

## Long-term effects of work well-being interventions

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### Introduction

The economic and societal importance of well-being at work is substantial. It correlates positively with organisational performance indicators such as productivity, profitability, customer satisfaction, lower employee turnover, and sick leave.

Furthermore, evidence exists on the effectiveness of work well-being projects. Demonstrating the impact of such projects has generally been done by comparing measurement results before and after the project. However, the post measurement is usually done only once and close to project completion. Follow-up studies and evidence of long-term effects are scarce.

The aim of this study was to examine the long-term effect of a well-being at work project in a municipal health care organisation at baseline, and two and four years after work well-being interventions, i.e. KivaQ workshops.

### Material and methods

The study group consisted of intervention (n=8) and control units (n=39) in a municipal health care organisation. We measured work well-being with validated KivaQ-questionnaire, at the baseline (n=615) and after two years (n=674) and compared the results. Four-year outcomes will be gained in December 2021.

### Results

According to preliminary results, there was a 9.5% improvement in work well-being from 6.87 to 7.52 ( $p < 0.001$ ) in the intervention units, whereas improvement was insignificant 1.8%, from 7.74 to 7.88 ( $p > 0.1$ ) in the control units.

### Conclusions and future prospects

Our results suggest that there may be a longer-term effect of well-being at work projects. However, our future research shall reveal whether the improvement in work well-being persisted also at four-year follow-up.