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Challenges and opportunities of digitalization for health and well-being at work

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Background and Methods

- Austrian Health Promotion Fund supported 20 projects focusing on 'Workplace Health Promotion (WHP) in the Working world 4.0'
- Research questions:
 - What challenges and opportunities regarding “Work 4.0” were identified?
 - What measures have the companies developed?
- External evaluation - mixed-methods:
 - Workshops/group interviews (24 WHP project managers)
 - Document analysis: catalogues of measures (20 catalogues)
 - Online survey (71 participants)

Results – challenges & opportunities

Important Challenges of Digitalization in Companies

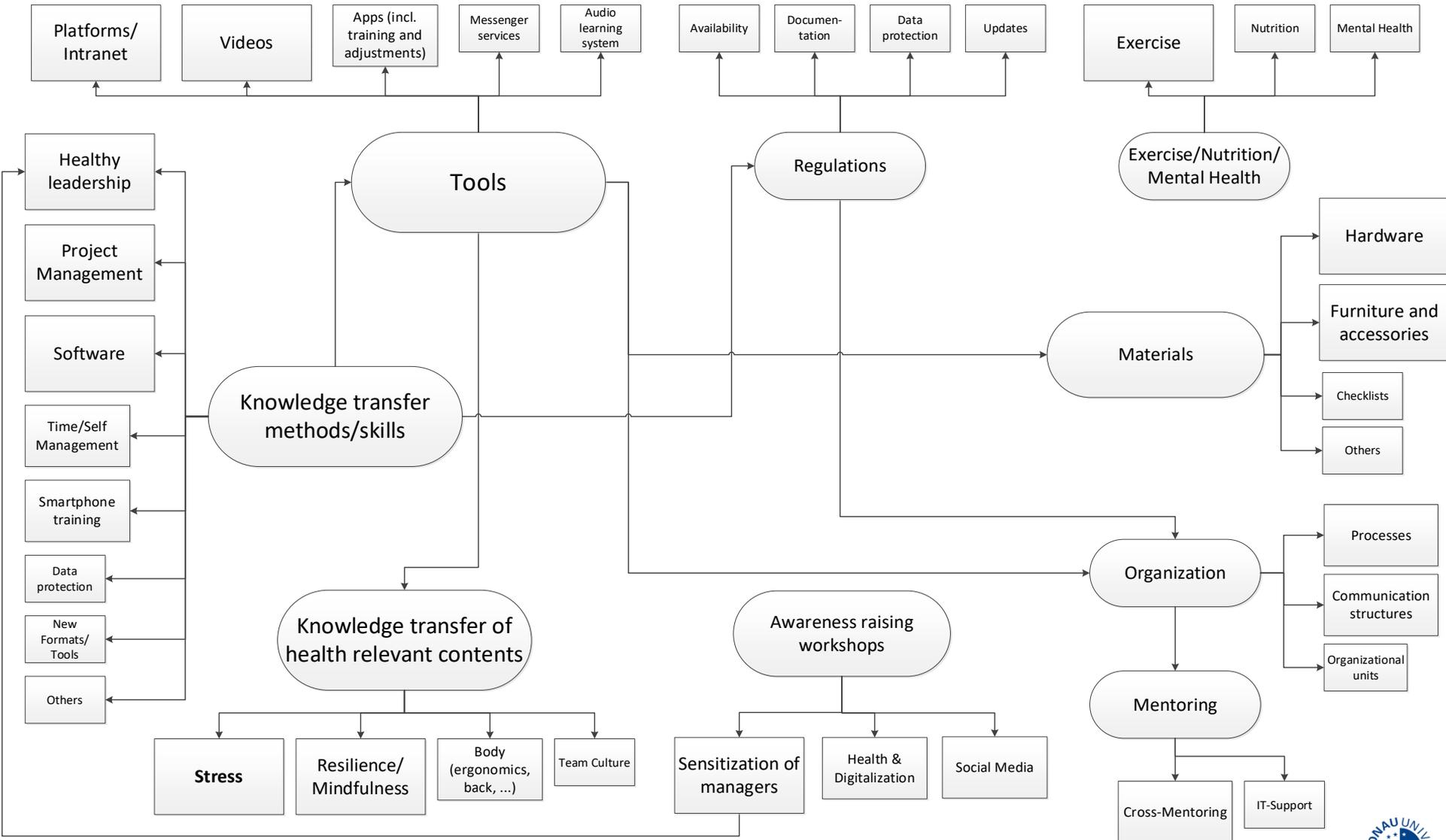
	n	M	SD
Managers need to be sensitized to health and digitalization	63	3.2	0.9
Constant availability of employees as a health risk	66	3.2	0.9
Mental strain and stress due to digitalization	65	3.1	0.9
Eye strain due to screen work	65	3.0	1.0
Double tracking occurs digital–analog	62	3.0	0.9

Important Opportunities of Digitalization in Companies

	n	M	SD
Knowledge transfer can be optimized through digitalization	65	3.5	0.6
Communication processes can be optimized through digitalization	66	3.5	0.6
Documentation can be unified/simplified through digitalization	66	3.5	0.7
Digitalization allows work information materials to be designed in a new and clearer way	63	3.5	0.8
Employees' digital skills can be strengthened	64	3.4	0.7
Collaboration becomes more flexible through digitalization	64	3.3	0.8

Note. 4=very important, 3=rather important, 2=rather unimportant, 1=very unimportant

Results - measures



Conclusions

- Opportunities presented by digitalization → more important than challenges
- Examination of digitalization in the context of health and well-being at work → highlighted the positive aspects of digitalization
- Combining "digitalization" and "health and well-being at work" → win-win situation
- Health promotion measures implemented can serve as examples of good practice