



POSTURE AT WORK MATTERS

Common Posture Mistakes and Fixes

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Abstract

Business priorities have changed rapidly over the last few years, and significantly, so have work environments. With the current pandemic situation, concepts like social distancing, sanitized surfaces and contactless operations are the new workplace imperative. Simultaneously, there is also a dynamic change in people's behaviour, job tasks and demands.

Today, we work differently compared to the last decade. In fact, apart from work pattern differences, diversity can also be seen in terms of how people work and the different postures they adopt while doing so.

To acquire a comprehensive understanding of postures adopted at work, body dynamics, behaviour and the repercussions of all these aspects of mind-set and performance, we at Godrej Interio, interviewed many employees across multiple offices. We attempted to understand their tasks, work pattern, the amount of gadget usage and the postures they adopt while using those gadgets. We also observed how people use their work tools and the furniture provided. Additionally, we observed these employees while they were using different office areas like the cafeteria, meeting rooms, discussion room, etc.

Based on this study, we discovered that there are as many different work styles as there are people. No two people adopt the same posture or sit in the same manner while at work. It is safe to say that each of them uses the infrastructure and furniture provided to them in their own unique way.

Employees of one workspace have access to the same kind of furniture, and the cubicles are similar as well. As a result, if we observe an office without employees using it, the space seems to be uniform with each section a mirror image of the one next to it. However, as soon as users start filling that space, the same uniform area appears to be quite different. This happens because of diversity in behaviour, with an important aspect being the postures people adopt while sitting in the same kind of chair provided throughout the offices.

So, to know what makes people adopt different postures, identify the different kinds of postures they adopt while working, and determine the physical impact of these postures on the musculoskeletal system of the body - we at Godrej Interio conducted an observational study.

We conducted this study from the year 2016 to 2019. We observed different employees from different organisations across MNCs, corporate, PSUs, IT/ITES etc. While doing so, we assessed the various associated ergonomic risks. We observed the user's working posture along with the furniture arrangement, the layout and the 360 degree view of the user as they worked in a given space. We also tried to understand if these users were facing any health issues.

In this paper we are going to discuss the effects of various postures on people's health. We will also discuss certain strategies that can be adopted to make sure that employees at every organisation are happy and healthy.



Introduction

Sitting is a basic human action. While sitting, body weight is supported primarily by the buttocks in contact with the ground or a horizontal surface such as a chair seat. The torso is largely upright.

We sit to perform various activities throughout the day. For instance, to have breakfast, to work, or to drive. When we sit, we use less energy compared to when we stand or move.

Research has linked sitting for prolonged periods with numerous health concerns. A study conducted by the Godrej Interio Ergonomic Research Cell says that 76 % of the working population experiences Musculoskeletal Disorders (MSDs) from working long hours while sitting in a fixed position. Other studies have revealed that there is a cluster of health conditions including obesity, high blood pressure, high blood sugar, excess body fat around the waist and abnormal cholesterol levels that come along with long hours of sitting at desks.

All these conditions can lead to metabolic syndrome. To add to the problem, in extreme cases, prolonged sitting can also increase the risk of death due to cardiovascular disease and cancer. Any extended sitting - such as at a desk, behind a wheel or in front of a screen can be critically harmful.

Posture is the way we hold our body, and can be divided into two types:

1. Dynamic Postures

2. Static Postures

Dynamic posture is how we hold ourselves while moving. The ideal example of this can be walking, running or bending over to pick something up. It is usually required to form an efficient basis for body movement. Muscles and non-contractile structures of the body need to be in motion to adapt to changing circumstances.

Static posture is how we hold ourselves when we are not moving. The ideal example of this can be sitting, standing, or sleeping. Body segments are aligned and maintained in fixed positions. This posture is usually achieved by coordination and interaction of various muscle groups working statically to counteract gravity and other forces.

Sitting in an office chair and working with various gadgets like laptops, desktops, tablets and mobile phones, makes us adopt different kinds of postures. Some assume a neutral sitting position, while others adopt awkward sitting postures. Different individuals have different tendencies of assuming a particular working posture as there isn't a rule book for it.

Awkward postures result in excessive force on joints and overload the muscles and tendons around the affected joints. Joints are most efficient when they operate closest to the mid-range motion. The risk of MSD is increased when joints are worked outside of this mid-range repetitively or for a sustained period without adequate recovery time.

If we observe carefully, we can categorize the awkward postures assumed while working on gadgets. Human bodies are alike, the tasks they perform for a specific job are alike, and the stances they adopt while doing those similar tasks somehow fall into certain categories. For instance, let's consider 10 employees, each working on a computer throughout the day in the same premise. The postures adopted by all of them will not be the same. But if we try and categorize their postures, we will find clusters of these awkward stances adopted by people while doing a similar kind of job.

