



MAK Solutions Limited

**PRODUCTIVE WORKSPACES
NEED HAPPY, HEALTHY EMPLOYEES.**



**The workplace has
evolved,
some trends have emerged.**

1

Trend

Employees increasingly seek higher autonomy

In terms of **where** they work, and **when** they work



@Home



@Office

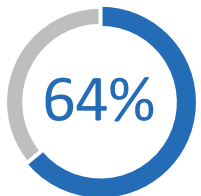


@Third Place

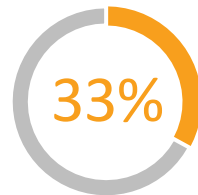


@Office

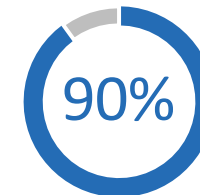
Leading to different styles of working, and some common problems ■



Of employees spend 9 hours a day seated ^[2]



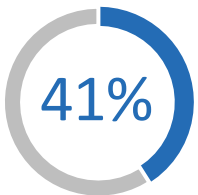
People working from home do not have a formal work set up ^[3]



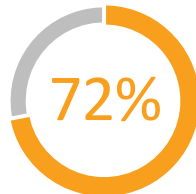
Aren't aware of the right postures to be assumed ^[2]

2 Godrej Interio's Research Paper: [Keep Moving](#)

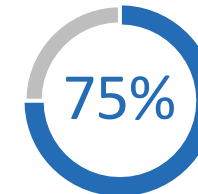
3 Godrej Interio's Research Paper: [The Good and the Evil of "Work From Home"—An Indian Perspective](#)



Of employees aren't supplied with adequate infrastructure ^[4]



Of employees are not aware how to use the infrastructure supplied, apart from seat height adjustment^[4]

