



A Comparative Study of Workplace Wellness Programmes: The Impact of Integrated HIV and Non-communicable Disease Screening on Worker Productivity in an Addis Ababa Industrial Zone, 2008

Nkemngong Nkengasong¹

¹ University of Douala

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Correspondence: nkengasong@outlook.com

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Author notes

Nkemngong Nkengasong is affiliated with University of Douala and focuses on Medicine research in Africa.

Abstract

Workplace wellness programmes are increasingly adopted in industrial settings across Africa. There remains limited comparative evidence on the effectiveness of integrated health screening approaches, particularly those combining HIV and non-communicable disease (NCD) services, on worker productivity. This study aimed to compare the impact of a comprehensive wellness programme incorporating integrated HIV and NCD screening against a standard, single-focus HIV programme on productivity metrics among factory workers. A comparative study was conducted within an industrial zone in Addis Ababa. Factories were allocated to either an intervention group, receiving integrated HIV and NCD screening and management, or a control group, receiving standard HIV-only wellness services. Worker productivity was measured using absenteeism rates and supervisor-rated performance scales. Data were analysed using comparative statistical methods. Workers in the integrated programme group showed a significantly greater improvement in productivity metrics compared to the control group. Absenteeism was substantially lower in the intervention group at the study's conclusion. Supervisor performance ratings also indicated a marked improvement for workers accessing the integrated services. An integrated workplace wellness programme addressing both HIV and NCDs was associated with superior gains in worker productivity compared to a conventional, single-disease programme. Policymakers and occupational health planners should consider designing and implementing integrated health screening and wellness programmes within industrial workplaces to optimise workforce health and productivity. workplace wellness, integrated screening, HIV, non-communicable diseases, productivity, comparative study, Ethiopia This study provides comparative evidence from an African industrial setting supporting the integration of HIV and NCD services within workplace health programmes to enhance worker productivity.

Keywords: *Workplace wellness programmes, Integrated health screening, HIV/AIDS, Non-communicable diseases, Worker productivity, Sub-Saharan Africa, Comparative study*

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