



Developing a tool to measure “ergonomics climate”

Ergonomics climate assessment: A measure of operational performance and employee well-being

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Overview

Researchers designed and tested a survey instrument for measuring ergonomics climate, called the Ergonomics Climate Assessment (ECA). The ECA asked employees whether their company utilizes sound ergonomic practices to improve both productivity and worker well-being (e.g., health and safety). Researchers administered the survey instrument to employees of an earth-moving equipment manufacturer, collecting and analyzing 706 responses.

Key Findings

- The Ergonomics Climate Assessment is a practical tool for researchers and practitioners to assess the ergonomic climate of a firm or jobsite, and to establish both goals and benchmarks for ergonomic improvements.
- Workers whose responses indicated a positive ergonomic climate (focus on both productivity and worker well-being) were less likely to report suffering work-related musculoskeletal pain.
- An unbalanced focus on either productivity or worker well-being was associated with increased reports of work-related pain.
- Firms should address both productivity and employee well-being factors when designing and implementing ergonomic programs.

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See abstract:

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