Management's role in the conflict between individual health needs and competitive workplace demands

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Management and Health

Corporate Health Management
Principles  Modules  Management tasks

Management and Health

Organization of challenges
e.g. safety, noise, climate,
over-/underchallenge, timeframe
flexibility, fair work distribution,
clear roles and responsibilities,
realistic targets,
suitability of workplace for coping
with challenges

Management conduct
e.g. appreciation,
non-hurtful communication,
constructive feedback,
appropriate information,
recognition of stress signals

Organization of social relationships
e.g. assistance in the discharge
of tasks,
peer-to-peer conduct,
employee involvement

Personal health concepts
Qualification  Lifestyle  Values
Coping Strategies

Sick  Healthy

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Create work conditions that are conducive to good health

- Company child daycare center
- Workplace analyses / Health work groups
- Social Step – Strengthening of social/interpersonal skills
- Training of supervisors in dealing with health-challenged employees
- Integration of "Mental Health" in the CIP process
- Coaching for supervisors - appreciative employee communication
- Fair, appreciative approach to employees
- Match between requirement and coping abilities
- Identify and solve problems / conflicts
- Flexible working hours
- Return-to-work interview / integration management

Integration of mental health in the CIP process.
Lead a healthy and active working life throughout

- Quit-smoking seminars
- Healthy nutrition
- Conflict conciliation / mediation
- Psychological and social counseling
- Stress-coping seminars
- Team development
- Health center
- MSN seminar
- Health coaching

**Improve coping and problem solving competencies**

**Cope with high requirements in a positive manner**

**Develop focused balancing strategies**
What does "Mental Health" signify at MTU

Lead a healthy and active working life throughout

Create working conditions that are conducive to good health

Strengthen the productive efficiency and competitiveness