

Healthy Workplace through Increasing Healthy Lifestyle and Personal Health Skills in Sidoarjo, East Java, Indonesia

Healthy Workplace Melalui Peningkatan Gaya Hidup dan Keterampilan Kesehatan Pekerja di Sidoarjo, Jawa Timur, Indonesia

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ABSTRACT

Introduction: Creating a healthy workplace is a form of workplace health promotion that enables workers to have control on their health, supports workers to work on their best and increases productivity. The major components of healthy workplace are healthy lifestyle and personal health skills. In an internationally qualified catering service company, workers have to work on a busy schedule. The purpose of this research is to describe the health promotion activities, specifically about healthy lifestyle and personal health skills at a catering service company. **Methods:** This research was a qualitative study, with a population of 488 workers, and a sample of 5 informants from Human Capital (HC) and Quality, Health, Safety, and Environment (QHSE) Department. Primary data were collected through interviews with employees as informants using an interview guide, and the observation was performed throughout the workplace based on a checklist instrument. Meanwhile, the secondary data were obtained from company's documents. The data obtained were analyzed descriptively to portray the situation. **Results:** This company provides various programs and facilities to support employees to adopt healthy lifestyles and improve their health-related personal skills through mandatory and functional training programs that are integrated in the workplace, provision of healthy nutritious foods at the office canteen, a smoking area, physical activities, counseling, and maternity leave for female employees. **Conclusion:** Programs and facilities provided by the company are sufficient to help workers to carry out healthy lifestyles and work up on their skills to be conducive for their health, and improvement on the smoking area is needed to meet the existing regulation.

Keywords: health promotion, lifestyle, personal health skills, workplace

ABSTRAK

Pendahuluan: Salah satu bentuk promosi kesehatan di tempat kerja adalah menciptakan tempat kerja sehat untuk mendukung pekerja menjaga status kesehatan, bekerja secara maksimal dan meningkatkan produktivitas, dengan salah satu komponennya adalah gaya hidup dan keterampilan kesehatan personal. Sebuah perusahaan penyedia jasa catering yang terstandar secara internasional memiliki jadwal kerja yang padat guna memenuhi target. Tujuan dari penelitian ini adalah mengetahui kegiatan promosi kesehatan di tempat kerja dalam komponen gaya hidup dan keterampilan kesehatan personal di perusahaan jasa catering. **Metode:** Penelitian ini merupakan penelitian kualitatif dengan 488 pekerja, sampel informan 5 pekerja dari Departemen Human Capital (HC) dan Quality, Health, Safety, and Environment (QHSE). Pengambilan data primer menggunakan metode wawancara dan observasi. Wawancara dilakukan kepada informan berdasarkan panduan wawancara dan observasi dilakukan di sekitar tempat kerja berdasarkan instrumen checklist observasi, dan data sekunder dari dokumen yang tersedia. Data yang didapatkan dianalisis secara deskriptif untuk mendapatkan gambaran situasi. **Hasil:** Perusahaan jasa catering melakukan upaya untuk meningkatkan keterampilan yang kondusif kesehatan bagi pekerja, dan menyediakan program dan fasilitas yang mendukung pekerjaannya untuk memiliki gaya hidup yang sehat. Upaya tersebut meliputi pengadaan pelatihan wajib dan fungsional yang terencana dan terintegrasi di tempat kerja, penyediaan fasilitas dan sarana kantin, area merokok, aktivitas fisik, konseling, dan cuti hamil. Pelaksanaan program kesehatan di perusahaan juga melibatkan keluarga dan komunitas sekitar. **Simpulan:** Perusahaan jasa catering sudah melaksanakan upaya yang baik untuk mendorong pekerjaannya memiliki gaya hidup dan keterampilan yang kondusif terhadap kesehatan, namun area merokok perlu diperbaiki untuk memenuhi persyaratan.

