

Investigation of the Barriers and Facilitators to Making Healthy Choices at Work

ABSTRACT

This project aims to examine how workplace barriers and facilitators can affect an employee's healthy choices. Barriers are factors that prevent the employee from making a healthy choice, whereas facilitators are factors that encourage the employee to make a healthy choice. It is imperative to understand how these barriers and facilitators affect the employee's ability to make healthy choices in order to understand the importance of their presence within the workplace. The results of this study will further support previous research findings related to this topic, as well as support future attempts aimed to improve the overall well-being of employees in the workplace.

INTRODUCTION

The National Institute for Health (2017) reports that 69% of the United States population is classified as overweight or obese, in addition to rising obesity rates (Ogden, Carroll, Kit, & Flegal, 2012). To further support the finding, a systematic analysis conducted for the Global Burden of Disease Study (2013) found that since 1980, there has been a 27.5% increase in overweight or obese classifications for adults and a 47.1% increase for children (Ng et al., 2014).

To counter against the epidemic, it is important for people begin to make healthier choices while at work by engaging in more physical activity and eating healthier. In order to understand how a person will want to increase their engagement in physical activity, it is necessary to consider previous research findings where physical environmental factors directly impact physical activity (Mcneill et al., 2006). This project aims to examine how workplace barriers and facilitators can affect employees in making healthy choices. Barriers are factors that prevent the employee from making a healthy choice while facilitators are factors that encourage the employee to make a healthy choice. Previous research associated to this topic has found a negative correlation between workplace barriers and healthy choices; alternatively, the correlation between workplace facilitators and healthy choices is positive (Mazzola, Moore, & Alexander, 2017).

Research Question.

What workplace barriers and facilitators have an effect on an employee's health-related decisions?

HYPOTHESES

Hypothesis 1: Workplace barriers will be negatively associated with healthy choices
Hypothesis 2: Workplace facilitators will be positively associated with healthy choices



Furthermore, Griffin and Clarke (2011) proposed an integrated model of stress, health, and job performance. They argued that health outcomes and performance are impacted by stressors (e.g., barriers), Therefore, we offer the following mediation hypotheses.

Hypothesis 3: The relationship between barriers and job performance is mediated by health-related choices.
Hypothesis 4: The relationship between barriers and health outcomes is mediated by health-related choices.



Hypothesis 5: The relationship between facilitators and job performance is mediated by health-related choices.
Hypothesis 6: The relationship between facilitators and health outcomes is mediated by health-related choices.



PARTICIPANTS

Participants will be working professionals recruited from a variety of professional organizations (e.g., Society for Human Resource Management, Society for Industrial and Organizational Psychology, Academy of Management, etc.), professional list-serves, and from the PI's professional network. Approximately 200 working professionals will be recruited.

MATERIALS AND PROCEDURES

Over the course of a two-week period, participants will be contacted 5 times to report on the barriers and facilitators they experienced that day at work. Additionally, Participants will complete self-reports on the daily dietary and physical activity decisions made, in addition to information about their level of work productivity. Participants will complete the survey through online administration and on each day of the study they will receive an email with a link to Qualtrics.

RESULTS

The data will be analyzed by conducting a series of repeated measures regressions. The results of this study will further support previous research findings related to this topic, as well as support future attempts aimed to improve the overall well-being of employees in the workplace.

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