that work may have on the transition between one’s work and non-work domains (i.e., commuting). We sought to examine the impact of work-related rumination (WRR) as a cognitive distracting mechanism on employee’s commuting safety behaviours (CSBs) and the potential buffering effects of personal-protective factors (commute-as-relaxation) as employee’s commute from work to home.

Methods Data were collected via a baseline and 10 day daily diary study (two weeks, Monday – Friday) from employees (n=106) who worked full-time and commuted via private vehicle on a daily basis between March – April 2015. Data were analysed using Mplus version 7.3.1. and results were limited to the baseline and first week of daily diary collection.

Result On average, employees experience a decrease in risky CSBs over the work week, with a rise in risky CSB occurring from Thursday to Friday. Travel-speed disruptions and WRR significantly impacted the trajectory of risky CSBs, such that travel-speed disruptions and engaging in WRR resulted in riskier CSBs. Additionally, employees who view the commute as time for relaxation engaged in less risky CSBs over their counterparts. The final model fit the data well [χ²(53)=67.81, p=0.08, RMSEA=0.058, CFI=0.94, TLI=0.93, SRMR=0.07].

Discussion Results indicated that employees who engage in WRR engage in riskier CSBs over the course of the working week. However, employees who view their commutes as time for relaxation engage in less risky CSBs over their counterparts. The findings of this study indicate the need for workplace intervention techniques that target the negative spill-over of WRR into employees’ commute time, as well as highlights the need for work-recovery mechanisms.

Conclusion Work-related rumination (WRR) is difficult to identify and mitigate as it is often in the form of autopilot rumination and affects the mental and physical health of employees. A tailored and personalized intervention program is recommended to mitigate the effects of WRR and improve employees’ overall quality of work life. Such programs should include strategies to encourage relaxation during commuting time, such as mindfulness exercises or engaging in leisure activities during the commute.

Majority of doctors rated QoWL as moderate. The sub-factor which rated to be the lowest score was stress at work.

125 HOLISTIC APPROACH TOWARDS EMPLOYEES’ LIFESTYLE MANAGEMENT THROUGH WELLNESS PROGRAMS TO REDUCE NON COMMUNICABLE DISEASES BURDEN

Diyaesh Chauhan*. Centre for Innovation and Technology, Hero MotCorp Limited, Jaipur, India

Introduction With the increased levels of competition in the business, employees today are being faced with a serious threat of non-communicable diseases like Diabetes, Blood Pressure, Heart diseases etc. Various factors affecting the lifestyle are Bad Food Habits, Smoking, stress, overweight, sedentary lifestyle etc. To halt the progression of unhealthy lifestyle and its outcome, a tailored education and lifestyle management interventions is designed which directly or indirectly lower the risks and improve outcomes.

Methods All the employees who undergo for annual health examination are considered in the study. From annual health examination data the age, past history, family history smoking and alcohol habits, BMI, Blood pressure, Fasting Blood sugar, and Cholesterol and exercises habit were considered. Accordingly the employees were divided in mild, moderate and severe risk group.

A tailored and personalised intervention programs were conducted with targeting modifiable risk factors and behaviour changes focus on encouraging physical activity, weight management, smoking cessation, and stress management. Multi modal communication like awareness talks, Diet Counselling, Health tips, Health talks, guest lectures, structured health programs, Yoga session, one to one counselling session electronic media, movie etc. helped in raising awareness and changing attitude towards lifestyle management.

Results The health status of employees has shown tremendous improvements month on month basis as they have become more sensitised and aware towards their health issues and its consequences. Improved work culture, reduction in sickness absenteeism, employees coming forward for counselling sessions.

Conclusion Poor Lifestyle management is one of the main culprits in rising numbers of non-Communicable disease. Holistic approach is required to improve the unhealthy lifestyle and to change the attitude toward it. Successful Wellness programs are one of the most effective tools for the same.