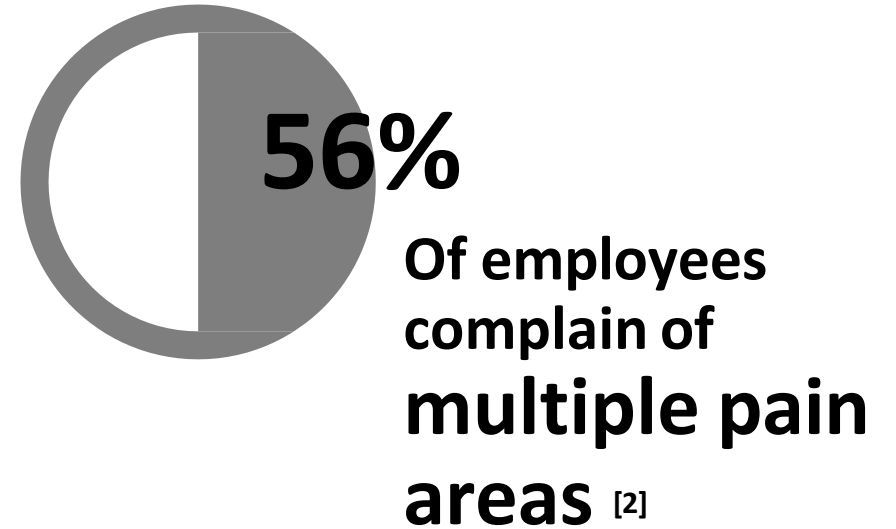
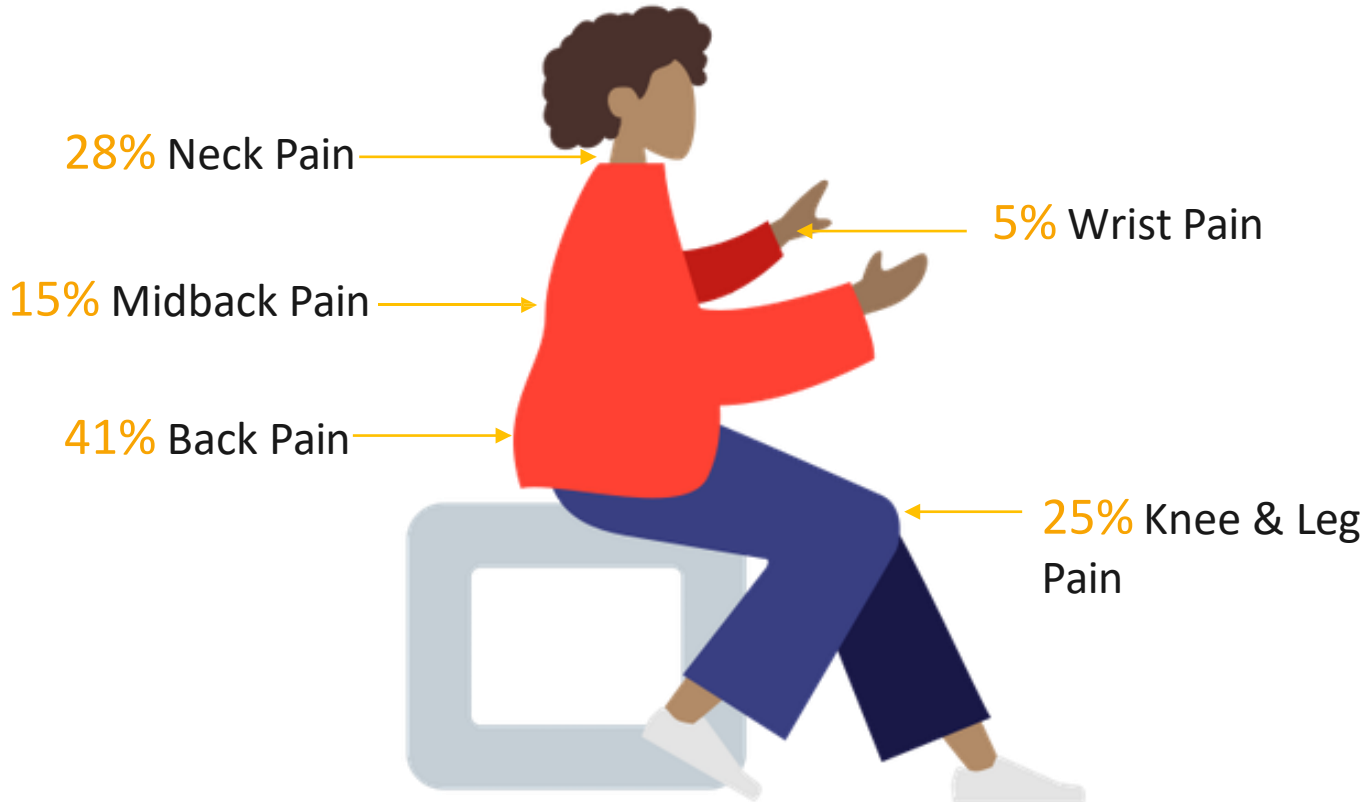


Of employees take insufficient breaks at work ^[4]

