



# HEALTH PROMOTION AMONG EMPLOYEES OF TARLAC STATE UNIVERSITY

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**Abstract:** This study aimed to evaluate the compliance of the Animal Bite Center in Tarlac City when it comes to health standards. The paper included the evaluated level of compliance on health standards, identified problems faced by the center, action plan, and the implications of the study on the field of Public Administration. Given the degree matter's relevance to public health and safety, a thorough study into the management of animal bites becomes imperative. Through this study, the researcher sought to contribute valuable insights that could enhance the overall effectiveness of public health administration and management and in addressing problems related to animal bites. On the other hand, the researcher utilized the quantitative descriptive design and a random sampling to gather data and to fully satisfy the purpose of the study. A total of one hundred ten (110) respondents took part in this study including victim clientele and personnels in the Animal Bite Center in Tarlac City. Findings revealed that compliance on health standards of the Animal Bite Center in Tarlac City under the policies and guidelines got the highest grand mean of 4.40 and was evaluated as Often Complied. Whilst the quality services got the lowest grand mean of 3.43 and was evaluated as Sometimes Complied by the respondents. The overall rating obtained a grand mean of 4.02 and evaluated as Often Complied.

## I. INTRODUCTION

The well-being and quality of life of individuals and communities are significantly improved by health promotion. The World Health Organization (WHO) defines health promotion as the process of empowering people to exert more control over and make improvements to their health. It shifts from concentrating on human behavior to a variety of social and environmental interventions.

Health promotion strives to improve general health and prevent the development of diseases by emphasizing preventative actions, empowering people, and providing supportive settings. As such, the World Health Organization (WHO, 2019) emphasizes the importance of health literacy in empowering individuals to navigate the healthcare system, engage in self-care practices, and advocate for their own health needs.

Beyond changing one's own behavior, health promotion focuses on developing surroundings that encourage health and wellbeing. It provides help to lessen health inequities by addressing social determinants of health such access to healthcare, education, employment, and safe living conditions. Regardless of socioeconomic situation, people should be given the opportunity to live satisfying lives and make healthy decisions, (Marmot, 2020).

Globally, seven of the ten leading causes of deaths in 2019 were non communicable diseases or NCDs (ischemic heart disease, stroke, chronic obstructive pulmonary disease, neonatal conditions, cancer of the trachea, bronchus and lung, Alzheimer's disease, and other dementias) which are perceived preventable by maintaining a healthy lifestyle. These NCDs accounted for 44% of all deaths or 80% of the top 10. However, in 2019 all NCDs together accounted for 74% of deaths globally. Ischemic heart disease (IHD), responsible for 16% of the world's total deaths making it the world's biggest killer and has the largest increase in deaths in 2000 rising by more than 2 million to 8.9 million deaths in 2019. The 2nd and 3rd leading causes of death are Cerebrovascular Diseases (CVDs) or Stroke and Chronic Obstructive Pulmonary Disease (COPD) with approximately 11% and 6% of total deaths respectively (World Health Organization, 2020).

Locally, the top three causes of death in the Philippines (from January to September 2022) were IHD (77,173 cases or 18.5% of the total deaths) CVD (42,890 deaths with 10.3% share) and neoplasms/cancer (42,497 recorded cases with 10.2% share) . Diabetes Mellitus ranked fourth with 26,744 cases with 6.4% share. Hypertensive diseases recorded 23,971 cases with 5.7% share making it the fifth leading cause of death (Philippine Statistics Authority, 2022). According to Dr. Jeanette Lazatin, the Provincial Health Officer of Tarlac, the top 10 leading causes of mortality (general population) in the province of Tarlac in 2022 are: Stroke, heart attack, cancer (all forms), multi-organ failure and Diabetes Mellitus (with unspecified complications), Pneumonia, Heart disease, Renal failure, Covid-19 and Essential (Primary) Hypertension. All identified causes of death can be prevented by lifestyle modification and health promotion.