Considering this situation, we at the Godrej Interio Workspace and Ergonomic Research Cell, gained an understanding by observing people while they worked, and categorized the awkward postures they adopted. We also discovered the clusters of awkward postures and attempted to understand the health implications caused by them.

We observed several postures that are adopted by people while they work; amongst which 11 are the most common.

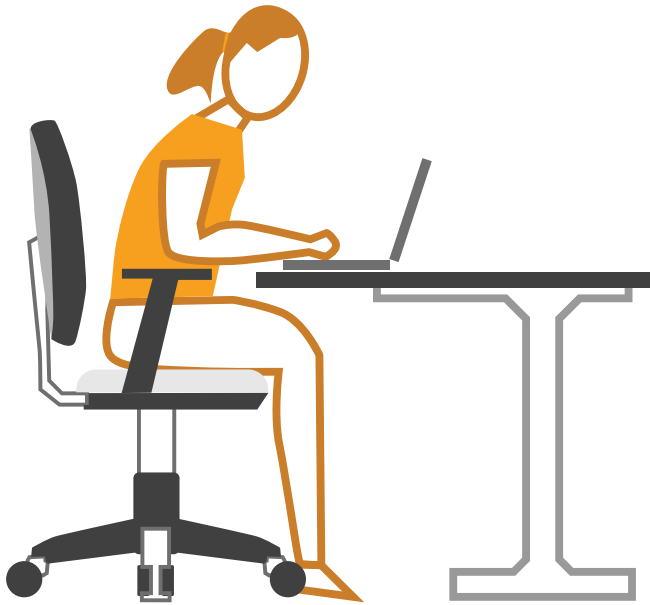
During our observational assessments, we identified 11 common postures people adopt while they are working.

We also expanded our area of research to the ways by which people can adopt a good ergonomic stance using simple strategies.

11 common sitting postures and their health implications

Let us take a detailed look at them:

1. Shrug mode : Hunching



About this posture:

Hunching is defined as leaning forward with shoulders raised or bending forward with the back and shoulders in a rounded C shape. This posture is also called the Kyphotic posture of the back.

Our spine is made up of three segments. When viewed from the side, these segments form three natural curves. The "c-shaped" curves of the neck (cervical spine) and lower back (lumbar spine) are called lordosis. The "reverse c-shaped" curve of the chest (thoracic spine) is called kyphosis. This natural curvature of the

spine is vital for balance and helps us to stand upright and sit upright. If any of the curves becomes too large or too small, it becomes difficult to sit up straight and our posture appears abnormal. The spine naturally curves at the neck, upper back, and lower back to help absorb shock and support the weight of the head.

Kyphosis occurs when this natural arch is larger than normal. People who bend their backs while working appear to be slouching and have noticeable rounding of the shoulders. Hunching can lead to excess pressure on the spine, causing pain and fatigue. Due to this, pain, flexibility, mobility and activity of the spine is further compromised. It may also lead to breathing difficulties due to the pressure that is exerted on the lungs.

Our observations:

Bending forward while sitting on a chair and working on a laptop, is a common posture that is adopted in any workspace. Generally, we bend and sit in certain scenarios - if the height of our computer's screen is inappropriate, the distance between desk and chair is too much, there is lack of back support(chairs without back supports or low back supports), poor knowledge of

ergonomics, weak back & core muscles, or all of the above.

Implications of adopting this posture:

Health implications that occur due to hunching are neck pain, upper back pain, chest discomfort and shoulder pain. Lower back pain can occur due to kyphotic or 'bent sitting' while working on computers. In addition to this, sitting for long hours in a poor posture without changing, can lead to further damage like lumbar spondylosis.

2. Focus mode : Neck Bend forward

About this posture:

Neck bend forward, is a posture when we look down on the computer screen or mobile screen keeping our neck in flexion and bending our upper back.

Neck flexion is the movement of lowering your chin down to your chest. This occurs at the joint that is just below the skull and uses deep neck flexor muscles along with the sternocleidomastoid (SCM) muscle. The "c-shaped" curve of the neck (cervical spine) is called lordosis and it is the most important



part of the spine as it holds the head over the torso when it is upright. When the neck is in neutral posture the weight of the head is transferred to the torso equally.

If your neck slants forward and your head pokes in front of your shoulders instead of resting directly above them, you are likely to have what is called Forward Head Posture. This posture leads to abnormal weight distribution. Both, due to neck flexion and forward head posture, the muscles around the neck spinal joints work in disharmony. This position can strain our neck muscles and load dozens of extra pounds of pressure on our cervical spine, increasing the risk of neck pain.

Our Observations:

There are various reasons why we keep the neck in forward bend position. The most common reasons are low monitor height, higher chair height as compared to desk height and too much distance between the screen and the user.

Implications of adopting this posture:

The hazardous impacts of this posture on health and the musculoskeletal system are pains in neck, upper back and lower back. There can also be headaches associated with improper neck posturing, eye strain due to awkward neck posture, and shoulder pain due to the abnormal shortening of muscles in and around shoulder joints.

