

A conceptual framework on the impact of psychosocial at work on obese healthcare workers

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ABSTRACT

Introduction: Healthcare workers (HCWs) are expected to serve as role models and actively contribute to community-based obesity prevention efforts. Surprisingly, in Malaysia, the prevalence of obesity among HCWs is higher (ranging from 21% to 29%) compared to the reported prevalence of obesity in the general population (15.1% to 19.7%). Despite the dedicated efforts by the Malaysia Ministry of Health to manage and maintain the health of our HCWs through programs such as Trim and Fit, the prevalence of obesity among them remains persistently high. It is possible that we have yet to address the issue at its root cause. We would like to propose that psychosocial at work may be the root cause of obesity among our healthcare workers. Therefore, this review aims to map and identify evidence of the impact of psychosocial conditions in the workplace on the obese HCWs, considering both direct and indirect pathways. **Materials and Methods:** We have conducted a scoping review on factors that can influence obese HCWs. Thus, this review proposes four constructs namely psychosocial at work, dietary habit, physical activity, and sleep quality as factors that can influence obesity among HCWs. Ten research hypotheses were developed based on our literature review. Four hypotheses were developed to show the impact of psychosocial at work on dietary habits, physical activity, sleep quality and obese HCWs. In addition to that, three hypotheses were developed to explore the impact dietary habit, physical activity, sleep quality on obese HCWs, and three research hypotheses were developed to explore the mediating effect of dietary habit, physical activity, and sleep quality on relationship between psychosocial at work and obese HCWs. Using Analysis of Moment Structures (AMOS) version 26, all variables will be analysed to examine the hypotheses. Various indices for assessing the model's goodness-of-fit to the data will be examined, including the chi-square statistic (χ^2), Root Mean Square Error of Approximation (RMSEA), Comparative Fit Index (CFI), Relative Fit Index (RFI), and Goodness of Fit Index (GFI). These indices will help us evaluate how well the model fits the observed data. **Results:** Dietary habit, physical activity and sleep quality were chosen as mediating factors between psychosocial at work and obese HCWs. A framework was able to be developed and proposed the impact of psychosocial at work on obese HCWs. **Conclusion:** This conceptual framework shows the possibility of impact of psychosocial at work on obese HCWs. It will be tested empirically using data collected from obese HCWs and can become an alternative to evaluate the impact of psychosocial at work on obesity.