The 2018 Joint Mission to the Philippines of the United Nations Inter Agency Task Force on the Prevention and Control of Non-Communicable Diseases (WHO, 2018c) learned that the lawmakers were interested in developing policy in removing trans-fat from all food and to regulate the marketing of unhealthy food to children. This effort is seen to be essential to be initiated at the school level. The academic community is crucial in fostering students' and employees' health and wellbeing by taking on more responsibility to include health promotion in their mission and vision as they become more aware of how the academic environment affects people's physical, mental, and emotional health. However, some people believed that, even the most minor cuts and punctures, as well as bites from animals, have the potential to become infected and to transfer bacteria to other parts of the body. This is the case even for the least dangerous interactions with animal species. It is imperative to take the necessary precautions after being bitten or scratched by any animal, regardless of whether the animal was a domesticated pet or a wild one. The likelihood of developing an infection following a bite that causes the skin to deteriorate is significantly raised. It is vital for governments and organizations that work in public health to create and implement effective prevention and treatment techniques for animal bites in order to lower the overall frequency of animal bites around the world. This can be accomplished by developing and implementing effective prevention and treatment strategies for animal bites. This is due to the fact that animal bites can result in major health complications such as infection, tetanus, and even rabies. Meng et al. (2016) states that as a result of this, it is absolutely necessary for these methods to be created and utilized.

In the pursuit of fostering a healthy learning environment, educational institutions must prioritize not only academic excellence but also the overall wellness of their constituents. This involves creating spaces that encourage physical activity, providing nutritious food options, and implementing mental health support systems. By integrating wellness into the core values and mission of the institution, a culture of health becomes ingrained in the fabric of daily life, influencing the choices and behaviors of individuals within the academic community. Supporting the well-being of employees and staff is equally crucial in maintaining a healthy academic ecosystem. Education itself becomes a powerful tool for health promotion within the academe.

According to the institute for Clinical Systems Improvement Going Beyond Clinical Walls: Solving Complete Problems (October 2014), health is produced by 40% Socioeconomic Factors (education, job status, income, family and social support and community safety); 10% physical environment; 30% health behaviors or lifestyle and 20% health care which includes access to care and quality of care (given by the health professionals and the availability of medical services and medications) The interventions can include improving our healthy public policies, healthy settings such as schools, communities and workplace; and health facilities, medicines and equipment, human resources, and health financing.

The researcher was a medical doctor who is a board member in an organization (Philippine College of Lifestyle Medicine) who actively participate in health promotion. The researcher was also a school physician and currently an executive assistant for health in a local government unit.

## **I.2 STATEMENT OF THE PROBLEM**

This study aimed to evaluate the health promotion of employees at Tarlac State University. Specifically, this study sought to answer the following questions.

1. How is the profile of the respondents be described along with:
  - 1.1 Age
  - 1.2 Sex
  - 1.3 Marital status
  - 1.4 Position
  - 1.5 Educational Attainment
  - 1.6 Length of Service

2. How is the Health Promotion among employees of Tarlac State University be described and evaluated along with:
  - 2.1 Knowledge
  - 2.3 Attitude
  - 1.3 Practices
3. Is there a significant relationship between the profile and health promotion among Employees of Tarlac State University?
4. What plan of action can be proposed to enhance the health promotion among employees of Tarlac State University?
5. What are the implications of the study to Public Administration?

### **Scope and delimitation of the study**

This study will contribute to the health promotions of the Department of Health to the different learning institutions (employees, staff, and students) of the country especially Tarlac Province, to the local government units, health professionals and future researchers.

To the Department of Health, this research can be of help in creating health promotion programs that will be more effective to the employees, staff, and students of different learning institutions.

To the Local Government Units, the results of this study will encourage our government in implementing the health promotion programs to their constituents by allocating more budget to these activities. A healthy environment will also help reduce financial burdens to the community.

To Tarlac State University, can contribute a lot in the implementation of the health promotion programs of the Department of Health by prioritizing school activities related to health awareness. It can be the prime mover of school-based health promotion in the whole province of Tarlac. Since it is the largest university, it can cater a lot of individuals. Moreover, since it is a state university, it has the edge in terms of accessibility of funds and resources from the government agencies. Having healthy employees and students is a great achievement thus Tarlac State University will leave a legacy in the life of their employees and students. It can serve as a model and pioneer of healthy setting for living, learning, and working.