Kata kunci: gaya hidup, keterampilan kesehatan pribadi, promosi kesehatan, tempat kerja

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INTRODUCTION

Health promotion is a process of empowering the community through activities to inform, influence, and help the community to play an active role in supporting behaviour and environmental change as well as in maintaining and improving health towards an optimal health degree (Minister of Health Regulations No. 74 of 2015, 2015). Health promotion is a form of intervention or effort aimed at behaviour, so that the behaviour is conducive to health (Notoatmodjo, 2012). In its application, there are five orders where health promotion needs to be applied, namely households, educational facilities, health facilities, public places, and workplaces (Husnia and Megatsari, 2020).

Workplace is every room or field, either open or closed, moving or settled, where there are workers who work for the needs of a business. Workplace is also a place where there are sources of danger in several spots, including in all rooms, fields, yards and surrounding areas that are parts of or are connected to the workplace (Constitution No. 1 1970 concerning Work Safety). When working, workers will find various things that can affect their health conditions. Therefore, the workplace must make efforts to support its workers in having a good lifestyle to promote their health status. Regarding this, workplace health promotion is a health promotion effort carried out in the workplace, with the aim to empower people in the workplace; recognize problems and health levels; and overcome, maintain, and improve a healthy workplace (Amalia, 2010).

Workplace health promotion is defined as a process that enables workers to increase control over their health. When viewed in a broader context, workplace health promotion is a series of activities that include the management and prevention of diseases, both general diseases and diseases related to behavior, and improvement of optimal health for workers (Sary, 2010). WHO defines a healthy workplace as a place where all workers work together to achieve a predetermined vision for the health and well-being of workers and the local community. A healthy workplace provides a workforce with physical, psychological, social, and organizational conditions that can protect and promote their health and safety (Purwanti, 2019). When a workplace can be an environment that has a positive influence on workers' health, this will also have a positive impact on the workers'

performance and provide benefits for companies, such as decreased absenteeism rate and increased productivity (Laso, Nursyamsi and Dewi, 2016). A healthy workplace is also able to support its workers to work optimally so as to increase productivity and facilitate the achievement of company goals. Moreover, the health of the workplace environment could give a positive impact on the health of its employees, such as improving morale, increasing motivation at work, and reducing absenteeism rate (Itsalis, Prasetya and Ruhana, 2016).

Healthy Workplace Guidelines is a guideline from the World Health Organization (WHO) to achieve a healthy working environment that has been prepared with the aim of helping to build a healthy, nurturing, and safe work environment. Furthermore, ensuring health promoting activities and protecting workers' wellbeing should be coordinated in the workplace. In the guide, WHO explains that workplace health promotion is a variety of programs held at the workplace that are intended to help the level of work and companies at all levels and improve health with the participation of workers, management, and other stakeholders. Workplace health promotion aims to give health information and improve the ability of workers to recognize potential health problems occurring inside and outside the workplace. In the Healthy Workplace Guidelines, it is stated that a healthy workplace can be created by paying attention to 6 (six) components, namely workplace policy, workplace organization environment, physical environment of the workplace, personal lifestyle and health skills, health services, and impacts on the surrounding environment (World Health Organization, 1999). It is also stated in the WHO Healthy Workplace Framework and Model that one of the needs in creating a healthy workplace is personal health resources in the workplace and participation in the community to improve workers' health, family members' health, and others in the community (Burton, 2010).

The components of lifestyle and personal health skills focus on creating healthy lifestyles that are conducive to health and improve individual skills to maintain their health. In fact, running a healthy lifestyle requires a long-term commitment, but it has full health benefits for the body and the life of the person who runs it. With optimal health conditions, the quality of life will also improve and will have a positive influence on productivity because it allows people to carry out their activities optimally. Thus, having a healthy lifestyle and skills to maintain the

health of workers should be owned by workers in being able to do the work to the maximum (Mitchell, Ozminowski and Serxner, 2013).

