The Impact of Improved Workstations on Employees Health & Productivity

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Abstract

Many companies have been struggling to minimize the number of incidents and lost work days resulting from inadequate office ergonomics and employee behavior at the workplace. These issues have a direct impact on employee productivity and individual performance. Occupational health incidents also increase the cost of medical services and liability of companies. This project work has focused on investigating the impact of improving office workstations and the one-to-one training provided to a number of employees in a local oil company. A thorough assessment was carried out on the tools and monitoring systems used in the workplace and how these could be improved. The data relating to the study were collected using an online web-based ergonomics database and further details were obtained from the participants. The previous employee workstations setup and practices had many shortfalls and were not in line with acceptable ergonomics standards. Many employees were complaining of different types of discomforts with a severity ranging from low to high. The outcome of the analysis clearly demonstrated that the participants have benefited from the improvements following the modifications of their workstations and this was evident in the reduction of the discomfort level reported by them. It was also concluded that the awareness of basic ergonomics had a direct impact on participants lifestyles and improved their physical conditions. It is believed as well that many employees have also seen improvements in their work performance and individual productivity. The thesis has also provided guideline on how continuous improvements of office ergonomics could be achieved and recommendations were drawn in this regard.