



Working healthier at a care facility

Module 6.1 Project

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Master's Degree in Health Promoting Organizational Development

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Agenda

1. Recap
2. Workshop
 - 2.1 Workshop - Agenda
 - 2.2 Project report
 - 2.3 Infographic
 - 2.4 Workphase
3. Workshop Reflection
4. Further procedure



Recap

Care facility: **600 employees, elderly care**

- Assessment of psychological threats at work
- **6 interviews** qualitative survey
- mental health risk assessment **COPSOQ**, Brief Resilience Scale, Brief Resilient Coping Scale & 4 self-constructed items Corona loads
- **response**: 204/ 600 => **34%**
- main result: **strongly increased physical & emotional demands** compared to average value of Germany

Recap

Individual resources (coping & resilience) are not significant with respect to burnout risk.



A strong indicator of the risk of burnout is the given work demands.



Recommendations for action derived from the survey must start at the organizational level and not at the individual behavioral level.

Workshop - 02.06.

Goals

- Workshop experience with real managers
- Learn more about the organization and the elderly care
- to bring different parts of the organization to talk to each other about health related topics
- to develop measures together

Participants

- HR, facility managers, care managers, Representative of the CEO
- University of Applied Sciences Magdeburg-Stendal: students & Prof. Dr. Rahim Hajji
- Representatives of a company for organisational development

Workshop - Agenda

- 1. Welcome**
- 2. Response rate**
- 3. Explanation of the project report**
- 4. Central results**
- 5. Work phase**
- 6. Recommendations for action**

Project report

1. **Greetings**
2. **Reading and interpretation guide**
 - How are the results to be interpreted?
3. **Central results in text form**
 - The surveyed topics & central results are explained.
4. **Results of the mental risk assessment**
 - Detailed presentation of results in the form of bar charts & percentages
5. **Comparative results**
 - Comparison: WUP results vs. Germany-wide average

Workphase

Problem solving process



Workshop Reflection

Goals

- Workshop experience with real managers
- Learn more about the organization and the elderly care
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Criticism

- Presenting our recommendations for action following the measures developed by the representatives of the care facility itself meant that they did not receive much attention.

Further procedure

Reflection Workshop about the Workshop

- How did the workshop and the individual workshop parts go?
- What was good?
- What can we do better next time?
- Was it helpful for the care facility?

Writing an article about the quantitative study

- Demands, resources, and burnout in elder care during the Corona pandemic.

Thank you for your attention!