3. Relax mode : *Slouching back in the chair*



About the posture:

Slouching back in the chair is defined as leaning back on a chair or lying down on one's back while leaning back on the chair in a sitting position with the feet flat on ground.

The four movements in the spine are flexion, extension, rotation, and lateral flexion. These movements result in various forces acting on the lumbar spine and sacrum: compressive force, tensile force, shear force, bending moment and torsional moment. For example, slouching back in a chair with lumbar extension, results in a compressive force being applied to the posterior aspect of the disc. A distraction force is also applied to the anterior aspect of the disc.

Leaning back on the chair with the help of upper body support and leaving the lower lumbar area unsupported along with the neck in forward bend and feet on the ground, is the posture one adopts while he or she is in slouched back posture.

While we can slouch back on a chair taking the head rest support, most chairs do not have head rest support. So, while slouching back in the chair, the lumbar spine which normally has C shape curvature goes into hyper C shape i.e. hyper lordosis and the lower lumbar area is unsupported. The angle between the back and hip can increase from 90 degrees to 135 degrees or more.

Our Observations:

We generally assume a slouching back posture when we feel tired in an upright sitting posture or we slouch back when we are reading something on our computer or talking on the phone.

Slouching back can also be a result of post-lunch laziness.

Implications of adopting this posture:

Slouching does not always cause discomfort, but over time this position can place strain on already sensitized muscles and soft tissues of spine. Sensitized muscles and soft tissues are the results of awkward and sustained posture. Some people adopt this stance while working for long hours. The resulting strain may increase tension in the muscles, which, in turn, may cause pain. Slouching can cause severe stiffness in the upper, middle, and lower back areas. It can also seed lower back pain and knee pain. Additionally, it can lead to neck pain if the neck is left unsupported.

4. Feel at home mode : *Sitting cross-legged*

About this posture:

Cross-legged sitting is defined as sitting with the legs bent and the knees pointing outwards with or without an upright back.

There are two types of crossed leg sitting postures that people adopt in office. The first one is where the user assumes a posture where he/she folds both knees pointing outward and ankles clasping each other. While doing so, a lot of pressure is exerted on knee ligaments, tendons and muscles of thighs and the ankle. The pelvic muscles can also stretch abnormally if a person is already experiencing tightness in them. One would need the flexibility of hip



joints and back muscle strength to adopt this cross-legged posture comfortably. Otherwise, the posture may collapse due to the difficulty of this sitting position and lead to back pain, hip and ankle inflammation. It may also cause long-term damage to the inner knees.

The second type of cross-legged sitting is where a person sits crossing one leg over the other on a chair. This position is extremely harmful as it is an asymmetrical position. It can also affect our pelvis and may later lead to changes in our entire posture.

Our observations:

There are various reasons why people cross legs and sit in the office chair. One of the most prominent reasons is high seat height which results in users dangling their legs. This happens mostly in the scenarios where either the height of the person is low, or the seat height is inappropriately adjusted. Another observed reason is the pressure which builds up on the back of the thigh and leg. This pressure forces a person to cross legs and relieve it. Sometimes it is observed that the attitude of the person in that time also makes them assume a cross-legged posture.

Implications of adopting this posture:

People who sit cross-legged for long hours have poor spinal posture. This could give rise to chronic lower back pain that may even extend all the way up to the neck and shoulder blades. Sitting cross-legged for several hours can lead to prolonged compression of the nerves that run along the outer part of the knee. This situation can sometimes lead to numbness or weakness in the feet. Other problems include an imbalance in the pelvis, increased pressure on the spine and pain.

5. Ready mode : *Sitting at the edge*



About this posture:

This posture is defined as the position where a person sits at the corner of the chair without taking back support with or without bending forward.

In this posture the user sits all the way at the edge of their chair, leaving a space between his /her back and the chair's back. He/she might bend forward with their neck in forward bend posture. The feet are usually flat on the ground or kept on the castors of the chair.

Our Observations:

This kind of posture is adopted by users in several situations. Too much of seat depth, uncomfortable back support, incorrect position of lumbar support and uncomfortable angle of the back recline (less than 90 degrees or more than 110 degrees) are some common reasons. Often, too much distance between the user and screen, placement of the keyboard and mouse beyond

comfortable reaching distance and anxiety or anticipation around tasks can also be the cause. Sometimes low seat height can result in the angle between thighs and knees not being at 90 degrees. In such circumstances, the user tries to relieve the stress on the knee joint by keeping the feet on castors and sitting on the edge – this creates problems too.

Implications of adopting this posture:

Sitting at the edge has a lot of complications associated with one's wellbeing and may result in back pain, neck pain, upper back pain and knee pain. It can also lead to fatigue of back muscles as the muscle is left unsupported while sitting.

6. Twister mode : *Sitting twisted to one side*

About the posture:

Sitting twisted to one side is defined as a posture where the person's spine (neck, upper back or entire spine) is in rotation to either the left or right part of the chair.

