



University of Johannesburg Workplace Wellness Programme Survey

The fourth section (question 19-29) of the questionnaire refers to intervention information. The researcher is aware of the sensitivity of the questions in this section, but once again, you are assured that your response will remain anonymous.

Q19. Which of the following health assessment interventions would you as an employee like to see in your workplace?

- Health Risk Assessments** (i.e. a questionnaire on self-reported health behaviours, personal health history and family health history that identifies individual health risks)
- Biomedical screening** (i.e. the measurement of height, weight, blood pressure and blood chemistries for the early diagnosis of possible disease and disability)
- Employee health surveys** (i.e. a census survey to determine the specific health needs of the employee population)
- Interest surveys** (to gather information on specific employee preferences with regards to alternative intervention options)

Q20. Which of the following physical activity interventions would you as an employee like to see in your workplace?

- A health library
- A fitness web page
- Free/subsidised fitness assessments (by professionals)
- Free/subsidised exercise programme prescription (by professionals)
- Free/subsidised one-on-one training sessions (with a professional)
- An on-site fitness professional/counsellor
- Free/subsidised health club membership
- Training support groups (a training buddy or support system)
- Free/subsidised recreation club membership (for e.g. bowling, softball, etc.)
- On-site fitness classes (for e.g. aerobics, spinning, pilates, yoga, etc.)
- Regular fitness competitions
- Running/walking clubs
- Fun run participation/sponsorship

Q21. Which of the following worksite nutrition interventions would you as an employee like to see in your workplace?

- Individual counselling
- Group information sessions
- Motivational talks
- Computer-tailored messages
- Nutrition workshops (that include healthy food preparation skills)
- Family programmes (to include the whole family in nutrition interventions)
- Healthy eating through cafeterias
- Healthy eating through vending machines
- Healthy eating through catering policies

Q22. Which of the following worksite weight management interventions would you as an employee like to see in your workplace?

- Access to self-help groups (for e.g. Overeaters Anonymous)
- Free/subsidised commercial weight loss programmes (like Weight Watchers)
- Individual dietary or psychological counselling
- Contracts with/access to medical treatment providers
- Weight loss incentives (like prizes)
- Worksite weight loss competitions
- Friend and family support for dieters (like articles in newsletters on how to assist the dieter)

Q23. Which of the following tobacco control and cessation interventions would you as an employee like to see in your workplace?

- Tailored messages in various media (like in newsletters, etc)
- Self-help manuals/DVDs
- Individual cessation counselling
- Web-based/computer-based information and counselling
- Access to information on community services/programmes
- Access to cessation groups
- Access to quit lines
- Access to a buddy-support system
- Companywide cessation programmes, competitions, incentives, etc.
- Contracts with managed care providers (that include assessment and counselling for tobacco cessation)
- Friend and family support for smokers (like newsletters, articles on how to assist the smoker)

Q24. Which of the following medical self-care interventions would you as an employee like to see in your workplace?

- Self-care education
- Physician-patient communication training
- Self-care products and services training
- Access to self-care books
- On-line support material

Q25. Which of the following stress management interventions would you as an employee like to see in your workplace?

- Task redesign (to get a better fit between the employee and the demands of the job)
- Work environment redesign (to keep the employee more stimulated)
- Better defined job roles and responsibilities
- Flexible work schedules (compatible with employees outside responsibilities)
- Participative management
- Inclusion of employees in their own career development planning
- Clear information to employees on imminent organisational developments (that directly affect their employment)
- Improved job security
- Provision of social support
- More teamwork
- More cohesive teams
- Shared rewards
- Stress management training (that includes muscle relaxation, meditation etc.)

Q26. Which of the following employee assistance interventions would you as an employee like to see in your workplace?

- Counselling for employees regarding their personal concerns
- Critical incident stress debriefing
- Services to expatriates
- Organisational change and corporate coaching

Q27. In your opinion, where do you think an Employee Assistance Programme (EAP) can benefit employees the most with regard to their personal concerns?

- | | |
|---|--|
| <input type="checkbox"/> Marital problems | <input type="checkbox"/> Depression |
| <input type="checkbox"/> Family dysfunction | <input type="checkbox"/> Stress |
| <input type="checkbox"/> Alcohol use/abuse | <input type="checkbox"/> Legal issues |
| <input type="checkbox"/> Drug use/abuse | <input type="checkbox"/> Job and career issues |
| <input type="checkbox"/> Dependant care | <input type="checkbox"/> Finances |
| <input type="checkbox"/> Anxiety | <input type="checkbox"/> Healthcare |

Q28. Which of the following social health interventions would you as employee like to see in your workplace?

- Family friendly policies (like maternity/paternity leave, flexitime, relocation assistance, child-care benefits etc.)
- In-house child and family services (like child and parent daycare etc.)
- Family/friendship values reinforced through various media (for e.g. in newsletter stories)
- Training supervisors on family issues
- Family picnics and other events
- Health promotion programmes open to family members
- Programmes to encourage families to volunteer for community service
- Mutual support groups on family issues (new parent groups, marital enrichment groups, etc.)

- Interactive family-centred health promotion activities
- Employee discussion groups on family issues
- Information sessions on relationship topics
- Skill-building sessions to build relationship skills
- Restructuring the organisation for better communication
- More incentives for teamwork
- More informal communication system across employee groups and management
- Interactive training to improve team functioning
- Interactive training for small group participation
- Work group participation in health promotion competitions
- Interactive discussions to foster work group norms and values
- Skill-building sessions to improve relationships at work
- Value-clarification exercises on cooperation and competition
- Training and listening skills

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