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Development and evaluation of a computer based e-learning tool to enhance knowledge of workplace wellness in a healthcare setting

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Background: Workplace health promotion is important for maintaining a healthy public health workforce, and is an important settings approach to improving population health, yet is infrequently included within formal training for healthcare professionals.

Objectives: To develop an interactive e-learning tool on "Workplace Wellness" covering six key workplace health promotion areas including work-related stress, musculoskeletal disorders, physical activity, diet and nutrition, smoking and alcohol consumption. To assess the use of the tool in improving knowledge of workplace health issues in healthcare employees and healthcare students.

Methods: E-learning resource was developed by a nurse and health psychologist in an iterative peer-reviewed process involving 14 expert reviewers. 194 participants (129 healthcare students, 91 healthcare employees; 26 of which-were both employee and student) completed the tool. Change in knowledge was assessed using an online knowledge questionnaire before (n=188) and immediately after (n=88) exposure to the e-learning tool. Participant perceptions towards use of the tool were assessed (n=88).

Results: Baseline knowledge of workplace wellness was poor (n=188; mean accuracy 47.60%, s.d. 11.94%). Knowledge significantly improved from baseline to post-intervention ($t(75)=-14.801$, $p < 0.0005$, $n=75$, mean accuracy 77.96%, s.d. 14.08%), with improvements in knowledge evident for all sub-topics. 90.5% of participants felt their knowledge of workplace wellness was improved, with 86.9% of participants stating they would recommend the resource to others.

Conclusions: E-learning has potential to improve knowledge of workplace

wellness in healthcare staff and students. The impact of improved knowledge on the health of employees, or their delivery of patient care requires further exploration.