

# Research on the Impact of Overtime Status on Lumbar Spine Health

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**Abstract:** As society enters a new era and the labor market enters a stage of high-quality development, focusing on adhering to the work philosophy of employee health as the core, it is necessary to propose research propositions that better meet the needs of the impact of overtime status on lumbar spine health. This paper mainly analyzes the frequency and duration of overtime work, the situation in different industries, and the correlation between the time period and the nature of the work. The relationship between overtime and lumbar spine health was explored, and the types, symptoms, and extent of lumbar spine problems caused by overtime were revealed, as well as the role of psychological and physiological factors. Subsequently, improvement strategies were implemented, including suggestions on health education and prevention, work environment improvement, and mental health support. The study believes that by improving employees' awareness of lumbar spine health, improving the working environment, and providing psychological support, the negative impact of overtime on lumbar spine health can be effectively reduced, and employees' quality of life can be improved.

**Keywords:** Overtime status; Lumbar spine health; Health challenges; Improvement strategy

## 1. Introduction

Employee health is one of the main responsibilities of a company and is also a collective term for employees, which can be divided into basic health and non-basic health, which are composed of physical health and mental health, respectively. In order to maintain the health of employees, companies also entrust professional organizations to monitor and intervene in health management. Since work culture has gradually attracted attention, employee health has become the key to enterprises, and health management has become a judgment indicator. Different from the traditional concept of health, modern health emphasizes comprehensiveness and sustainability. Therefore, the issue of the impact of overtime status on lumbar spine health was raised, and lumbar spine health provided a new perspective on employee health.

Lumbar spine health originates from physical health with the lumbar spine as the core. Its condition contains physical health and is also a tool for health management. From the perspective of the healthy structure of the lumbar spine, lumbar spine health pursues balance and achieves healthy modernization through the combination of work and physical activities. However, this is only at the theoretical level. Today, lumbar spine health has followed a unique path based on the current overtime situation. The comprehensive promotion of overtime status not only innovates the work culture and reflects employee care but also innovates employees' health composition and working methods. Therefore, when discussing the impact of overtime work on lumbar spine health, it must have a comprehensive vision and pattern, and the issue of lumbar spine health improvement strategies was raised under the current situation of overtime work.

In short, employee health is the basic condition and guarantee for corporate health management. Employee health has made progress, but there are also shortcomings judging from the current situation of overtime work. In the current situation, the class has not completely found an effective path to lumbar spine health and is still working hard to make progress. Therefore, employee health requires in-depth study, which is not only related to the company's interests but also the rights and interests of employees.

Based on the above background analysis, this paper proposes an employee health management strategy to address the challenges of overtime to lumbar spine health. The lumbar spine health problem under the current situation of overtime is solved through health education, work environment improvement and mental health support. The main content is the impact analysis of the current situation

of overtime, discussion of health challenges and proposal of improvement strategies, which has important practical and research significance.

## **2. Effects of Overtime on Lumbar Spine Health**

### ***2.1 Analysis of Overtime Work***

In the process of research on employee health, employees' mental health was previously mainly considered while physical health was ignored, resulting in inaccurate health management research. Based on the above issues, a comprehensive study was conducted on lumbar spine health [1]. The research content was based on the key issues of overtime status and analyzed lumbar spine health indicators, so as to achieve better employee health management results.

First of all, overtime has become a common phenomenon in the modern workplace, but its specific impact on employees' lumbar spine health has not received enough attention. Secondly, lumbar spine health plays an important role in employees' physical health, and lumbar spine problems may cause discomfort and reduce employees' quality of life. Then, through a detailed literature review and empirical research, we can gain a more comprehensive understanding of the impact of overtime status on lumbar spine health. Finally, based on the above index analysis, this section conducts a detailed study on the impact of overtime on lumbar spine health [2]. The results show that it negatively impacts lumbar spine health over time and is of great value to research on employee health management.

