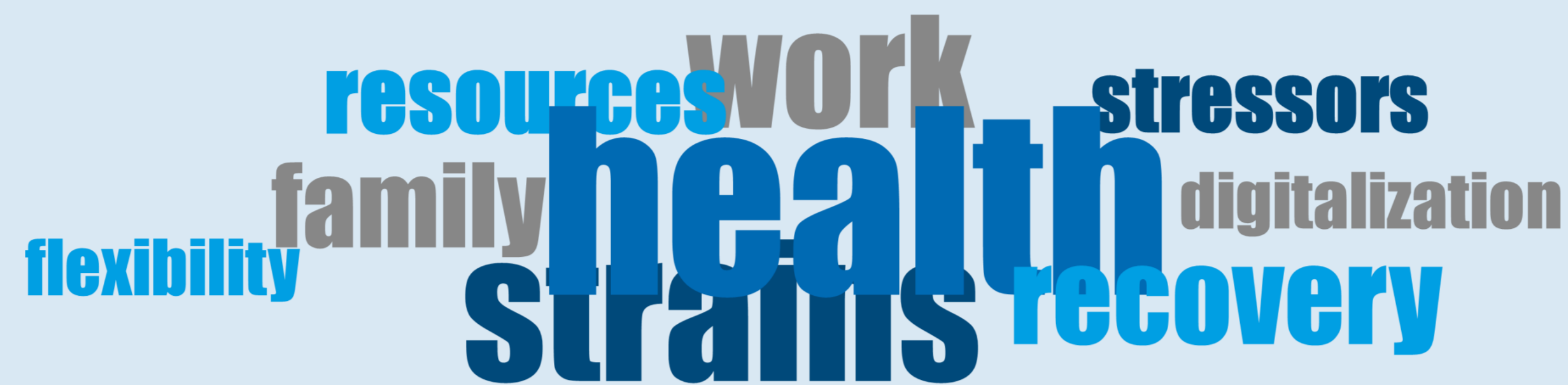




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Objectives

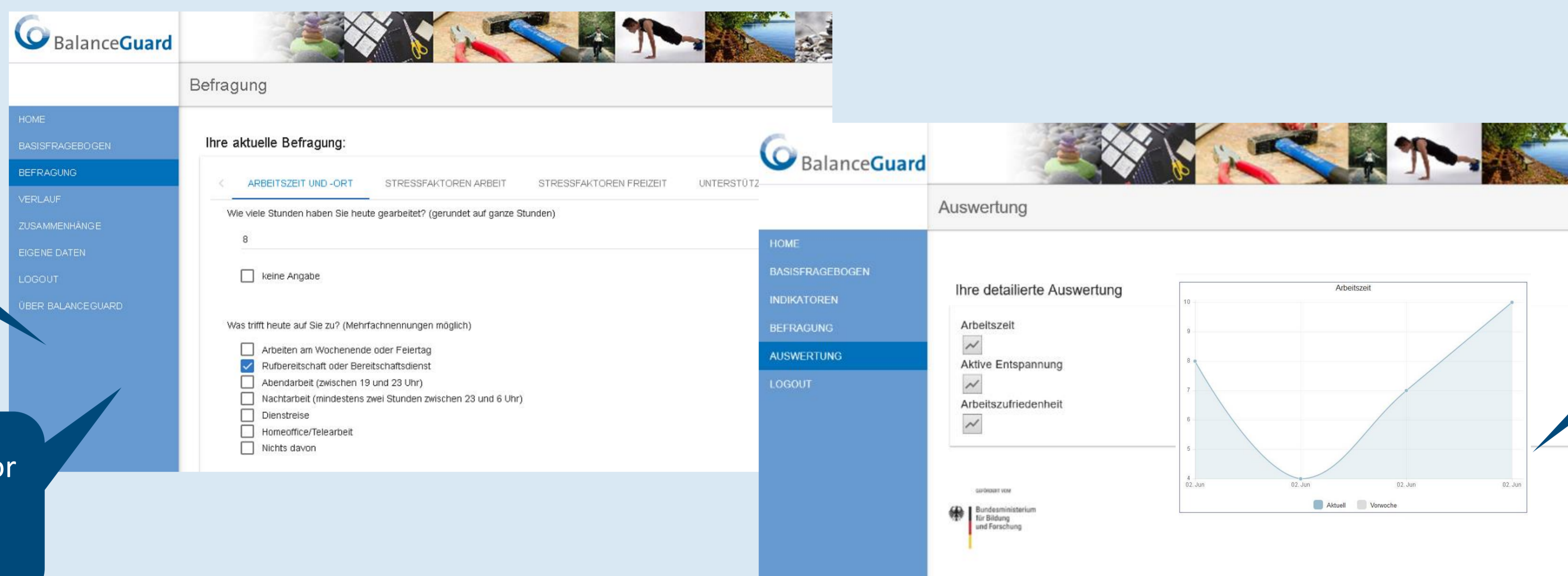
Globalization and digital transformation lead to an acceleration of business processes and an increasing workload in many companies. At the same time many employees face the challenge to meet the demands of their jobs and of children or other relatives in need of care. The research and transfer project BalanceGuard aims at testing the opportunities of a digital tool for individual and organizational stress prevention strategies.

Methods

A web-based tool, which enables employees to self-monitor their stressors, resources, strains and health in some kind of diary procedure, has been developed and will be tested. The digital tool considers both work and private stressors and resources. It provides employees with individual feedback and recommendations for stress prevention. Employers receive summarized and therefore anonymous data that will help them to target their organizational stress prevention strategy. For the development of the digital tool both quantitative and qualitative methods were used (questionnaires, workshops etc.).

Daily survey:
only 10
minutes per
day for 4-6
weeks

Total sample for
testing: 700
employees



Continuous
feedback and
reporting of
trends

Results

for employees:

- a digital tool that empowers them in their health-management and enables them to self-monitor their stressors, resources, strains and health
- feedback and recommendations for stress prevention

for employers:

- hints and findings which can be used to optimize occupational health management
- guidelines and recommendations for the application of the tool in a company setting

Conclusion

A digital tool for the individual monitoring of strains will be successful if

- employees and work councils are invited to take part in the development of the tool
- employees are free to decide if they want to use the tool
- the data and privacy protection concept is convincing
- the tool is easy and fun to use

Further research is necessary to evaluate the long-term impact of the tool.

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