[4] Godrej Interio Workspace and Ergonomic Research Cell's Audit Reports

Resulting In Musculoskeletal Disorders

Common Pain Complaints

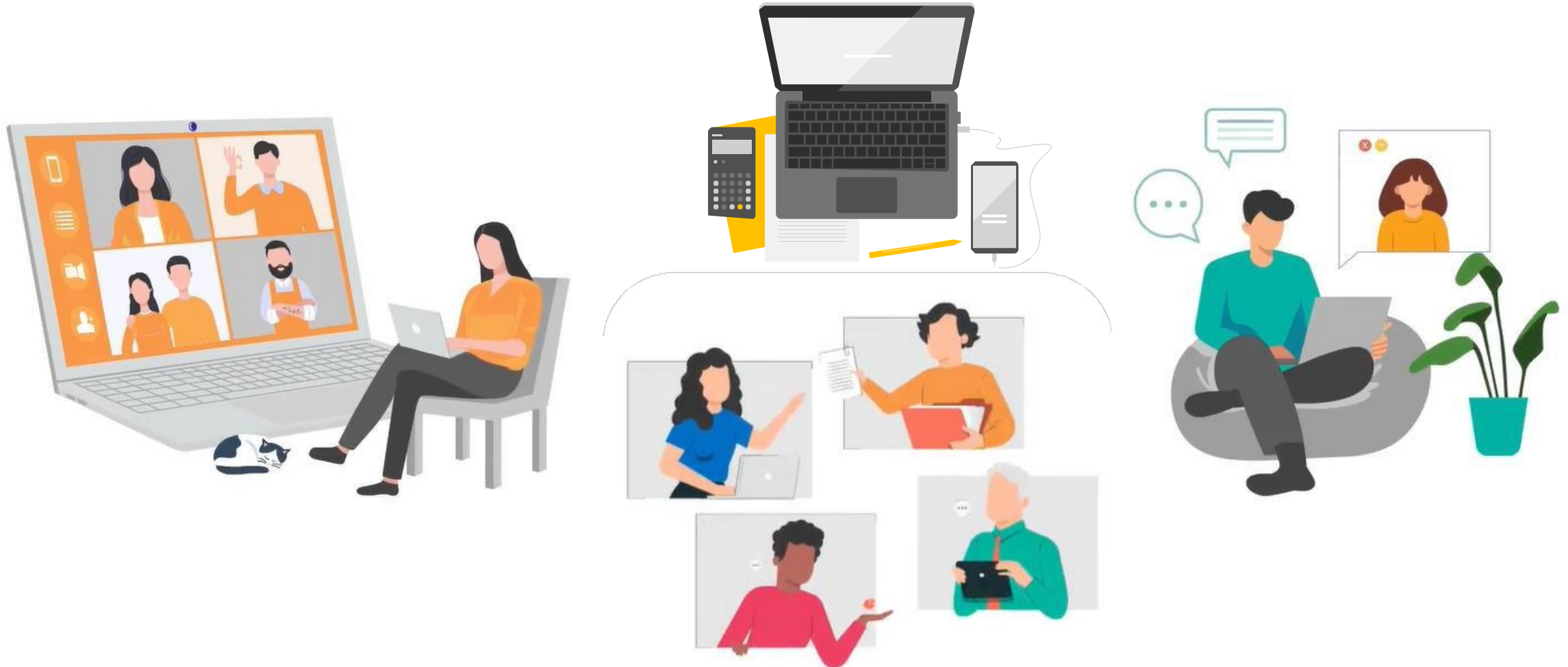


[2] Godrej Interio's Research Paper: [Keep Moving](#)

2

Technology will take organisations' places

Trend



[1] Godrej Interio's Research Paper: [Metamorphosis Of The Indian Workspace](#)

Repercussions - virtual fatigue

60% people attend
>15 calls per day



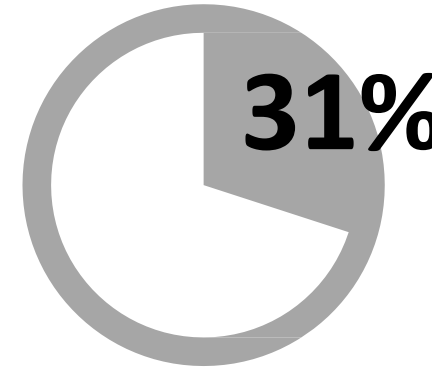
Result: >50% are suffering
from strained eyes & headaches



3

Trend

Holistic employee wellbeing will be at the center of the evolution



Of employees expect that employers should be interested in their **physical and mental wellbeing** ^[6]

[1] Godrej Interio's Research Paper: [Metamorphosis Of The Indian Workspace](#)

[6] Godrej Interio's Research Paper: [Home, Office, and Beyond](#)

And yet,



We work for **long hours** on an **incorrect setup**, straining our **bodies**, leading to **physical pain**, harming our **overall wellbeing** leading to loss in **productivity**.



The Solution



MAK Solutions Limited

In association with *Godrej* **interio** for the 1st time in Tanzania

wellness@work

We Help Build Productive Hybrid Workspaces!

Godrej interio wellness@work

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

Our team comprises of Workspace professionals, Occupational Therapists and Ergonomists with research and advisory experience spanning across corporate organizations, government organizations and healthcare organizations. The team's work with these organizations focuses on maintaining a continuous understanding of changes in work patterns and office spaces, issues arising thereof and helping them ***improve their Ergonomic & Wellness Quotient.***



OUR OBJECTIVE



The objective of the **Wellness@Work** Initiative is to spread awareness about changing office trends, correct ergonomic postures to be adopted at the workplace, techniques to improve efficiency in offices and office yoga tips.