The catering service company are engaged in food catering to meet the needs of food and beverage along with other services, such as cabin and laundry services. As a company engaged in the food service industry, the catering service company observed in this study has already had various international quality and quality standards, namely the ISO 22000: 2018 quality management system, ISO 9001: 2015, HACCP, and halal certification from LPP OM MUI. In doing its operation, the company requires their workers to work on a busy schedule every day. Therefore, the company should be able to provide a healthy workplace for the employees.

This research will discuss how a catering service company provides facilities, tools, and infrastructure to support its workers to have a lifestyle and personal health skills that are conducive to health. This study aims to investigate skills and health training programs for workers who are integrated into the workplace, acknowledge healthy lifestyle programs that build skills and support changes in employee behavior in various health fields, and observe the involvement of workers' families and surrounding communities in health activities or programs that are available in the company.

METHODS

This research was a qualitative study explaining the implementation of workplace health promotion, specifically focusing on health behaviors and healthy lifestyles at a catering service company based on the Healthy Workplace Guidelines from the World Health Organization (WHO). The variables of this research were training programs, programs to promote healthy lifestyle and personal health

skills, and the contribution of local community and workers' family in the company programs. The data used were primary data obtained through observation and interviews, and the secondary data were obtained from the company's documents. Observations were made around the workplace, covering the employee entrance, office canteen, smoking area, working areas, and office clinic based on the observation checklist instrument that had been made. Meanwhile, the interviews were conducted based on the interview guidance instruments for company's workers, with total of five employees, three of whom were from Human Capital Department and

Table 1. Lifestyle and Personal Health Skills Matrix

Healthy Workplace	Analysis
Programs to promote healthy lifestyle and personal health skills are an integral part of the workplace action plan coordinated by the Health, Safety, and Environment Committee	The company allows sufficient time for education and training activities, of which the materials and learning modules are intended to suit the target and reflect the company's needs
Healthy lifestyle programs are designed to support skill-building and behavior change in a variety of areas	The provision of programs and facilities that support workers to have healthy lifestyle, starting from the provision of healthy and nutritious foods, the reduction of tobacco consumption, the increase in physical activities, and the increase in workers' mental health and reproductive and sexual health.
Family and community connections to the organization are respected and enhanced	When appropriate, the company involves families and local communities in the health education and training activities.

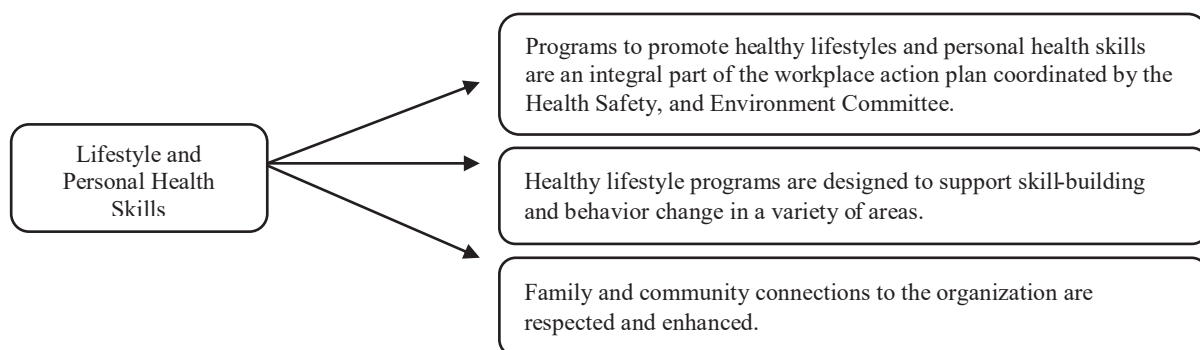


Figure 1. Lifestyle and Personal Health Skills Concept in a Healthy Workplace (WHO, 1999)

