**A computer with a graph and gears

Description automatically generated**

**Needs Analysis: Health & Wellness and Working from Home**

**Team Members:** Gurwinder Singh (200557497), Manpreet Kaur (), Rahul Gupta (), Sukhminder Kaur ()  
**Course Title:** HRMN 1008: Training and Development  
**Date:** June 3, 2024

**Introduction**

Thank you for selecting **WellnessWorks Training Solutions** to address the critical issue of health and wellness in the context of remote work. WellnessWorks is dedicated to enhancing employee well-being through innovative and effective training programs. The topic of health and wellness while working from home has gained significant importance in 2024 as remote work continues to shape the modern workplace. According to a report by the Stanford Institute for Economic Policy Research (SIEPR), 42% of U.S. workers are now working from home full time, accounting for more than two-thirds of economic activity. This shift underscores the need for targeted interventions to support employee well-being and productivity.

**Method**

To comprehensively understand the health and wellness needs of employees working from home, we conducted a comprehensive survey. The survey, comprising 11 questions, was distributed to 25 colleagues within our class, yielding 19 responses and achieving an excellent 76% response rate. The survey covered various aspects of health and wellness, including physical and mental health, frequency of breaks, resources provided by employers, and methods for managing stress. Additionally, we integrated current industry reports and research studies to enrich our findings and provide a well-rounded analysis.

**Top Key Findings from Needs Analysis Data**

Our analysis of the survey data revealed several key insights:

1. **Physical Health Issues:**
   * 58% of respondents reported experiencing back pain.
   * 42% reported neck pain.
   * 37% experienced eye strain.
   * 53% reported weight gain.

These findings underscore significant physical health challenges faced by remote workers. One respondent mentioned, "Sitting for extended periods without proper ergonomic support has resulted in persistent back pain."

1. **Mental Health Issues:**
   * 47% of respondents rated their mental health as fair.
   * 37% reported increased stress.
   * 16% experienced anxiety.
   * 21% experienced depression.

The data suggests that mental health is a significant concern, with many remote workers struggling to manage stress and maintain positive mental health.

1. **Break Frequency and Boundaries:**
   * Only 26% of respondents take breaks every hour.
   * 37% set boundaries to separate work and personal life, but 11% struggle to maintain them.

This indicates a need for improved strategies to encourage regular breaks and effective boundary-setting to enhance overall well-being.

These findings align with existing research, which indicates that remote work can exacerbate physical and mental health issues if not properly managed. As training experts, we conclude that targeted training sessions focusing on ergonomics, stress management, and effective break-taking can significantly improve health and wellness for remote workers.

**Recommendations**

Based on our findings, we recommend implementing a comprehensive training program to address the identified health and wellness challenges. Specifically, we propose a 30-minute training session focused on ergonomics, mental health, and effective work-life balance strategies. WellnessWorks Training Solutions is prepared to deliver this session to equip employees with the necessary tools and knowledge to enhance their well-being while working from home.

**Recommended Title for Workshop and Drafted Training Objectives**

Title: "Thriving at Home: Health & Wellness Strategies for Remote Work"

**Learning Outcomes:**

By the end of the lesson plan,

* Participants will be able to identify and implement ergonomic practices to reduce physical health issues such as back and neck pain.
* Participants will learn effective stress management techniques to improve mental health while working remotely.
* Participants will be able to understand the importance of taking regular breaks and setting boundaries to maintain a healthy work-life balance.
* Participants will learn practical exercises and strategies to enhance overall health and wellness while working from home.
* Participants will be able to recognize the benefits of maintaining a clean diet and will learn how to plan and prepare nutritious meals to support their health and productivity while working remotely.

**Conclusion**

We appreciate the opportunity to support your organization's health and wellness initiatives. Our targeted training session will equip your employees with the necessary skills to thrive in a remote work environment, enhancing both their productivity and overall well-being.

**Appendix**

For the needs analysis data, we utilized information sourced from the Stanford Institute for Economic Policy Research (SIEPR) publication titled "How Working from Home Works Out". The data provided valuable insights into the prevalence and impact of remote work on various aspects of employee health and wellness. The publication can be accessed at the following link: [Stanford Institute for Economic Policy Research (SIEPR) - How Working from Home Works Out](https://siepr.stanford.edu/publications/policy-brief/how-working-home-works-out)

Welcome, everyone! As remote work becomes the new norm, our session today focuses on essential health and wellness strategies to help you thrive at home. Let's dive into practical tips to boost your well-being and productivity!