To the Employees of Tarlac State University who are the main respondents of this research, will promote health programs and will serve as role models to their respective students by practicing healthy lifestyle. Moreover, being healthy means better performance leading efficiency and better productivity.

To the Students of Tarlac State University, they will know the importance of health in achieving their dreams of becoming future leaders and influencers of this country. Healthy students produce more positive academic outcomes and lead to more achievements.

To the Health Professionals, they will be more empowered to “walk the talk” in serving as role models in promoting health awareness and practicing what they preach (healthy lifestyle). They can also lead information dissemination through webinars, lectures, and seminars.

The study can influence and inspire Future Researchers, to conduct more research related to health promotion that can be of beneficial not just to them but to their family and the whole community as well,

#### **Scope and Delimitation of the Study**

This study focuses on the demographic profile. Knowledge, Attitudes and Practices on Health Promotion of Employees of Tarlac State University. It includes 240 personnel who are teaching (full time and permanent) and non-teaching staff of the Tertiary and Post Graduate Studies of Tarlac State University who are currently employed for the school year 2023-2024. The researcher used convenience sampling in the distribution of questionnaire.

### **RESEARCH DESIGN**

This study utilized a quantitative descriptive correlational design to assess health promotion practices among employees at Tarlac State University. The researcher applied the abovementioned designs to describe and have an overview of the current health behaviors and practices among the study population. The research methodology employed in the study encompassed the utilization of a correlational design to scrutinize the statistical relationship between the demographic profile of the participants and their knowledge, attitude, and practices. This specific research approach falls within the realm of non-experimental designs, aiming to elucidate the extent and nature of the correlation or association between two or more variables.

In essence, the correlational design served as a valuable tool for gauging the strength and directionality of the connections between the participants' demographic characteristics and their levels of knowledge, attitudes, and practices. By opting for a non-experimental approach, the research sought not only to identify existing

associations but also to provide insights into the intricate web of relationships that influence health-related behaviors. This methodology allowed for a nuanced understanding of how various demographic factors interplayed with and influenced the knowledge, attitudes, and practices of the participants, contributing to a more comprehensive and contextually grounded interpretation of the study's findings.

The calculated minimum sample size for this research undertaking is around 240 based on G\*Power 3.1.9.7. The participants were selected based on the criteria that the employee must be currently in working status for access purposes. Convenience sampling was done in the distribution of questionnaire. Convenience sampling is a non-probability sampling method where respondents are selected for inclusion in the sample because of accessibility and availability at a given time and willingness to participate.

### **Local of the Study**

The research study was conducted at Tarlac State University, which is in Tarlac City which is part of Tarlac province located in Central Luzon (Region 3). Tarlac State University is a public institution of higher learning in Tarlac City with more than 20,000 student population and 1,200 employees and staff.

### **Respondents of the Study**

Respondents of the study were personnel currently employed at Tarlac State University for the School Year 2023-2024. All the 240 respondents are regular permanent employees of the university. Both teaching and non-teaching personnel are included in this study.

### **Research Instrument**

A 28-item survey instrument was utilized to measure the demographic data, knowledge, attitude, and practices towards health promotion of the respondents. The instrument was subjected to factor analysis for evaluation and validity. This measure was done to ensure that the items are reliable and valid measures of the constructs they were intended to measure and that the questions are clear, concise, and easy to understand for the target population.

### **Data Gathering Procedure**

The researcher utilized a self-administered questionnaire that was adapted specifically for this study to collect data on various aspects of health promotion practices among employees. The questionnaire consisted of multiple sections, including demographics, health promotion knowledge, attitude, and practices.

### **Data Analysis**

Likert scale was utilized to gauge attitudes, beliefs, and other subjective responses using a survey questionnaire. The scale allows researchers to gather quantitative data that can be analyzed statistically. Data obtained from the completed questionnaires was treated using Statistical Package for Social Science (SPSS), a statistical software program for analysis. Descriptive statistics, such as frequencies, percentages, means, and standard deviations were used to summarize demographic characteristics, health behaviors, and other relevant variables. Pearson's Product-Moment Correlation Coefficient was used to establish relationship between different variables of interest.