OUR PHASED MANNER ERGONOMICS – WELLNESS SESSION

- **Workspace Assessment & Ergonomic Audit:** Determine the wellness quotient of the workspace through an audit using standardized testing that assesses employee, work-desk arrangement, Posture assessment, Furniture and Layout assessment along with the assessment of thermal comfort, acoustic and illumination using appropriate equipment to measure the same.
- **Wellness@Work Ergonomic Training:** Training on Office workspace ergonomics, setting workstations right, Office Yoga, and a lot more. (Duration- 1 hour 30 minutes).
 - **Exercise handout:** to be given post-session
- **Weekly Wellness Tips:** Ergonomic/Wellness Tips are **free** and are mailed every Wednesday to raise awareness around common ergonomic mistakes made during the workday, and simple to-do ideas towards healthier work habits. Option for co-branding the Wellness Tips is available for **free**. These tips go out to over 28 lac employees of different organizations each week.



ASSESSMENT

Evaluating the ergonomic quotient of office – Identifying hazards through Ergonomic Audit



CORRECTION

Removal of ergonomic hazards – Improving integration of Furniture elements / Ergonomic Awareness Workshops



PREVENTION

Constant Communication on preventive steps – Wellness Tips, Research Papers, etc.

3 EASY
STEPS TO A
HEALTHY OFFICE

1
ASSESSMENT

2
CORRECTION




3
PREVENTION



ASSESSMENT

Evaluating the ergonomic quotient of office – Identifying hazards through Ergonomic Audit

Internal

| TASK ANALYSIS OF DSE USERS OTHER THAN OFFICE STAFF | | |
|---|--|---|
| AREA | PROBLEMS IDENTIFIED | SOLUTIONS |
| <p><u>TECHNICAL MANAGER</u></p>  | <ul style="list-style-type: none"> Monitoring system below eye level, causing prolonged neck flexion. Inappropriate usage of the chair features. Reaching over head to switch off alarms multiple times in a day causing exposure to MSDs. Placement of alarm systems behind the desks.   | <p><u>BEHAVIOURAL:</u></p> <ul style="list-style-type: none"> Posture correction training. Chair/ desk set up according to basic ergonomic guidelines. Training on “know your Chair” to appropriately utilize the features. Yoganomics and desk exercises <p><u>INFRASTRUCTURAL:</u></p> <ul style="list-style-type: none"> Provide bigger monitor and/or adjust the monitor to the eye level. Provide a central control system to monitor alarm systems. Provide foot-stool to have the alarm within easy reach and to avoid overhead reaching. Placement of the table away from the walls with easy accessibility to the alarm systems. |



AUDIT : Includes Office space Assessment, User Work Profile Study followed by a detailed analysis of Pain areas and identification of best solution to the Ergonomic and Workspace problems

Commercials: as per sample size identified for audit + VAT



ASSESSMENT

Evaluating the ergonomic quotient of office – Identifying hazards through Ergonomic Audit

Workspace Audits :

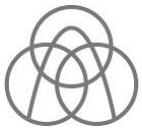
1. Hazard Identification
2. Employee posture assessment
3. Thermal Environment Assessment with Scientific Equipment like Lux Meters, dB Meters
4. Recommend Posture Corrections, Ergonomic Furniture Selection, Improvement in Thermal environment

