness programs?
- Workplace wellness programs in hospital setting
- Determinants of participation in wellness programs
- Motivations for participation
- Barriers to participation

Theoretical Framework

- The Transtheoretical Model (TTM) is the theoretical and conceptual framework upon which this QI study project was based. The TTM was developed by Prochaska and DiClemente in the 1970s and 1980s, to measure behavioral readiness for healthy lifestyle change
- The model classifies individuals according to their readiness for change to adopt a healthy behavior in six stages: *pre-contemplation* (unaware, not intending to take action); *contemplation* (intending to change); *preparation* (intending to take action); *action* (actively modifying habits); *maintenance* (sustaining new, healthier habits); and *termination* (the person has no desire to continue unhealthy behaviors)

- Review of literature supported that workplace wellness programs can lead to change at both the individual (employee) and the organization (employer) levels.

Project Design

- The investigator chose to use a descriptive quantitative study method and developed a survey questionnaire as an interventional instrument, *Wellness Participation Survey*, to answer the question of inquiry using a set of 16 questions
- The *Wellness Participation Survey* will be used to identify the demographics of the respondents and the perceived motivations for and barriers to participation in a hospital-based workplace wellness program faced by *hospital nursing employees* in two large public teaching hospitals located in the hospital district of a metropolitan city in the Southwestern United States
- The *Wellness Participation Survey* was designed with and on an online platform, *Research Electronic Data Capture (REDCap)*, which is a secure, HIPAA-compliant web-based solution, that is designed to support data collection and data management strategies for studies such as this QI study project.

Survey Instrument

- A literature search for a data collection instrument found no existing survey instrument that would support this QI study project which indicated the need for the investigator to develop a survey instrument, *Wellness Participation Survey*
- The investigator developed the Survey Instrument after studying the existing workplace wellness programs of the two large public teaching hospitals located in a Southwestern U.S. metropolitan city, and additionally, one not-for-profit private hospital system
- The Survey Instrument was reviewed by an expert panel of six healthcare research professionals which comprised of a director of nursing research program, a manager of clinical research, a professor of internal medicine, a statistician, a seasoned and experienced nurse practitioner who is also an educator at the university level, and a *REDCap* survey administrator
- The results, analysis, and conclusions from the *Wellness Participation Survey* are awaited.