### **Frequency distribution.**

Frequency distributions are visual displays that organise and present frequency counts so that the information can be interpreted more easily. Frequency distributions can show absolute frequencies or relative frequencies, such as proportions or percentages. A frequency distribution of data can be shown in a table or graph. Some common methods of showing frequency distributions include frequency tables, histograms, or bar charts.

### **Percentage.**

A relative value indicating hundredth parts of any quantity. One percent (symbolized 1%) is a hundredth part; thus, 100 percent represents the entirety and 200 percent specifies twice the given quantity.

### **Ethical Considerations**

This underscores the importance of protecting personal information during a research study. The Data Privacy Act of 2012 mandates the enforcement of intentional measures to ensure the preservation of privacy and confidentiality of personal information obtained during the research process. The significance of this matter stems from the delicate character of personal data, which may be susceptible to exploitation if it is accessed by unauthorized individuals.

## II. RESULTS AND DISCUSSION

### 1. Demographic Profile of the Respondents

There is a consistent emphasis on overall well-being, as evidenced by the "Very Good" verbal descriptors for prioritizing mental health with a mean score of 4.16, actively encouraging others in healthy choices with a mean score of 4.09 and maintaining a healthy lifestyle with 4.08 mean score. These scores collectively suggest a commendable dedication to holistic health practices.

Individuals also express a proactive approach to stress management and work-life balance, with a mean score of 4.02, indicating a "Very Good" commitment to these aspects of well-being. Additionally, participants prioritize adequate rest and sleep (mean score of 3.93) and actively seek credible information to improve their health (mean score of 3.83), both earning a "Very Good" verbal description. While engagement in regular physical activity has a mean score of 3.68 and maintaining a balanced and healthy diet of 3.53 that generated low score, they still fall within the "Very Good" range, suggesting a positive but slightly less pronounced commitment to these specific health behaviors. The respondents' willingness to seek regular medical check-ups for preventive care (mean score: 3.41) is rated as "Good," indicating a positive but less consistent adherence to other health practice.

The overall mean score of 3.92, categorized as "Very Good," underscores the participants' commendable commitment to various aspects of health and well-being. In summary, the results suggest a predominantly health-conscious cohort with strong adherence to positive habits and a collective dedication to maintaining a healthy lifestyle.

The findings of this study on practice towards health promotion are consistent with previous studies that have shown a positive relationship between health-promoting behaviors and attitudes towards health promotion, (Chen, Lee, & Wu, 2023). Health promotion is essential in reducing disease risk and improving overall health outcomes, (UK Essays, 2017). The promotion of healthy habits and lifestyles is crucial in preventing chronic diseases such as diabetes, cardiovascular disease, and obesity, (Kim & Kim, 2017) . Health promotion strategies can help individuals comply with healthier living behaviors and improve their healthcare.

**Table 9**  
**Respondents Practice Description on Health Promotion**

Question Item	Mean	Verbal Description
1. I avoid unhealthy habits such as smoking, excessive alcohol consumption, and prohibited drug use	4.49	Very Good
2. I prioritize my mental health and well-being	4.16	Very Good
3. I actively encourage and support others in making healthy choices	4.09	Very Good
4. I am committed to maintaining a healthy lifestyle	4.08	Very Good
5. I take steps to manage stress and maintain a healthy work-life balance	4.02	Very Good
6. I prioritize adequate rest and sleep each night	3.93	Very Good
7. I actively seek information and resources to improve my health with credible resources	3.83	Very Good
8. I engage in regular physical activity	3.68	Very Good
9. I do a balance and healthy diet	3.53	Very Good
10. I seek regular medical check-ups for preventive care	3.41	Good
<b>Overall Mean</b>	<b>3.92</b>	<b>Very Good</b>