Organizations associated for workplace audits




MARUTI SUZUKI

SANDOZ A Novartis Division



thyssenkrupp



Transocean



MERCK





MAK Solutions Limited

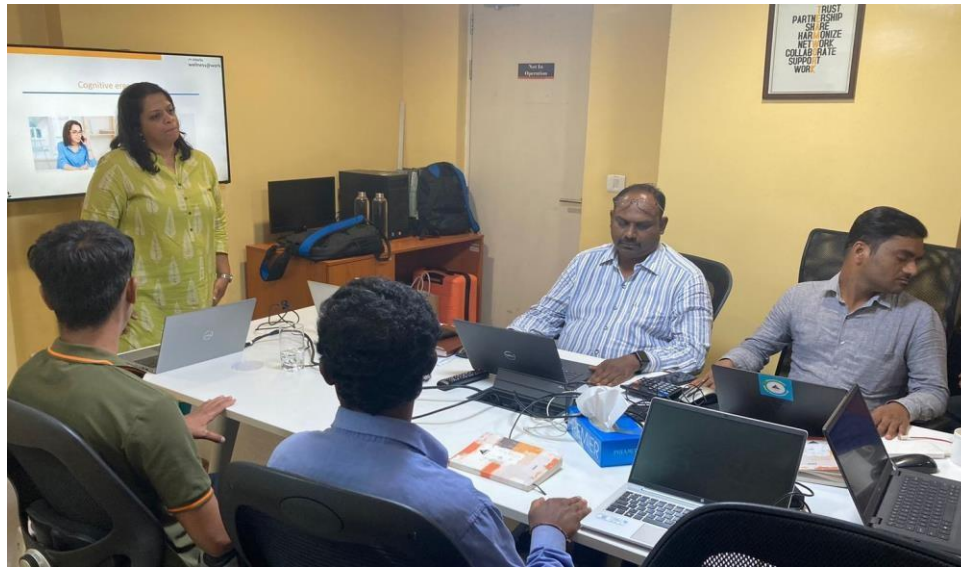
Internal

interio
wellness@work



CORRECTION

Removal of ergonomic hazards – Improving integration of Furniture elements / Ergonomic Awareness Workshops



TRAINING : In Room, At Desk or online (webinar) interactive training on Office Ergonomics, Integration of the workstation with the other workspace elements, Office exercises and a lot more

Commercials: as per the batch size identified for training + VAT

WELLNESS@WORK :Onsite Ergonomic training sessions



Practical work desk correction session

ERGONOMICS @ WORK

- Importance of Ergonomics in today's Workplace
- MSDs (Work related Musculoskeletal Disorders) & the symptoms
- Identifying risk areas and correction technique

POSTURE CORRECTION

- Workstation arrangements
 - Practical demonstration to enable the users to grasp & implement the principles of office Ergonomics and arrange their work desk
- Office Stretches

OFFICE YOGA MODULE

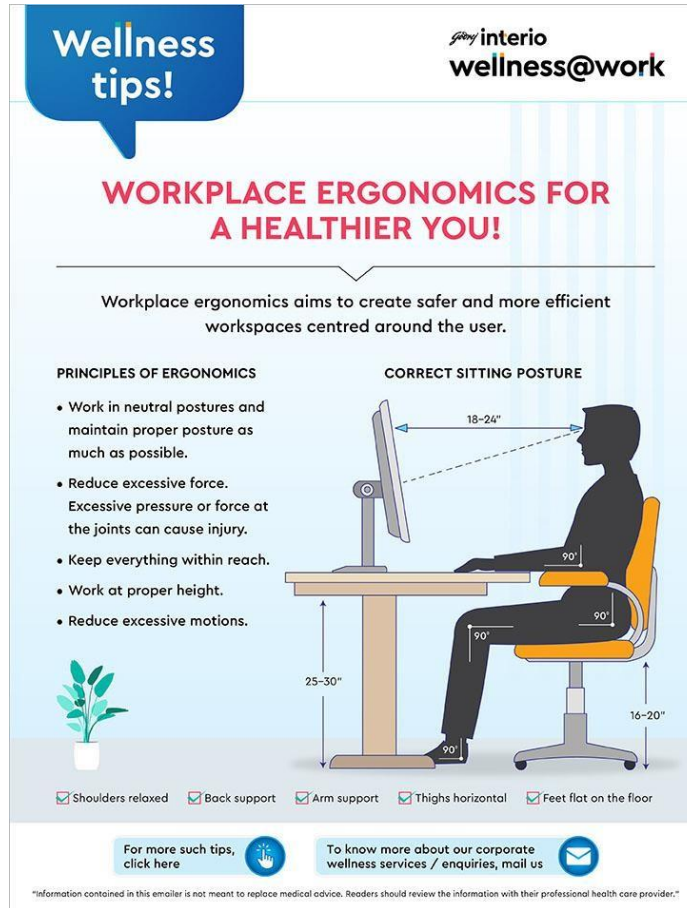
- Module designed on guidelines based on Progressive Fitness & ACE Council – American Council of Exercise



PREVENTION

Constant Communication on preventive steps – Wellness Tips, Research Papers, etc

Wellness Tips



Wellness tips!

interio
wellness@work

WORKPLACE ERGONOMICS FOR A HEALTHIER YOU!