The rotation at spinal joints is also known as torsion or axial rotation. It happens in horizontal and vertical planes. Torsional loading is when forces acting on a structure cause a twist to its longitudinal axis. This is what happens in our spine when we twist our body from side to side. For instance, when we twist to one side in



an attempt to look at an object, there is a torsion going on in the spine. Likewise, when we carry something heavy in one hand that side of the spine experiences a compressive force leading to a tractional force on the other side. The stresses that occur during torsion are much more complex including shear, compressive, and tensile stress. Anatomically, due to the spinal joint orientation, the lumbar spine is more susceptible to torsion than the thoracic which has more tolerance to twisting.

Our Observations:

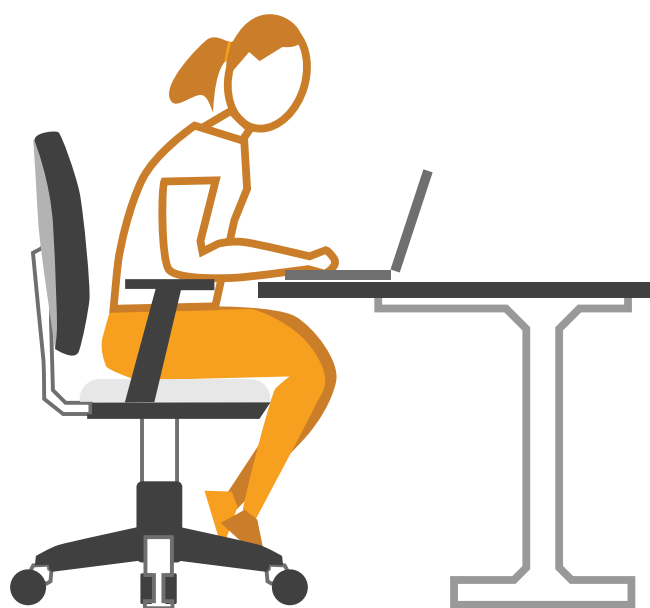
Sitting in a twisted posture in an office setting while working is seen majorly when the screen is not kept directly in front of the user. Also, if the user has a dual screen, the screen which is of

primary use is not kept in front and kept at the side. Other relative reasons can be landline phones kept at either side and used throughout the day for connecting, and an unplanned workstation due to which the user is forced to keep the screen on either side.

Implications of adopting this posture:

Neck pain is a prevalent symptom if there's rotation in the neck area, or pain in the neck and upper back. It also occurs if the back is unsupported with rotation happening at the neck area. If the person is sitting and rotating to either side, not taking a good back support, he/she might suffer pain in the entire back. Lower back pain and neck pain being major concerns while the spine is in rotation.

7. Float mode : *Sitting with feet tucked on the castors*



About this posture:

Sitting with feet tucked on the castors is defined as tucking feet beneath our chairs, mainly on the leg of castor wheels.

When we sit with our feet tucked inside the chair, our knee joint is flexed more than 150 degrees. Our ankle joints are in plantar flexion. Our toes mostly rest on the of the plantar surface. This stresses the knees and ankle joints. There is an increase in lumbar lordosis and back stress while we sit in this posture.

When we pull our legs back underneath our chair, our hamstring and calf muscles are in a shortened position and therefore get stiffer and tighter over time. The feet are placed on the castors or the toe tips are placed more often on the legs of chair. This posture can also lead to tightness of calf muscles which can give rise to calf pain.

Our Observations:

We often see people putting their feet on the castors when the seat height is too high or too low. This also happens when they have improper back support, seat depth is more or less than required, or the user has lack of knowledge about using the adjustability features of the chair. Additional causes are the ergonomic settings of workstation or the fact that the user has

become habitual to placing the feet on castors.

Implications of adopting this posture:

This posture poses stiffness, pain and MSD risks to our knees, lower back and calf muscles over time. The more we flex or bend our knees greater than 90 degrees, the faster we may wear out the cartilage in our knees too.

8. Recline mode : *Sitting with feet on object placed below the desk*

About this posture:

This is defined as a posture where a person keeps their feet on something which is kept underneath the desk.

In this posture the person mainly keeps their feet on objects like a box, CPU machine, dustbin, pedestal, etc. in a such a way that both their legs are straight (or crossed over each other). The person sits slouching back in the chair with or without rotation at the spine.

While assuming this posture, a lot of pressure is placed on the knee joints. Those joints go into hyper extension and the muscle and tendon at the back of the knee joint are stressed. In fact, the lower back area also faces strain due to a slouched posture. To add to it, if the person is sitting in a twisted posture to either side, a lot of torsional force is placed on the spinal area.



Our observations:

People mostly adopt such postures if their feet are not well supported on the ground or the height of their chair's seat is too high. A huge amount of stress is caused to the feet and lower legs while sitting and working in an office chair in a sustained posture. So, to relieve that sustained strain people mostly place their feet on something higher which is placed beneath their desk.