Table 2. Mandatory and Functional Training Schedule in 2019

Training	Description	Schedule
Mandatory Training		
Halal, HACCP, Personal Hygiene & Sanitation	Trainings to educate employees regarding concepts used by company.	June
Human Factor K3LH, Security Awareness	Training in human factor in occupational safety, health, and cybersecurity.	January
3R (Concise, Clean, Neat)	Training about implementation of 3R (Concise, Clean, Neat) in the workplace.	August
Ramp Safety	Training about airplane operations to ensure safety for passengers and the plane.	February
Basic Handling	Training about handling materials.	February
Water Ingress Management	Training about management on water supply pipelines.	June
Door Operation Training	Training about operating mechanism of airplane doors.	June
Driver Refresh Training	Training to teach drivers knowledge, skills, and safety in driving.	October
Driver Supervisor	Training for supervisors to identify safety indicators in driving.	October
Functional Training		
Internal Audit / Updating ISO 22000 and 9001	Training to monitor and increase management system quality.	November
Dietician / Update PAGT	Training for standardized nutrition for dieticians.	April
Planning Skill / Management	Training to teach workers the tools for effective planning and organizing.	December
Account Principles (PSAK)	Training to write standard financial reports.	May
Human Capital Budgeting Control	Training to allocate budget regarding human capital activities.	June
Menu Innovation / Baking	Training to teach workers on how to develop and innovate menus.	October
Cooking Competency	Training for fulfilling cooking competency needed.	October
Food Cost Training	Training the crew to be efficient on controlling portion sizes and reducing food waste.	November
IT For Operational Department	Training specific to the IT industry, or the skills necessary for performing IT jobs.	May
Differentiating & Separating Equipment	Training to teach workers on differentiating and separating equipment.	March
Pest Management	Training about integrated practices for economic control of pests.	February
Dishwashing Flow Process	Training on the operation and flow of washing machines in industry.	June
HVAC System	Training that aims to educate and train workers about theories and application about heating, ventilation, and air conditioning system.	March
Prevention and Maintenance of Automotive / Equipment	Training for maintaining vehicles and prevent potential problems.	March
E-Auction	To train workers in doing transactions on an electronic marketplace.	July
Negotiation Skills	Training to teach workers effective negotiation skills.	April
Cost Reduction	Training employees in minimizing costs and maximizing profits.	December
HACCP For Operation	Training to help workers' identify, reduce, and handle food safety hazards.	September
First Aid Training / PPGD	Training to teach employees on how to respond during health concerning emergencies.	August
STKP	Training about security and safety for aviation security workers.	December
Coaching and Counseling	Training for leaders to give their subordinates coaching and counseling.	August and December

two employees were from Quality, Health, Safety, and Environment (QHSE) Department. In addition, another method used was through a literature study to get theories that could be applied and compared

with conditions in the field. The data obtained were analyzed descriptively to provide a picture of the situation. This research lasted for 1 (one) month starting from 3 - 28 February 2020 at a catering

service company located in Sidoarjo, East Java. This research has obtained an ethical certificate from Health Research Ethics Committee (KEPK), Faculty of Nursing Universitas Airlangga in 2020 with an approval number 1930-KEPK.

RESULTS

Based on the WHO Healthy Workplace Guidelines, components of lifestyle and personal health skills can be seen from the provision of various supporting facilities and infrastructure, such as training and education related to skills and health, provision of facilities to carry out various activities, or implementation of health-related programs.

In its implementation, components of lifestyle and personal health skills can be seen based on three indicators, namely skills and health training programs for workers integrated into the workplace, healthy lifestyle programs to build skills and behavioral changes in various fields, and the involvement of workers' families and communities in the neighborhood.