### 2.3. Significant Relationship between the profile and health promotion among Employees of Tarlac State University.

The statistical analysis for the component "Knowledge" yields a Pearson correlation coefficient ( $r$ ) of 0.024 and a corresponding  $p$ -value of 0.712. Hence, the null hypothesis ( $H_0$ ) is accepted. It indicates that there is no statistically significant relationship or correlation observed within the dataset for the age and knowledge component. Relatively, the  $p$ -value result between age and attitude component yielded a 0.723 result which also accepts the null hypothesis. However, in terms of age and practices, the  $p$ -value result is at 0.007, thus,

Table 10

## Correlation between Age Profile and Health Promotion of Respondents

Component	Pearson r	p-value	Decision	Result
Knowledge	0.024	0.712	Accept H <sub>0</sub>	Not Significant
Attitude	-0.023	0.723	Accept H <sub>0</sub>	Not Significant
Practices	0.174	0.007	Reject H <sub>0</sub>	Significant

rejecting the null hypothesis. The result suggests that there is a significant relationship between age and health promotion practices.

The findings of this study on the relationship between age and health promotion are consistent with the broader literature on health promotion, which emphasizes the importance of understanding the determinants of health and the factors that influence health behaviors and practices. Health promotion activities focus on promoting good health and preventing illness, rather than focusing only on people who are at the highest risk of developing diseases (Sibeudo, 2021). The results of the survey align with the principles of health promotion, which emphasize the need for a holistic approach to health that considers various determinants of health, including individual behaviors, social and environmental factors, and access to healthcare services (The National Academies, 2017).

The findings of this study on the relationship between position and health promotion are consistent with previous research that has explored the relationship between knowledge, attitude, and practice in health promotion, such as a study on healthy lifestyle behaviors (Rakhshani, Mohammadi, & Gharlipour, 2023) and health promotion attitudes in preregistered nurses and a study on the impact of a school intervention on adolescents' health-related knowledge and behavior (Mousavi, Chaman, Khosravi, & Ajami, 2021).

### CCSHP Component 1: HEALTHFUL ENVIRONMENT

#### Monthly HIRAC (Hazard Identification, Risk Assessment and Control Measures)

A Monthly HIRAC denotes a systematic and proactive approach to ensuring the academic community's well-being. HIRAC, which stands for Hazard Identification, Risk Assessment, and Control Measures, is a comprehensive monthly safety program aimed at identifying potential hazards on university grounds. This ritual, which is led by the Occupational Safety and Health Organization, entails a thorough examination of various aspects ranging from physical spaces like classrooms to intricate elements like laboratory equipment. The university meticulously identifies potential risks that could jeopardize the safety of students, faculty, and staff during the Hazard Identification phase. This thorough examination aims to leave no stone unturned, identifying risks in both common and specialized areas. Following that, the Risk Assessment phase assesses the likelihood and potential consequences of each identified hazard. This analytical step allows the institution to prioritize and categorize risks, laying the groundwork for sound decision-making.

The Control Measures phase is the culmination of this process, in which the university implements targeted strategies to effectively mitigate and manage identified risks. Physical changes to the environment, enhanced safety protocols, or specialized training programs for specific scenarios are examples of these measures. The overarching goal is to exceed regulatory standards rather than simply meet them, creating an environment in which safety is integrated into the institutional ethos.

The university's unwavering commitment to continuous improvement in health and safety standards is symbolized by the "Healthful Environment Monthly HIRAC" program. Tarlac State University ensures that its academic community thrives in an environment characterized by a proactive and evolving approach to safety, setting a commendable standard for excellence within the educational domain by consistently identifying, assessing, and controlling potential hazards.

Risk Assessment and Control Measures at Tarlac State University are the cornerstones of a comprehensive safety framework that ensures the academic community's well-being. The Risk Assessment process entails a thorough examination of potential hazards on university grounds. This systematic analysis, led by the Occupational Safety and Health Organization, examines various elements, including physical spaces like classrooms and specialized areas like laboratories. By identifying potential risks, the university lays the groundwork for informed safety protocol decisions.

Following the identification phase, the institution conducts a thorough Risk Assessment, carefully assessing the likelihood and potential consequences of each identified hazard. This analytical step allows the university to prioritize and categorize risks, allowing it to focus on those with the greatest impact. This process results in a more nuanced understanding of the safety landscape, which guides subsequent actions.