Implications of adopting this posture:

MSD issues like knee pain and lower back pain may arise due to such postures.

9. Grounded mode : *Sitting too low*

**About the posture:**

This posture is defined as sitting on a low chair, unsuitable to the user's height.

While sitting on a chair which is too low, users' feet are placed flat on the ground and the knees bend more than 90 degrees. It can also be defined as a posture where users place the feet under the chair while putting their toes on the ground, leaving feet unsupported and knee bent at more than 135 degrees. The hip joint is lower than the knee joint in the horizontal plane and users sit in a slouched posture bending forward.

The placement of lower limbs in this manner creates a lot of strain and stress on the feet, knees, hip and back muscles, as well as the tendons. As the chair height is low the user's forearm is not supported on the armrest, it might be left unsupported with the wrist borders usually taking the support of the desk. The desk border can create pressure on the muscles and tendons of the wrist.

Our observations:

Users adopt the above-mentioned posture when their seat's height is fixed and not adjustable, they fall in the 95th percentile of the anthropometry or the gas lift provided in the chair is not functional. Another reason for adopting this posture can be the user's lack of knowledge about adjustability features of the chair provided to them.

Implications of adopting this posture:

The MSDs arising out of persistently adopting the sitting- low postures are back pain, knee pain, ankle pain, shoulder pain and upper back pain (as the forearm is left unsupported).

10. Dangle mode : *Sitting too high*

About the posture:

This posture is defined as sitting on a chair which is too high for the height of the user. While sitting on a chair which is high for the user, the user's feet are unsupported. To seek support, the user places the feet on the leg of the castor wheels or on an object beneath the desk. Alternatively, they may also cross their legs over the chair. While adopting these postures the feet is not flat on the ground and the angle between the knee and thigh is not 90 degrees. The knees are placed lower than the hip level and the lower surface of the thigh faces a lot of pressure. The lumbar lordosis is lost as the lower back is not well supported due to sitting on a high chair.



Our Observations:

The user adopts the above-mentioned postures when the seat height is kept extremely high, when the user falls below the 5th percentile of the anthropometry or the gas lift adjustment is not working well enough to adjust the seat correctly. Another reason for adopting this posture might be the lack of knowledge the user has about the adjustability features of the chair provided to him/her.

Implications of adopting this posture:

Sitting in a chair that is too high may result in problems like knee pain, thigh pain, back pain and upper back pain (if the back is left unsupported).

11. Unassisted mode : *Sitting with the elbow unsupported*

About the posture:

This posture is defined as a situation when the user leaves the elbow and forearm unsupported while typing on a keyboard or using a mouse.

While sitting and typing on a chair which has fixed armrest, or no armrest at all, the shoulder



might get elevated or depressed depending upon the adjustment of the seat's height and the height of the user. Under such circumstances, the user utilizes the desk to support the forearm. This support creates an angle between the elbow and forearm that is less than 90 degree (if the seat height is too low) or more than 90 degree (if the seat height is too high). The angle also depends upon the user's height.

Our observations:

Without adequate armrest, the user does not have anything to support the elbow and

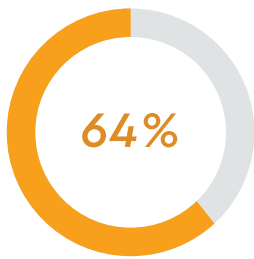
forearm. This situation leaves the elbow unsupported and forces the user to rest the wrist on the edge of the desk. Sometimes the armrest is fixed in nature. If its height is too low for the elbows to rest while sitting and typing on a keyboard, then the user's elbow is left unsupported. If the fixed armrest is too high for the user while they type, their shoulders may hike. Also, the elbow and forearm will assume an awkward posture. After a few minutes of using the armrest support, the user starts feeling uncomfortable and prefers to not use the armrest and instead leaves the elbow unsupported.

Implications of adopting this posture:

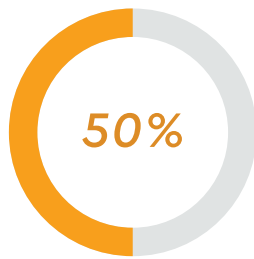
Problems like pains in the shoulder, upper back, neck, elbow, forearm and wrist, may arise due to postures that do not support the elbow and forearm.

The route to correcting awkward postures

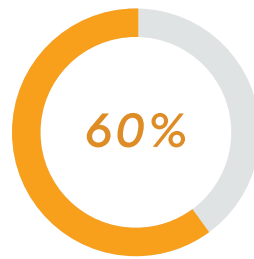
The "Keep Moving" study by Godrej Interio's Workspace and Ergonomic Research Cell reveals that 64% of employees spend 9 hours a day seated, whether at their desks, in meetings or conferences. In addition, 50% use laptops for a minimum of 6 - 7 hours a day.