Workplace ergonomics aims to create safer and more efficient workspaces centred around the user.

PRINCIPLES OF ERGONOMICS

- Work in neutral postures and maintain proper posture as much as possible.
- Reduce excessive force. Excessive pressure or force at the joints can cause injury.
- Keep everything within reach.
- Work at proper height.
- Reduce excessive motions.

CORRECT SITTING POSTURE

18-24"

90°

90°

90°

25-30"

16-20"

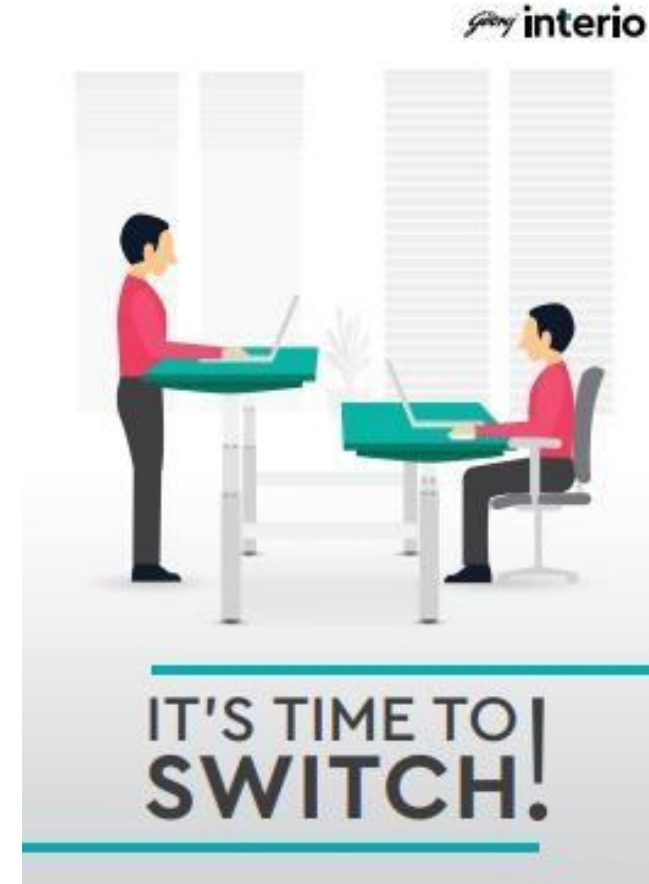
Shoulders relaxed Back support Arm support Thighs horizontal Feet flat on the floor

For more such tips, [click here](#)

To know more about our corporate wellness services / enquiries, [mail us](#)

Information contained in this emailer is not meant to replace medical advice. Readers should review the information with their professional health care provider.

Research Papers



interio

IT'S TIME TO SWITCH!

COMMUNICATE : Weekly communication of wellness tips, research reports to prevent the spread of MSDs.

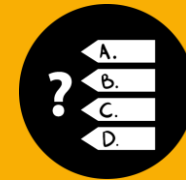
POST-SESSION EMPLOYEE ENGAGEMENT



Exercise Handout



Lifetime subscription to Wellness
Tips



90 day review post session to
measure reaction, learning,
behaviour inculcated and
results

ORGANISATIONS PARTNERED

Internal

Conducted more than 1500+ Sessions across different sectors

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MNC



IT / ITES



CORPORATES



Forbes Marshall
Trusted Partners.
Innovative Solutions.

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MAK Solutions Limited

**BUILDING HEALTHY, HAPPY &
PRODUCTIVE WORKSPACES in Tanzania**