The Control Measures phase denotes the effective implementation of targeted strategies to mitigate and manage identified risks. These measures go beyond mere regulatory compliance, aiming to create a proactive and secure environment. The institution ensures a multifaceted approach to risk mitigation, whether through physical modifications to the infrastructure, the implementation of enhanced safety protocols, or specialized training programs. The goal is to foster an environment in which safety is an integral part of the institutional culture, not just to address current risks.

In essence, Tarlac State University's Risk Assessment and Control Measures represent a commitment to continuous improvement in health and safety standards. The institution establishes a dynamic and evolving safety framework by systematically identifying, assessing, and controlling potential hazards, setting a commendable standard for excellence in the realm of educational safety protocols.

The following are the goals of a tree planting program at the university:

1. Environmental Conservation: Helping to preserve the natural environment and improve overall ecological balance on campus.
2. Educational Outreach: Giving students hands-on experiences in environmental stewardship and fostering a deeper understanding of the role of trees in ecosystem sustainability.
3. Reducing the university's carbon footprint by increasing the number of trees that act as carbon sinks by absorbing and storing carbon dioxide.
4. Aesthetic Enhancement: Improving the visual appeal of the university campus and creating green spaces that benefit the university community as a whole.
5. Community Engagement: Developing a sense of community and shared responsibility among students, faculty, and staff by working together to create a sustainable and green campus.

Tarlac State University demonstrates its commitment to environmental stewardship by implementing a tree planting program, giving its community the opportunity to actively contribute to a more sustainable and ecologically conscious campus environment.

#### **CCSHP Component 4: HEALTH PROMOTION FOR STAFF PROGRAM**

To promote the health and well-being of staff by providing access to health education, resources, and services are the primary goals of this program. This will include the following:

1. An annual medical check-up will be conducted to assess the health status of staff. This will include a physical exam, laboratory tests, and medical consultation/referrals as needed.
2. Webinars will be conducted on various health issues such as lifestyle medicine, prevention of diseases, ergonomics, occupational health, and wellness. These webinars will provide staff with the necessary tools to manage their health and well-being.
3. Galaw-galaw para di Pumanaw Program will encourage staff to engage in physical activities. Routine morning exercise will be conducted to help staff start their day with a healthy routine. The program will also include the Highest Miler, Biggest Loser, and All-star Olympics to encourage staff to engage in physical activities.

#### **CCSHP Component 5: SCHOOL-FAMILY-COMMUNITY INVOLVEMENT PROGRAM**

To promote students', staff's, and the community's health and well-being by providing access to health education, resources, and services.

Program Components:

1. Community Extension: A program that will adopt a community (for livelihood and education) and organize the Tulungan Drive to provide donations to disaster victims. To promote the spirit of giving, annual Christmas gift-giving will be organized.
2. Kalinga sa Empleyado: Staff in need will receive financial assistance for burial and hospitalization. Staff will also be spiritually supported through anointing of the sick.
3. Family Day Celebration: To promote family bonding and healthy living, a family day celebration will be organized. To encourage families to participate in physical activities and healthy eating, fun runs, tree planting, and master cooking (healthy cooking) will be held.
4. PTA Involvement on Community Activities: To promote community involvement and social responsibility, the Parent-Teacher Association (PTA) will be involved in community outreach programs and adopted communities.