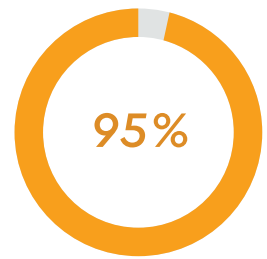
Employees spend 9 hours a day seated



Use laptops for minimum 6-7 hours



Remain physically inactive during work hours



Are not aware of the ill effects of static posture

60% of office goers remain physically inactive during working hours and do not exercise daily. 95% of them are not aware of the ill effects of static postures. In fact, young working professionals in the age group of 20-25 years, especially women, suffer from chronic muscle and joint pains. This pain is a result of maintaining static postures for long hours. All these factors lead to pain issues.

Over the last 6 months covered by our study, we discovered that these long hours in uncomfortable and strenuous postures result in 76% of office goers experiencing MSD and related discomfort.

However, MSDs can be avoided by adopting appropriate ergonomic postures. A posture is deemed as correct when the stance of the body is balanced while standing, sitting or lying down, to ensure that none of the body parts experiences strain or stress.

Maintaining a balance is not only about being aware of correct body postures but also about using the right infrastructure. Correct infrastructure is a combination of appropriate desks and chairs, along with the right levels of illumination, noise and thermal environment. Right infrastructure and awareness of body posture ensure that employees are happy, healthy and therefore productive at work.

Awkward postures at a glance

<p>1. Shrug mode</p> 	<p>2. Focus mode</p> 	<p>3. Relax mode</p> 
<p>4. Feel at home mode</p> 	<p>5. Ready mode</p> 	<p>6. Twister mode</p> 
<p>7. Float mode</p> 	<p>8. Recline mode</p> 	<p>9. Grounded mode</p> 
<p>10. Dangle mode</p> 	<p>11. Unassisted mode</p> 	

Right Infrastructure + Right Postural Awareness = Healthy Working

The particulars for right infrastructure are appropriate chair and desk arrangement, correct placement of equipment, apt illumination and optimum noise and thermal levels. Amongst all the elements that help create the right infrastructure, the chair is considered as the most critical and dynamic piece of furniture since users are in contact with chairs for most of their day at work.

In addition, an incorrect sitting posture can result in pain even if the chair in use is right. Therefore, along with the right chair, awareness of suitable postures is also essential.

Right Chair:

Choosing the right chair for the demographics and anthropometry of our body is crucial for employee comfort.

During workspace audits, our team of experts came across an organization that had purchased chairs from an international brand of repute. These chairs came with adjustability features and promised comfort. However, as employees started using it, they complained of discomfort, including neck and back pain. Our ergonomic experts concluded that the chairs were built using standard body dimensions of westerners, and were not ideal for Indian users.

The anthropometry of the typical Indian body structure is significantly different from our counterparts in western countries, which resulted in fundamental discomfort.

As workspace and ergonomic experts, here are certain factors we recommend that you consider while buying chairs for the workplace:

- Suitability for Indian body dimensions
- Basic adjustability features like seat height, seat depth, back support, recline & armrest adjustability
- Chairs should allow the user to be active while being seated

An ideal chair should support the seven contact points of the body which come in contact with the chair.

Understand how your body interacts with the chair

There are typically 7 'contact' or 'touch' points between the body and chair. How the chair engages with the body at various points determines the level of comfort the chair will provide.

Points of Contact & Chair Engagement A quick look

Touch Point 1 Upper Back
Comfort determined by: Back Height of chair

Touch Point 2 Lower Back
Comfort determined by: Lumbar Curve

Touch Point 3 Sitting Bones (Ischial Tuberosity)
Comfort determined by: Hardness & Contour of foam

Touch Point 4 Thighs
Comfort determined by: Seat Depth

Touch Point 5 Area Behind Knees (Popliteal area)
Comfort determined by: Seat Edge

Touch Point 6 Elbows
Comfort determined by: Armrests

Touch Point 7 Feet
Comfort determined by: Seat Height



Making the most of a perfect chair includes using it right. Here are some points that people need to be mindful of while being seated:

