And the remaining four workshop could reach at 1.7044, 1.7044, 1.7044 and 1.7044 times respectively after adjusting for the demographic variables (age, sex, education, marital status, and work styles). Multiple linear regression analysis was employed to predict the success factors of WHP practice involving human resources management. We reported OHS and WHP activities in an architectural consultant company for 15 years, and its impact in the pre-post comparison design to study its success factors.

Results OHS and WHP activities at the company began in 2001. It induced occupational physician (OP)/OHS committee (2001); employment of occupational health nurse (OHN) developed guidelines (2002); e-mail newsletters (2003); first health survey (2005), full-time employment of OHN(2006), healthy lunch box project (2007), OHSMS (2009); health policy (2011); health lecture/portal web-site (2012); mental health training/company sports festival (2013); health lecture by labour union (2014); gymnastics with the president/3rd health survey (2015), delivery of health lecture to each department (2016), etc. In the pre-post comparison of lifestyles using health survey, employees thinking nutrition balance (40—79%), having exercise habits (31—56%) and sufficient sleep (12—18%) increased, improving the employee's health literacy for four consecutive years from 2014 to 2017.

Conclusion A good impact on lifestyle and health literacy was obtained from 15 years of WHP. It was considered that success factors of WHP practice involving human resources including management/labour union are:

1. discovery of key persons highly interested in health, existence of OHN,
2. corporate culture with good communication, and
3. clear management’s commitment and health policy.

WHP will be increasingly important in Japan as ageing population and health disparities progress. Its important outcome is organisational and employee health literacy, so we want to continue the research to contribute to its improvement.

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