Abstract: In this presentation I shall discuss how experiences in organisational life are linked to individual health behaviour, particularly eating behaviour and physical exercise. I shall focus on job stress as a factor that potentially compromises health behaviour, and organisational climate that can encourage health behaviour.

I shall introduce the concept of Organizational Health Behaviour Climate (OHBC; Sonnentag & Pundt, in press) and present a new measure that captures values and expectations, organisational practices, and communication as core dimensions. Validation data show that OHBC relates to other climate dimensions such as employees welfare and safety climate, but that it is distinct from these other dimensions. OHBC is positively related to health behaviour and negatively correlated with employees’ body mass index (BMI).

I shall present data from a longitudinal and a daily-survey study that shed more light on how OHBC might trigger healthy eating. For instance, findings from the daily-survey study show that OHBC predicts snacking fresh fruit at work (as opposed to snacking sweets) by activating “health” as food-choice motive. In addition, this study showed that high self-control demands at work may undermine healthy eating by activation “affect regulation” as food-choice motive. As a whole these data demonstrate that organisational climate may help employees to stick to a healthy diet and to engage in physical exercise. I shall discuss practical implications and shall address avenues for future research.


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Date: Friday 11 March 2016
Time: 12:00—1:00 pm (followed by sandwich reception)
Venue: BUSN G.42 Case Study Room
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