Skills and Health Training Programs for Workers that are Integrated in the Workplace

This catering service company has a series of training activities provided for every worker where the training is implemented in a structured and regular schedule every year by the Human Capital Department. The trainings are divided into two, namely mandatory and functional trainings. Mandatory training is training that is done regularly every year, which aims to improve workers' knowledge and skills and to foster habits that are able to increase work productivity, which is expected to become a culture owned by workers. All mandatory training has to do with the skills needed to carry out the work, so as to avoid the occurrence of unwanted events in the work process and to protect the health of workers. Training that must be attended by all workers is HALAL, HACCP (Hazard Analysis Critical Control Point), Personal Hygiene, Sanitation, K3LH Human Factor, Security Awareness, and 3R (Concise, Clean, Neat) trainings. Furthermore, there are several other mandatory training aimed specifically to certain workers, such as basic handling training for workers who handle incoming materials, water ingress management training, door operation training, and driver refresher training and driver supervisor training for drivers.

In addition, various other types of training are also carried out. Functional training is a training

that is performed to ensure workers have the appropriate and sufficient skills to carry out their work. The implementation of functional training will be determined on the results of the competency test conducted at the end of each year so that the magnitude of the gap between the skills needed to perform work and the skills of workers can be acknowledged. If the gaps are considered to affect performance, functional training will be held.

Healthy Lifestyle Programs to Build Skills and Behavioral Changes

Nutrition

Nutritional needs for all workers are met through canteen facilities provided by the company with the serving of breakfast, lunch, and dinner in accordance with the work shifts of workers. The food menu served in the canteen is arranged based on the predetermined budget and is made to meet the nutritional and nutritional needs of workers. Each menu made must consist of carbohydrates, animal protein, vegetable protein, vegetables to meet the needs of fiber and vitamins, desserts, and additional

Table 3. Canteen Menu

Day 1 Lunch / Dinner	Quantity
White / red rice	200 gr
Pepes ikan patin	60 gr
Spinach and carrot soup	100 gr
Corn bakwan	40 gr
Sambal Bajak	10 gr
Crackers	1 ea
Melon	1 ea
Day 2 Lunch / Dinner	Quantity
White / red rice	200 gr
Empal Goreng Pasundan	30 gr
Macaroni soup	80 gr
Stir-fried tofu with soy sauce and leeks	40 gr
Sambal Kecap	10 gr
Shrimp crackers	1 ea
Chocolate pudding	1 ea
Day 3 Lunch / Dinner	Quantity
White / red rice	200 gr
Chicken soto	60 gr
Condiments (noodles, cabbage, leeks, etc.)	75 gr
Boiled egg	30 gr
Sambal Kemiri	10 gr
Crackers	1 ea
Papaya	1 ea

chili and crackers. Menus are arranged by the Menu Development section into one cycle consisting of 16 menus for 16 days.

Smoking Area

This catering service company has a smoking-related policy whereby workers are not permitted to smoke in the vicinity of the workplace, except in areas that have been designated for smoking namely in a smoking area located near a motorcycle parking lot and employee entrance door. The available smoking area is in open areas and located in areas that are often passed by people. This facility is used by workers who smoke, mostly male workers and one female worker usually before working hours, during breaks, and after working hours.

Physical Activity

This catering service company is a subsidiary of a group company and is participating in routine sport activities (Table 4) that are scheduled and can be participated by all workers to support them to do physical activities on a regular basis. The types of sports activities available are gymnastics, badminton, tennis, and soccer. All workers participate in a weekly aerobic activity every Friday, and for other sport activities are joined by approximately 10-20 workers. In addition to sport activities, company encourages workers to do physical activities through simple activities such as taking more walks and stretching their body.

Mental Health

Mental health in the workplace is very crucial to support the company's success in achieving its goals or targets. In carrying out work and duties, the severity of the work can affect the mental state of workers. A burden that is too heavy can cause workers to experience stress. This catering service company provides supporting facilities in the form

of career counseling available for workers with head positions in each section, such as Head of Marketing, Head of Procurement, Head of Equipment Set Up, Head of Information Technology, and others. Every worker who has a head position is allowed to choose one person with a position above him/her to become a mentor in carrying out the work. In addition to guiding the work, a mentor and the subordinates can also do counseling freely in an effort to reduce stress or the burden experienced.

