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Feasibility of the Work Ability House model for communal health promotion

The Work Ability House model is a theoretical framework created in the 1980s. The aim of this study was to describe the contents of empirical materials from primer workshops, to analyse how perceived work ability and worker well-being is constructed, and to determine how the materials from the workshops fit the framework of the Work Ability House model. The primer workshops were developed and organised by the Finnish Institute of Occupational Health in 2015–16. The units of analysis are the drawings made at the workshops and the expressions used to describe worker well-being. Both deductive and inductive content analysis was used to analyse the data. First deductive content analysis was used to see which contents fit the framework, and after this the remaining content was analysed inductively and organised and coded into new categories. The results of this study support the framework, including the layers of health and performance and the layers of management, work community, and working conditions. However, some new content was identified that does not fit to the theoretical framework of the Work Ability House. These new contents describe individual resources that support work ability. In conclusion, the Work Ability House model is a good framework for the promotion of health and work ability in workplaces.