

Pittsburg State University

## Pittsburg State University Digital Commons

---

Posters

2019 Research Colloquium

---

4-1-2019

### Use of Workplace Incentive Programs to Increase Health Behaviors in Nurses

Sydney Harris

*Pittsburg State University*

Barbara McClaskey

*Pittsburg State University*

Follow this and additional works at: [https://digitalcommons.pittstate.edu/posters\\_2019](https://digitalcommons.pittstate.edu/posters_2019)



Part of the [Nursing Administration Commons](#)

---

#### Recommended Citation

Harris, Sydney and McClaskey, Barbara, "Use of Workplace Incentive Programs to Increase Health Behaviors in Nurses" (2019). *Posters*. 27.

[https://digitalcommons.pittstate.edu/posters\\_2019/27](https://digitalcommons.pittstate.edu/posters_2019/27)

This Article is brought to you for free and open access by the 2019 Research Colloquium at Pittsburg State University Digital Commons. It has been accepted for inclusion in Posters by an authorized administrator of Pittsburg State University Digital Commons. For more information, please contact [digitalcommons@pittstate.edu](mailto:digitalcommons@pittstate.edu).





# Use of Workplace Incentive Programs to Increase Health Behaviors in Nurses

Sydney Harris, BSN Student

Irene Ransom Bradley School of Nursing, Pittsburg State University

Barb McClaskey, Ph.D. – Faculty



## Introduction

As the healthcare fields largest group of professionals, nurses serve as the front line for health promotion and are in the visual position to be a convincing model for health behaviors (Hurley, Edwards, Cupp, & Phillips, 2018).

According to the ANA and AACN, baccalaureate nurses are expected to be role models for healthy behaviors.

- ANA definition of healthy nurse:
  - "one who actively focuses on creating and maintaining a balance and synergy of physical, intellectual, emotional, social, spiritual, personal and professional wellbeing"
  - In order to be considered a healthy nurse one must:
    - "live life to the fullest capacity, across the wellness/illness continuum, as they become stronger role models, advocates, and educators, personally, for their families, their communities and work environments, and ultimately for their patients" Hurley, Edwards, Cupp, & Phillips, 2018)

## Background Information

Several studies show that nurses themselves perceive that they are to be considered role models in an effort to fight obesity and promote health of the population

- In a study of 540 nursing students, 75% agreed that nurses should be role models for healthy behavior.

In the same study, 69% of the nursing students agreed that nurses should practice effective healthcare behaviors if they are educating patients to do so (Hurley, Edwards, Cupp, & Phillips, 2018).

Poor health behaviors such as physical inactivity, unhealthy eating, and smoking/alcohol abuse are the main risk factors for noncommunicable diseases.

- There is a correlation between shift and rotational night shift workers and increased prevalence risk factors for NCD such as weight gain, physical inactivity and poor eating habits (Phiri, Draper, Lambert, E. V., & Kolbe-Alexander, 2014)
- A study of 541 registered nurses, and 1475 nursing students showed poor healthy behavior results including:
- 48% average body mass of 24.76 and did not meet CDC guidelines for physical activity
  - 64% did not consume recommendations for fruits and vegetables
  - 42.5% consumed an excessive amount of fat and sugar (Hurley, Edwards, Cupp, & Phillips, 2018)

A Similar study published in the American Association of Occupational Health Nurses, was conducted with a sample size of 2,927 nurses

- Average BMI of 26.72, with 55% were considered overweight, and 23% considered obese (Hurley, Edwards, Cupp, & Phillips, 2018)

Consistently, research with a sample of only Tennessee Nurses revealed the following statistics:

- 4% reported smoking
- 24.9% drink alcohol
- 64% were either overweight or obese
- 70% were physically inactive or did not meet recommendations
- 36.2% followed healthy eating guidelines 50% of the time

## Purpose

The purpose of this study is to provide information that shows that the use of health behavior incentive programs will increase nurses' perception of health, and will increase physical activity, decrease unhealthy eating and sleep habits, as well as decrease the use of smoking and alcohol consumption

## Methods/Materials

### Population:

Nurses, as well as all those working within a healthcare system

### Interventions:

The health of nurses in a hospital setting must be taken seriously, and leaders across the setting must increase efforts for a healthy, professional workplace

- Studies have shown that the work place has been described as "an advantageous site for health promotion, offering a captive audience for a large part of the week and the support of peers and colleagues" (Perry, Gallagher, & Duffield, 2015).

Workplace Health Incentive Programs can be used to push employees to spend more time analyzing what it is they put into their bodies, as well as the amount of exercise that they partake in, and the amount of sleep that they get.

- This can be done by offering a point system based on tracking food intake, physical activity, hours of sleep, and cutting back on smoking and alcohol consumption (during and outside of work hours)
- The accumulation of points can offer, based on company policy, bonuses or added PTO.

Additional points or rewards can be given to employees who spend time learning about health behaviors that discuss positive health behaviors



### Comparison:

Nurses' health behaviors without the use of incentive programs

There has been significant evidence that shows that nurses generally do not meet the recommendations set by the CDC for time partaking in physical activity, amount of fruits and vegetables consumed, and alcohol intake

- As well as a heightened level of nurses who are considered "overweight" or "obese" according to their BMI (Perry, Gallagher, & Duffield, 2015).

It is important to note that, while there is a percentage of hospitals that do have some type of incentive program in terms of increasing health, these programs are not always strongly encouraged

- If a program such as this is put in place, it should be heavily promoted especially when the outcome lines

## Anticipated Results

### Healthier nurses

- Nurses would have a better understanding and analysis of their own health, as well as ways to better improve their overall health and wellness as well as quality of life.
- According to the American Hospital Association, it was stated that the use of incentive programs for integrating health and wellness could bring hospitals closer to reaching goals set by Healthy People 2020 (Health Research and Educational Trust, 2016)

### Increased retention of nurses

- Nurses that participate in programs such as this, would be anticipated to have an increased feeling of connection with the hospital that they serve, and a feeling of truly being cared about rather than just an employee number

### Better work environments

- Workplace Health Incentive Programs can aid in connecting coworkers together, in terms of accountability, shared common activities, and support groups
- Coworkers could also participate in community activities, such as marathons, awareness walks, and exercise classes

### Increased patient satisfaction and safety

- When thinking about "practice what you preach", patients will look at their nurses with more reliability knowing that they too are working to increase their own health as well as the health of the patient, and
- One study showed that nurses who participate in a health incentive program were better able to connect with their patients, incorporate their own health and wellness into their work, and experience an increase in patient satisfaction



## References

Health Research and Educational Trust. (2016). *Health and Wellness Programs for Hospital Employees*. Survey, American Hospital Association.

Hensel, D. (2011). Relationship Among Nurses' Professional Self-Concept, Health, and Lifestyle. *Western Journal of Nursing Research*, 45-62.

Hurley, S., Edwards, J., Cupp, J., & Phillips, M. (2018). Nurses' Perception of Self as Role Models of Health. *Western Journal of Nursing Research*, 40, 1131-1147.

Perry, L., Gallagher, R., & Duffield, C. (2015). The health and health behaviours of Australian metropolitan nurses: an exploratory study. *BMC Nursing*, 1-11.

Phiri, L. P., Draper, C. E., Lambert, E. V., & Kolbe-Alexander, T. L. (2014, Feb 4). Nurses' lifestyle behaviours, health priorities