Counseling activities to reduce stress experienced by workers are also carried out by the Human Capital section that has attended Counseling and Coaching training. Then, employees in the Human Capital section are tasked with disseminating the training received to Supervisors, Heads, and Managers in other sections. Workers who receive training from Human Capital will act as a counselor and help other workers when experiencing difficulties or fatigue in doing work through counseling. When a worker asks for a counseling, later a follow-up counseling will be done by the counselor until the problem is solved.

Along with counseling, another activity undertaken to increase workers' mental health is to hold recreation for all workers as a form of celebration of company's birthdays by holding a simple gathering at the office. Furthermore, every five years an outing is done outside the office which is participated by all company workers to eliminate the feeling of boredom so that the workers can get back to work and can increase worker productivity.

Reproductive and Sexual Health

All workers who are pregnant have the right to take leave for 3 (three) months during pregnancy and afterward. Moreover, when these three months are taken will be according to the wishes and needs of the worker, and if the worker is still keeping notes from the obstetrician and/or midwife, the worker is entitled to full wages during the leave. For breastfeeding workers, the company does not provide a lactation space, but if needed, workers can use the clinic as a substitute for the room. At the time of this research was conducted, there was one female worker who was pregnant and would often use this facility. Besides, female workers experiencing pain during menstruation are allowed to ask for the day off if needed. If the worker only needs to take a rest or take a medicine, the clinic is also available for the worker.

Table 4. Sports Activities Schedule

Day / Activity	Aerobic	Badminton	Tennis	Soccer
Monday			■	
Tuesday		■	■	■
Wednesday			■	
Thursday				
Friday	■	■		
Saturday	■	■		

The Involvement of Workers' Families and Surrounding Communities

External parties involved in company's health activities and programs are external parties who also provide counseling to company workers, such as the Port Health Authority (KKP), the Social Security Organizing Agency (BPJS), and Mandiri Inhealth. In addition to the community around the company's office, the company also provides health services in certain events, for example at company's anniversary celebrations, iftar get-togethers, or the moment when the company gets a good profit. The role of the company to external parties is done in the event wherein the activity usually includes health checks and health counseling by company doctors to the invited guests of the activity. Workers' families are also involved in a community which runs various activities every month. Examples of activities executed by this community vary from industry internal tours, education for family members, to social service activities.

DISCUSSION

Workers' health status is significantly affected by their own lifestyle, especially from the diet, exercise, stress, and cigarette consumption (World Health Organization, 1999; Burton, 2010). A workplace situation with a lack of information and knowledge might cause workers to adapt unhealthy lifestyles. For example, poor diet might happen because of a lack of access to healthy nutritious foods at work, diseases might be undiagnosed if untreated because of a lack of access to healthcare, and physical inactivity may be the result of busy working hours (Burton, 2010). A workplace can provide a supportive environment and resources by providing medical services, information, training, or promotional programmes to motivate workers to practice healthy lifestyle (Burton, 2010).

Skills and Health Training Programs for Workers that are Integrated in the Workplace

Based on research conducted by Rudhaliawan, Utami and Hakam (2013) training has a significant effect on workability and employee performance. Another research from Triasmoko mentions three variables that play a role in determining the effectiveness of training on employee performance, namely training methods, training materials, and training instructors (Triasmoko, Mukzam and

Nurtjahjono, 2014). The training method used should be adjusted to the type of training. Meanwhile, training material must be adjusted to the objectives to be achieved and provided systematically. Good training materials must always be updated in accordance with existing conditions so that the training content is in accordance with the needs and abilities of participants (Marwansyah, 2012). Furthermore, training instructors should have the skills to teach, be able to communicate effectively, be authoritative, be proficient in socializing, competent, and have emotional stability (Marwansyah, 2012). In this catering service company, training methods and materials are done accordingly to the theory, trainings will only be done if necessary, and the methods and materials are adjusted to the audience needs. Meanwhile, instructors for the training are selected by Human Capital Department, competent in the field regarding the training, and have great communication skills.

