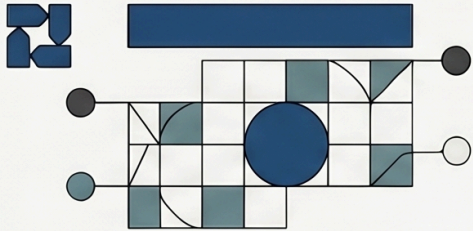


THE SUSTAINABLE WORKPLACE: EVIDENCE-BASED ORGANIZATIONAL INTERVENTIONS

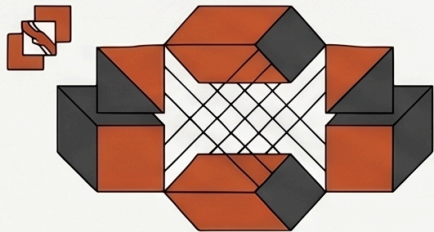
Organizational-level interventions target upstream factors—the work environment—rather than individual coping. Modifying working conditions like scheduling and employee control yields benefits for mental health and the bottom line.

HIGH-IMPACT INTERVENTION STRATEGIES



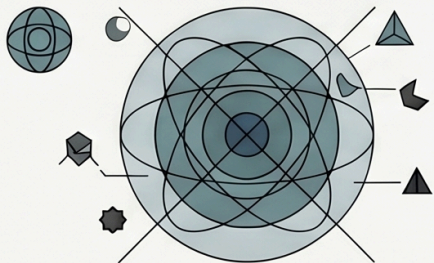
WORKING TIME FLEXIBILITY

Enhancing employee control over scheduling significantly improves work-life balance and reduces stress.



PARTICIPATORY WORK REDESIGN

Collaborative problem-solving between staff and management reduces strain by increasing job autonomy.

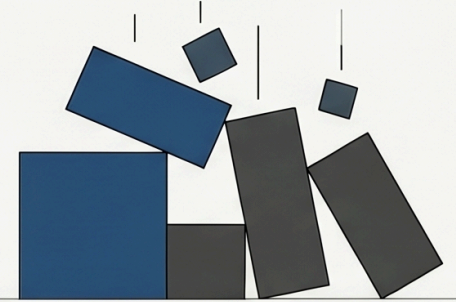


COMPREHENSIVE RISK ASSESSMENT

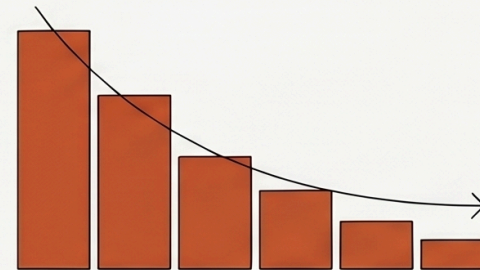
Programs addressing multiple psychosocial factors simultaneously outperform narrow, single-factor interventions.

ORGANIZATIONAL & PERFORMANCE IMPACTS

**\$40,000–
\$60,000**
TURNOVER COST



High-stress environments drive costly departures, specifically impacting specialized sectors like nursing.

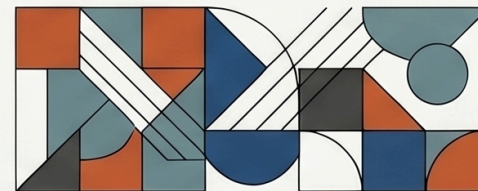


Addressing workload and staffing ratios provides consistent, measurable reductions in emotional exhaustion.

IMPLEMENTATION QUALITY

Success depends more on management commitment and execution than the intervention's design.

BURNOUT REDUCTION



EVIDENCE FOR ORGANIZATIONAL INTERVENTIONS (COMPARISON)

INTERVENTION TYPE	EVIDENCE STRENGTH	PRIMARY BENEFIT
Working Time Flexibility	● Strong	Work-Life Balance
Burnout Programs	● Strong	Reduced Exhaustion
Participatory Redesign	● Moderate	Increased Control