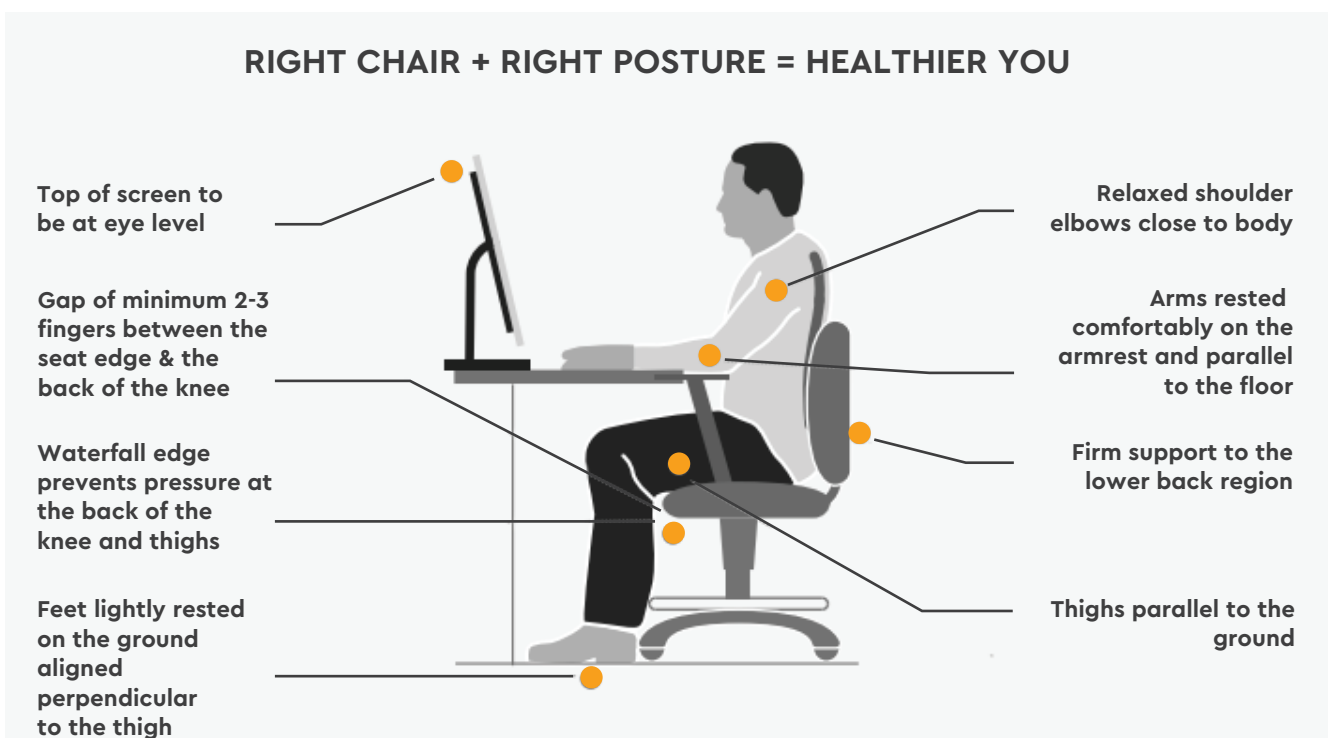
- The neck should be in a neutral posture
- Both the upper and lower back should be well supported
- The armrest should support the elbows adequately
- The lumbar area should have a lumbar curve support
- Thighs should be well supported and be parallel to the ground
- A three-finger gap should be maintained between the edge of the chair and the knee
- The feet should be well supported on the ground

It is also particularly important to ensure that the chair integrates well with the desk by syncing with its height.

Right Posture:

Users tend to blame the seating infrastructure when they experience discomfort or pain after extended use. However, it is often not the infrastructure but the user's incorrect posture that results in pain. Our study revealed that 90% of users are not aware of the right ergonomic postures that should be assumed while working.

Fortunately, training and awareness at an organizational level can remedy that. Employees need to be advised on the importance of ergonomics in daily life and how to apply those principles at work.



Right Approach:

An initiative by Godrej Interio's Workplace and Ergonomics Research Cell, our Wellness@Work programme has been a key advocate in the field of workplace trends, user behaviour and ergonomics.

Godrej Interio's Wellness@work initiative adopts a three-pronged approach to resolve problems arising from the lack of posture awareness and improper infrastructure to ensure healthier offices and happier users.

Our team comprises of workspace professionals, occupational therapists and ergonomists.

These specialists come with research & advisory experience spanning across corporate, government and healthcare organizations. The team's work with these organizations focuses on maintaining a continuous understanding of changes in work patterns and office spaces, including issues arising thereof. The aim is to address these issues and help organizations in improving their ergonomic and wellness quotient.

Organizations with a workforce that is accustomed to spending long hours in static positions are particularly at risk. Over time, issues arising from workplace ergonomics can have a severe impact on employee wellness and consequently organization productivity. Godrej Interio works with organizations to pre-empt such situations and enable them to develop a culture that promotes health.

As experts in office ergonomics, Godrej Interio strongly believes that education and awareness are the key features for ensuring a healthy workforce in organizations. These features are also necessary for reducing medical costs and retaining optimal levels of productivity at all times and across all age groups.

To address this, we offer a 3 step A-C-P approach:

1. Assessment :

This step comprises evaluation of the workspace with a 360 degree view, while making use of standardized tools and assessment scales. Assessment considers the furniture, user behaviour and the task at hand. It also evaluates the thermal environment, illumination and noise levels at the office.

Assessment is a scientific study that observes users when they work in a dynamic environment at their offices. This study is largely conducted to make both employers and employees familiar with ideas that can enhance the ergonomic & wellness quotient at workspaces.