Healthy Lifestyle Programs to Build Skills and Behavioral Changes

Nutrition

Based on the menu in Table 3, the food served in the canteen varies every day, and this gives more health benefits for the body (Witari, Sudjana and Suarjana, 2015). This can be seen from the menu cycle which consists of different menus every day. In addition, the menus made have also prioritized the nutritional content in the food, where the food served must contain carbohydrates, animal protein, vegetable protein, fiber, minerals, and vitamins in large quantity for each component.

Food consumption is one aspect of lifestyle that greatly influences one's health status. Thus, education related to this field is also needed to guarantee that workers have adequate information and abilities to maintain their health status, thus enabling workers to work productively. Unfortunately, the form of education for nutritional needs is not formally available in companies. Thus, serving varied food is also an indirect form of education for workers by showing that the food served in the canteen varies every day. This varied food serving is an effort that aims for dietary changes in individuals (Quintiliani, Poulsen and Sorensen, 2010). Providing nutritional foods education is also done by showing PowerPoint slides about diseases or education about healthy food on television in the canteen. The education

about diseases is determined by a large number of diseases suffered by workers based on the results of medical check-ups.

Smoking Area

Based on the Constitution No. 36 2009 concerning Health, the workplace is one of the No Smoking Areas (KTR). The determination of this KTR is a form of security for addictive substances so as not to disrupt and endanger the health of individuals, families, communities, and the surrounding environment. However, it is explained again in Article 115 Paragraph 1 of UU No. 36 of 2009 concerning Health, specifically for workplaces, public places, and other places which can provide a special place for smoking. The KTR Implementation Guidelines themselves are regulated in a Joint Regulation of the Minister of Health and the Minister of Home Affairs No. 188/MENKES/PB/I/2011; 7 of 2011, where designated smoking areas must meet these requirements: (1) the smoking area is an open space or space that is directly related to outside air so that air can circulate properly; (2) it is separated from the main building/place/room and other spaces used for activities; (3) it is away from the entrance and exit; and (4) it is far from where people pass by.

Based on the requirements of the regulation in the Joint Regulation of the Minister of Health and the Minister of Home Affairs No. 188/MENKES/PB/I/2011; 7 of 2011, the smoking area provided by the company has fulfilled points (1) and (2), but has not been able to fulfill points (3) and (4) because it is located in front of the employee entrance, so it is a place that many people pass by. For this aspect, the company could make an improvement to ensure that the smoking area provided would comply the regulation.

Physical Activities

Studies come to the conclusion that a relationship exists between physical fitness and productivity (Sharifzadeh, 2013). Low physical activity will have an impact on the condition of over nutrition, especially if followed by energy consumption which exceeds the needs (Maghfiroh, 2019). A study states that workers who exercise regularly have better conditions by 10 percent compared to workers who do not exercise. Doing exercise regularly can increase morale at work, making it easier to achieve targets. In addition,

exercise can also increase focus on daily activities. Thus, facilities for carrying out physical activities provided should be continued in order to encourage the physical activity of workers so as to be able to support the productivity of their workers. Actively doing physical exercises brings notable enhancements in health-wellbeing results, and this results, for example, in improved muscle quality. Moreover, it is noted that diminished weight have records in productivity (Sjøgaard *et al.*, 2016). Apart from exercises, physical activities can be improved by encouraging workers to do stretching in between working hours and going for more walks. Indirectly, the company has encouraged their workers to walk more by locating the canteen and praying room further from working areas.

In addition, sports activities that are done together can also play a role as a form of refreshing to eliminate boredom at work, because scientifically, doing sports can improve mood and reduce anxiety, depression, and stress (Elmagd, 2016). This is due to the fact that with exercise, the brain becomes more sensitive and produces the serotonin and norepinephrine hormones which can reduce depression. Doing exercises also produces endorphins that help create positive feelings (Elmagd, 2016). Therefore, physical activities are activities that must be encouraged to maintain the health of workers and support work productivity.

