



# Effectiveness of an Eight-Week Employee Weight Reduction Program in Enhancing Health Awareness

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## Background and objective

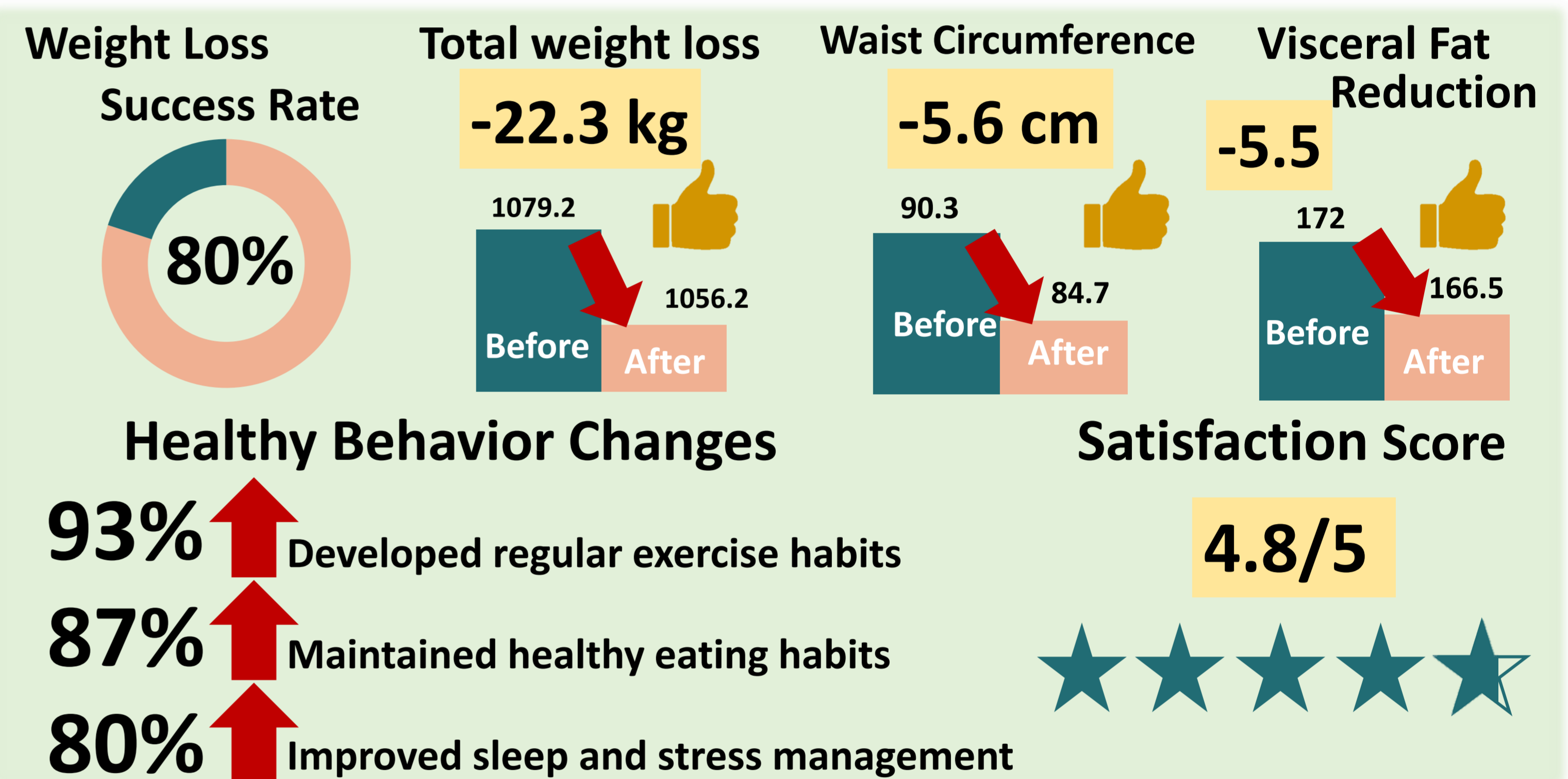
Sedentary work, unhealthy diets, and shift-related stress increase obesity and metabolic risks among hospital staff. An eight-week “Employee Weight Reduction Program” integrating exercise, nutrition, and peer support was implemented to improve health habits and body composition.

## Methods

Fifteen employees with BMI $\geq$ 24 participated in an eight-week weight-reduction program with weekly exercise and a nutrition class in week one. The course combined diverse workouts (aerobic boxing, strength training, equipment use) and nutrition guidance, with personal gear and home tasks to boost adherence. A “Home Challenge,” “Team Contest,” and LINE group promoted daily check-ins and peer motivation. Body metrics were tracked weekly; in week eight, satisfaction and behavior surveys evaluated program effectiveness.

## Results

Fifteen employees (100% completion) participated, mean age 45.6 years; 47% administrative, 33% nursing, 20% medical technology. After eight weeks, 12 (80%) lost 0.7–5.7 kg (total 22.3 kg, average 1.49 kg). BMI  $-0.9$ , body fat  $-1.1\%$ , visceral fat  $-5.5$ , waist  $-5.6$  cm. Health behavior improved: 93% exercised regularly, 87% ate balanced meals, 80% reported better sleep and mood. Satisfaction averaged 4.8/5, confirming significant program effectiveness.



Diverse Weight Loss Intervention Programs



Leadership Engagement and Support



Use of Employee Fitness Center Equipment



Regular Body Composition Monitoring and Follow-up



Health Behavior Assignment Design



LINE Group Support for Motivation Maintenance



Point-Based Incentive System to Enhance Participation



Completion Reward System

## Conclusions

This program integrating exercise, nutrition, and peer support effectively improved staff body composition and health behaviors. Participants showed reduced weight and waist size, and increased health literacy and motivation. The model is feasible and scalable within the HPH framework, supporting a sustainable workplace and the shift from “care providers” to “health promoters.”

## Relevance to health promoting hospitals and health services

This program reflects the HPH concept by promoting staff health and transforming caregivers into health promoters. By enhancing health literacy and fostering a wellness culture, it highlights the value of internal health promotion and provides a model for resilient, sustainable workplaces.