

Developing a tool to measure “ergonomics climate”

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

Krista Hoffmeister, Alyssa Gibbons, Natalie Schwatka, John Rosecrance. Applied Ergonomics, September 2015.

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.

For more information, contact:

Krista Hoffmeister: krista.hoffmeister@gmail.com

John Rosecrance: John.Rosecrance@ColoState.edu

See abstract:

<http://bit.ly/1RdZZF6>

©2015, CPWR – The Center for Construction Research and Training. All rights reserved. CPWR is the research, training, and service arm of North America's Building Trades Unions, and works to reduce or eliminate safety and health hazards construction workers face on the job. Production of this Key Finding was supported by Grant OH009762 from the National Institute for Occupational Safety and Health (NIOSH). The contents are solely the responsibility of the authors and do not necessarily represent the official views of NIOSH.



**THE CENTER FOR CONSTRUCTION
RESEARCH AND TRAINING**

WWW.CPWR.COM