Mental Health

Mental health is an important issue in public health, and this also applies in the workplace since most people's life are spent working (Goetzel *et al.*, 2018). This is because an individual's experience, whether physical, emotional, mental, or social experiences, will influence how the individual is at work. The mental health of workers will raise awareness of other factors that pose risks to workers. Furthermore, the mental health of workers will affect the performance of workers. Psychological well-being issues of workers will affect the inhibition of work productivity, which is generally characterized by feeling insecure and uncomfortable at work, anxious, and reluctant to attend the workplace (Aziz, Wahyuni and Wargadinata, 2017). The initiative to control and support workers to manage work stress, therefore, could be the most promising way to increase all workers' productivity, regardless of their mental health or gender (Bubonya, Cobb-Clark and Wooden, 2017). Improving the emotional wellness of workers can spare critical assets by

lessening absenteeism, expanding efficiency, and empowering maintenance while decreasing medical service costs (Goetzel *et al.*, 2018). In this catering service company, managers have an important role to help workers when the workers face challenges in doing work by giving them coaching or counseling session. This is an important role of the manager by giving workers psychosocial safety climate, and this behavior might lead to an improvement of the mental health (Petrie *et al.*, 2018).

Reproductive and Sexual Health

Pregnant and breastfeeding workers need special maternity protection in the workplace to protect themselves and their babies from hazards, therefore keeping their productivity and health in its optimal condition (Murtagh and Moulton, 2011). The company policy, which is giving pregnant workers a three month leave is in accordance with the Constitution No. 13 of 2003 concerning Manpower stating that female workers or laborers (female employees) have the right to obtain maternity rest or leave for 1.5 months (to be exact one month and fifteen days) before giving birth and 1.5 months after giving birth, in obedience to the obstetrician or midwife's calculation. Letting workers who experience pain during menstruation is also in accordance with the Constitution No. 13 of 2003 concerning Manpower where it is stated that female workers who get menstruation pain can inform their superiors, and do not have to come to work on their first and second day of menstruation.

Maternity leave is a basic element in maternity protection. Maternity leave is a period where a worker is allowed to be absent from the job to rest and build a bond with their child. Giving workers maternity leave with the right amount of time will have its own benefit medically and financially (Murtagh and Moulton, 2011). Leave that lasts less than a year might improve work progression and employment rates for female workers even years after the leave itself (Rossin-Slater, 2017). By giving workers maternity leave, workers could prepare themselves to get back to work after giving birth, thus making them able to work again optimally.

The Involvement of Workers' Families and Surrounding Communities

One of the workplace health promotion principles is to involve family when possible (Grabowski *et al.*, 2017). Workplace policies that

involve families help workers to balance their work and responsibilities in their household, which would result in benefits for the worker, family, and the workplace (Benito-Osorio, Muñoz-Aguado and Villar, 2014). The involvement of communities in activities could enhance social bonds by creating values of working in partnership and facilitating access for people in the community (Mulunga and Yazdanifard, 2014). If both communities and professional workers' opinions are taken into account, it would provide an argument for knowing the needs, creating an active two-way contribution and building organizational relationship and trust (Haldane *et al.*, 2018).

CONCLUSION

This catering service company provides various programs and facilities in order to support their employees to adopt healthy lifestyles and improve their health-related personal skills, starting from planned mandatory and functional training programs that are integrated in the workplace, to the provision of healthy nutritious foods at the office canteen and smoking area. Furthermore, the programs involve physical activities for the workers, coaching and counseling programs, and maternity leave for female employees. In doing so, the company also involves families of workers and local community. In conclusion, this company has sufficient programs and facilities to push their workers to adopt a healthy lifestyle and improving their skills so that it would be more conducive for their health, although in some aspects, such as the smoking area, an improvement could be done to meet the requirements according to the existing regulation.

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