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# Update

Friday 17 June 2016 [www.tcwhp.org](http://www.tcwhp.org) [info@tcwhp.org](mailto:info@tcwhp.org)



FROM THE CWHP BLOG

## Toward a Better Understanding of Well-being



In a recent commentary article Dr. Arnold Bakker at the Erasmus University in Rotterdam suggests that a multilevel approach to understanding employee well-being may help bring together different, and sometimes competing, theoretical approaches. Dr. Bakker suggests that job performance may be directly influenced by gain and loss cycles and indirectly or directly influenced by job demands and resources, well-being and personality. The key features of the framework are gain and loss cycles which bring to mind the resilience and energy

management movement that is popular in the human resource field right now. In Bakker's framework gains include access to job resources, ability to job craft and engage in work on a daily basis. Losses include daily job demands, exhaustion and self-undermining. Over time engagement and exhaustion contribute to job performance and the daily balance of gains and losses contribute to general levels of well-being. In outlining this multilevel approach that incorporates well-being into a parsimonious framework Dr. Bakker suggests a fruitful path for research on individual and structural factors that affect general well-being, job per-

formance, job satisfaction and burnout.

### Study highlight

[https://www.researchgate.net/publication/281604949\\_Towards\\_a\\_multilevel...](https://www.researchgate.net/publication/281604949_Towards_a_multilevel...)

### Researcher info

[https://www.researchgate.net/profile/Arnold\\_Bakker](https://www.researchgate.net/profile/Arnold_Bakker)

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**The Center for Workforce Health and Performance (CWHP)** is a clearinghouse for information that may be used to support evidence-based policies and practices for a healthier, happier and high-performing workforce, a healthier economy and, in turn, healthier and more productive communities. CWHP develops knowledge around workforce health and performance improvement and disseminates it widely through scientific and educational forums.



## CWHP awarded a two-year research contract from the Patient-Centered Outcomes Research Institute

CWHP has been awarded a two-year research contract from the Patient-Centered Outcomes Research Institute (PCORI) aimed at understanding how employers use evidence to make employee health investment decisions. CWHP will conduct a set of employer case studies on how employers use evidence to make employee health investment decisions, particularly around high-prevalence conditions of a working population and the health-related outcomes that are expected to result in beneficial results for both employees and employers (such as better work attendance, higher job performance, less work disability and longer working lives). An expert panel will be used to help identify the conditions of relevance to a working population and review PCOR/CER evidence related to these conditions. The employer interviews will assess if the type of evidence generated from PCOR/CER studies is used in making investment decisions by employers or their supplier partners and might be required to support greater use of PCOR and CER information in making invest-

ment decisions around employee health. The results of the project will be disseminated widely to different stakeholders with an interest in making employee health investment decisions based on evidence.

Project Collaborators: Integrated Benefits Institute; V-BID Center, University of Michigan; Advisory Groups of clinicians, researchers, employers and others with expertise in workforce health and performance.

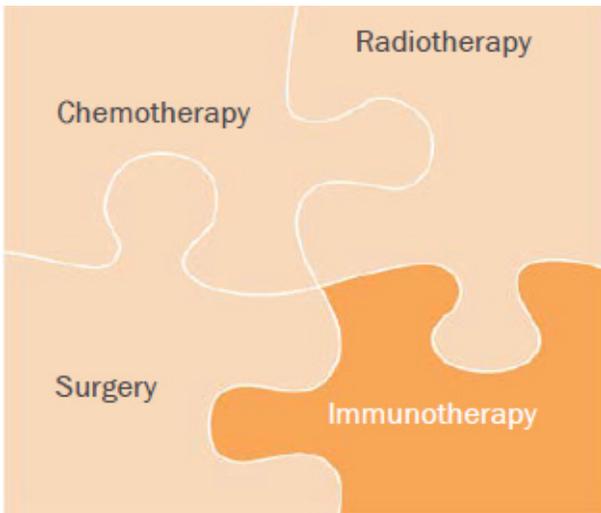
Projected Outputs: Educational materials and events to further the use of evidence on employer decision-making around employee health investments.

If you would like to be involved or receive additional information please contact Dr. Kimberly Jinnett, Project PI, at [kjinnett@tcwhp.org](mailto:kjinnett@tcwhp.org)



## RESEARCH & REPORTS

# Cancer in the Workplace - Supporting Treatment for Positive Employee and Employer Results



The big “C” – cancer — can cause panic and feelings of helplessness. These feelings, however, often are shared beyond the patients being screened or treated for the disease. Employers often are unsure of how to help their employees who have been diagnosed with cancer and desire to remain at work during treatment or return to work after care. Yet we know from existing research that having access to proper screening and high quality treatment can have positive effects on these employees’ work

outcomes. Since chronic conditions (e.g., diabetes and obesity) and unhealthy lifestyles that contribute to cancer rates are on the rise while innovative cancer treatments are available employers would be wise to consider lessons learned on the topic of cancer in the workplace.

This session, moderated by IBI with practical insights from an employer and provider covered the following:

- Importance of cancer prevention and treatment to work outcomes and the business imperative
- CWHP’s recent analysis of cancer and work outcomes including discussion of innovative oncology treatments

- Provider action – supporting employees during treatment to stay at and/or return to work during and after treatment
- Employer action – one employer’s approach to supporting employees with cancer
- Reflection on bringing in broader outcomes to further the business case



ENGAGEMENT

## Workforce Health and Performance -- Bright Ideas Survey



Take the survey here: <https://www.surveymonkey.com/r/TWLW87T>

The Center for Workforce Health and Performance wants your Bright Ideas. We will feature these ideas, select guest bloggers, delve deeply on topics and inform research and practice by spreading these Bright Ideas.

For our first Bright Ideas survey we would like to know your thoughts on the best ways to support workforce health and performance.

Our challenge -- can you do it in 20 words or less?