<p><b>SCHOOL HEALTH EDUCATION</b></p>	<p>Itanong Mo Kay Dok</p> <ul style="list-style-type: none"> <li>● Free webinar on current health issues (1st, 3rd, 5th Thursday of the month)</li> </ul> <p>Health Bulletin</p> <ul style="list-style-type: none"> <li>● Healthcare Services Facebook page</li> </ul> <p>Webinars and Seminars on current health issues</p> <p>1 In-house seminars</p> <p>2 collaborative seminars with DOH</p> <p>Health skills development</p> <ul style="list-style-type: none"> <li>● SFAT - Standard First Aid Training</li> <li>● BLS - Basic Life Support</li> </ul>
<p><b>PHYSICAL EDUCATION AND OTHER PHYSICAL ACTIVITIES</b></p>	<p>Sports activities for the school</p> <ul style="list-style-type: none"> <li>● Intramurals</li> <li>● Fun run</li> <li>● Zumba</li> </ul> <p>Routine Morning Exercise</p> <ul style="list-style-type: none"> <li>● Scheduled per department during flag ceremony</li> </ul> <p>Hakbang para sa Kalusugan Program</p> <ul style="list-style-type: none"> <li>● Signages indicating number of steps taken and number of calories lost</li> <li>● Recognition for highest pointers</li> </ul>
<p><b>NUTRITION AND FOOD SERVICES</b></p>	<p>DO13, S.2017 - Policy and Guidelines on Healthy Food and Beverage Choices in Schools and in DepED offices</p> <p>Health-full Eating Schedule</p> <ul style="list-style-type: none"> <li>● Meatless Monday</li> <li>● Protein Tuesday</li> <li>● Fishy Wednesday</li> <li>● All Veggies Thursday</li> </ul>

### 3.Implications of the Study to Public Administration

Health promotion plays a crucial role in improving the well-being and productivity of individuals, including those working in the field of public administration. Faculty members in public administration programs serve as educators and role models for future public administrators, making their health and well-being essential to the overall success of public administration initiatives. This essay explores implications of health promotion among faculty members for public administration and highlights the potential benefits and outcomes it can bring to the field.

Healthy faculty members are more likely to exhibit increased levels of work engagement, job satisfaction, and overall performance. By promoting health among faculty, public administration programs can foster an environment that supports productivity and effectiveness. According to a study by Sørensen and Pedersen



(2018), organizational health promotion interventions have been found to positively impact employee performance, including increased job satisfaction and reduced sick leave.

This indicates that faculty members who are supported in their health and well-being are more likely to excel in their teaching, research, and policy development roles, ultimately contributing to the success of public administration initiatives. Faculty members serve as role models for students pursuing careers in public administration. When faculty members prioritize their health and well-being, it sets a positive example for students, emphasizing the importance of self-care and work-life

balance. According to a study by Nelson and Quick (2013), role modeling healthy behaviors by faculty positively influences students' health behaviors and attitudes. By integrating health promotion initiatives into the faculty & work environment, public administration programs can instill healthy habits and attitudes in future public administrators, creating a ripple effect of positive change in the field.

Health promotion initiatives targeting faculty members can lead to reduced absenteeism due to illness and improved retention rates. When faculty members have access to wellness resources, stress management programs, and a supportive work environment, they are more likely to maintain good health and experience fewer health-related absences. This, in turn, contributes to a more stable and consistent academic environment, benefiting both faculty and students. A study by Van der Klink et al. (2016) supports this, indicating that comprehensive workplace health promotion programs can lead to reduced sickness absence and increased employee retention.

Health promotion initiatives can promote partnerships and interdisciplinary approaches within public administration programs. By promoting faculty health, programs can create opportunities for interdisciplinary research and collaboration with other health-related disciplines, such as public health or psychology. The integration of health promotion principles and practices into public administration curricula can lead to innovative approaches that address complex public health challenges effectively. In their research, Grønning and Skjæret (2020) highlights the importance of interdisciplinary collaboration in health promotion, as it facilitates extensive and sustainable solutions to public health issues.

Health promotion initiatives for educators can contribute to the development of a positive organizational culture within public administration programs. When we give importance to health and well-being it creates a sense of community and nurture a climate of care and respect. Such a culture stimulates open communication, collaboration, and empowerment, ultimately strengthening the effectiveness and efficiency of public administration practices. A study by Peters et al. (2020) highlights that a positive organizational culture fosters employee well-being and engagement, leading to better organizational outcomes.

Promoting health among faculty members in public administration programs has far-reaching implications for the field of public administration itself. By prioritizing faculty health, public administration programs can create an environment that supports enhanced work performance, positive role modeling, reduced absenteeism, and improved retention rates. Moreover, health promotion initiatives can encourage collaboration, interdisciplinary approaches, and the development of a positive organizational culture. Investing in faculty health is an investment in the future of public administration, as it nurtures a healthier, more engaged, and resilient workforce capable of addressing the evolving challenges faced by public administrators.

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