

The importance of responsibility in workplace health promotion

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Conclusion

In order to create a health promoting workplace, responsibility is a strengthening resource to health care staff in elderly care.



Background

Reports indicate an increased workload among health care staff in elderly care. Sick leave due to psychosocial aspects are high. Knowledge about work experiences from salutogenic psychosocial aspects, of importance to health promotion, is rare.

Aim

To explore experiences of salutogenic relationships at work among health care staff in elderly care.

Method

Twenty-three interviews with health care staff in elderly care in Sweden.

Results

- The experience of responsibility in the relationship to the care recipients has a health promoting effect to the staff.
- Responsibility, both in meaning of getting delegated work responsibilities and responsibility to achieve tasks were perceived as promoting for health.
- Responsibility made work satisfying and meaningful. Moreover, it also created subjective wellbeing to the staff.



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