2. Correction:

Post assessment, the gathered observations are examined in depth. A carefully curated program is then formulated for the organization by our ergonomic experts.



These experts come with an array of experience. Not only do they keep the facts and proved theories in mind but also consider the insights gathered by us during on-site assessments and observations.

Diving deep into the process of correction:

- **Ergo @work:**

This module encompasses a classroom-like training setup where ergonomic experts take users through the subject of ergonomics and introduce them to its importance. Through the module, the experts create awareness about the right ergonomic postures to be adopted while working.

- **Ergo @desk:**

This module comprises a live demonstration of appropriate work postures while seated at a desk. Ergo @desk also ensures that users setup their workstations correctly. This module is immensely useful for users to understand the principles of ergonomics. It also allows them to set up their workspaces according to the most efficient principles.

- **Yoganomics @work:**

This module consists of simple exercises demonstrated by experts. These exercises are prescribed to be practised by all employees, while at work, during breaks or at regular intervals. This regime is especially designed to help their muscles, tendons and ligaments relax.

- **E-Learning Module:**

As people work from home through the pandemic, e-learning modules are finding favour among

office goers. These modules have proved to be a game-changer and the ideal medium to ensure that users adopt right sitting stances while working in the changed scenario.

Employees can take these sessions at their convenience. The module is designed to allow admin / HR to track user understanding and progress. Topics covered in the e-learning modules are:

- Guidelines on correct ergonomic posture
- Setting up remote workstations
- Staying Active – Desk Exercises
- Nutrition Care

3. Prevention:

Prevention of MSDs is exceptionally beneficial to individuals as well as the organization they are associated with. Our experts engage users with simple yet insightful wellness tips which they can practice on a continuous basis post assessment and training. This activity will act as a quick recap for the lessons from the training program.

WELLNESS TIPS!



Healthy Ram



HOW TO KEEP MSDs AWAY:

ADOPT THE 90-90-90 POSTURE!

MSDs are caused by long hours of repetitive work and excessive use of gadgets. To prevent the posture related aches and pains, maintain the 90-90-90 posture.

Here's how:

- Keep your back at 90 degrees to your thigh.
- Rest your elbows in 90 degree angles on the armrest.
- Ensure your thighs rest at 90 degrees to your calves.

And remember to take quick breaks between long work hours.



Pass on this message to your family and friends & show them you care about their health as much as they do!
If you have comfort or health queries related to office environment, connect with our doctor.
Email Godrej Interio Ergonomics Cell at wellness@godrej.com; or WhatsApp us at +91 7506364276.

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Conclusion

It takes both aesthetics and ergonomics to deliver to the evolved needs of the discerning consumer of today. That is why our panel of doctors and experts from Godrej Interio's Workspace and Ergonomic research cell, has been studying postures adopted by Indian office goers over a period of three years, and across a range of industries. We dived into the data and identified 11 common posture mistakes that people make while working on laptops or desktops. The numbers also revealed that 90% of office-goers were ignorant about the adjustability features of chairs provided to them at work, compelling them to adopt awkward postures instead of using the chair to their advantage by adjusting it to suit their body dimensions.

Acutely aware that the right furniture is only effective when used the right way, our team started training companies and their employees on the basics of ergonomics and related self-care. We at Godrej Interio, through our initiative, Wellness@work, help organizations identify hidden posture-related health hazards. We then go on to suggest ways to mitigate problems arising thereof and contribute to a healthier working environment. In addition to the right infrastructure, proper posture and awareness, employers should also consider the perspectives of their employees. Constructive user feedback combined with an informed understanding of how infrastructure can best be used is the bedrock of a healthy and productive workplace.

About Godrej Interio

Godrej Interio (GI) is India's premium furniture brand in both home and institutional segments with a strong commitment to sustainability and centers of excellence in design, manufacturing and retail.

Led by the largest in-house design team in the country in the furniture category and awarded with 34 India Design Mark Awards till date, GI aims to transform spaces with its thoughtfully designed furniture to create brighter homes and offices with products that have the highest design quotient in aesthetics, functionality and technology. With consistent pursuit of excellence and a special focus on health and ergonomics, GI's product portfolio comprises a massive range.

Today, we design and manufacture furniture for office spaces, homes, educational institutes, healthcare facilities, laboratories and more. Along with furniture we offer Audio Visual and 360 Degree Turnkey solutions. Each of our product range revolves around comfort and aesthetics while delivering well-designed, fun and functional furniture solutions. Briefly, Godrej Interio transforms dream spaces to life!

GI commitment to the environment has resulted in manufacturing products with lesser environment footprint. Our pioneering efforts include designing less environment burdening products, usage of eco-friendly materials and setting up less polluting and consuming processes, ensuring eco-friendly packaging and transportation and finally the extended responsibility of recycling/reuse of used furniture and scrap, thus ensuring a lifecycle approach to green.

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