### ***2.2 The Correlation between Overtime and Lumbar Spine Health***

The correlation between overtime and lumbar spine health is a concept that has developed in parallel with employee health, which is "soaked" in modern health management concepts, demonstrating the company's management orientation for employee health and reflecting the company's health management strategy shift in recent years. However, it is still difficult to reach a conclusive conclusion when we try to use certain health standards to construct the definition and nature of the relationship between overtime and lumbar spine health.

The connection between overtime and employee lumbar spine health is not yet fully understood as a condition of working more hours than normal [3]. Lumbar spine health problems involve multiple factors, including working posture, work intensity, rest time, etc. At the same time, overtime may have an impact on these factors. However, the specific correlation and degree of impact need to be further studied to understand the impact of overtime on lumbar spine health.

This section will explore the correlation between overtime work and lumbar spine health to provide more accurate data and research results and provide a more scientific basis for employee health management, which will help companies better develop health management strategies to ensure employees stay healthy at work.

## **3. Health Challenges to Lumbar Spine Health Caused by Working Overtime**

### ***3.1 Lumbar Spine Problems Caused by Overtime Work***

Lumbar spine problems are an important criterion for employee health and an important expression of employees' lumbar spine health status. Lumbar spine problems and lumbar spine health discuss different definitions of lumbar spine health from different perspectives [4]. Some scholars believe that lumbar spine problems are the degree of lumbar spine health problems or a manifestation of lumbar spine health problems precisely because lumbar spine problems are more diverse and belong to comprehensive science for employee health purposes. The history of research on lumbar spine problems can even be traced back to a long time ago, and its main activities include the classification, etiology analysis, and disease prevention of lumbar spine diseases. The concept of lumbar spine problems and lumbar spine health is closely related to the physical health of employees. By studying lumbar spine problems, employee health has become an important responsibility of the company. The main contribution of the lumbar spine health theory in the modern era is to delve into the nature of lumbar spine problems. Therefore, the lumbar spine problem concept initially focused on problem measures based on standard attributes of lumbar spine health. This perspective will help provide a more comprehensive understanding of lumbar spine problems caused by overtime to address employee health challenges better.

### 3.2 Psychological and Physiological Factors

Compared with physical health, mental health emphasizes the relationship between psychological state and physiological state and has comprehensive characteristics [5]. Although some scholars question that mental health may not be directly related to lumbar spine health, most scholars believe that mental health can rationally evaluate lumbar spine health. Lazarus et al. proposed a coping model that includes psychological factors. Since then, this model has become a typical tool for mental health assessment, and the concept of mental health has thus been developed. These scholars believe that mental health is emotional and is an important link in the "emotion-lumbar spine" relationship. Only when the emotional state is balanced can lumbar spine health be maintained. From this, mental health is the result of lumbar spine health. Some scholars also summarize mental health as a coping model, namely an emotion-based coping model and a cognitive-based coping model. The former focuses on emotion regulation, while the latter focuses on the use of cognitive strategies, that is, emotion and cognition. Although mental health has experienced some practical failures, from a comprehensive perspective, it can explain lumbar spine health problems more comprehensively, and the concept of mental health has gradually become a consensus in lumbar spine health management, which perspective will contribute to a more comprehensive understanding of the impact of overtime on lumbar spine health to provide more effective health management strategies.

### 3.3 Lumbar Spine Health Improvement Strategies under the Current Situation of Overtime Work

#### 3.3.1 Health Education and Prevention

The essence of the concept of health education and prevention focuses on improving employee health awareness to prevent the occurrence of lumbar spine problems [6]. Health education and prevention is the application of health management thinking in employee health. To overcome the shortcomings of health management, the health education and prevention framework has entered the research field as a new alternative model. The basic concept of this framework is that health education and prevention should ensure that employees receive the necessary health information to achieve physical health effectively, set professional standards for the output of lumbar spine problems, and "capture" the risks of lumbar spine problems through health education, training, and other technologies, use scientific methods to measure lumbar spine health. The lumbar spine health improvement strategy under the current situation of overtime is shown in Figure 1.

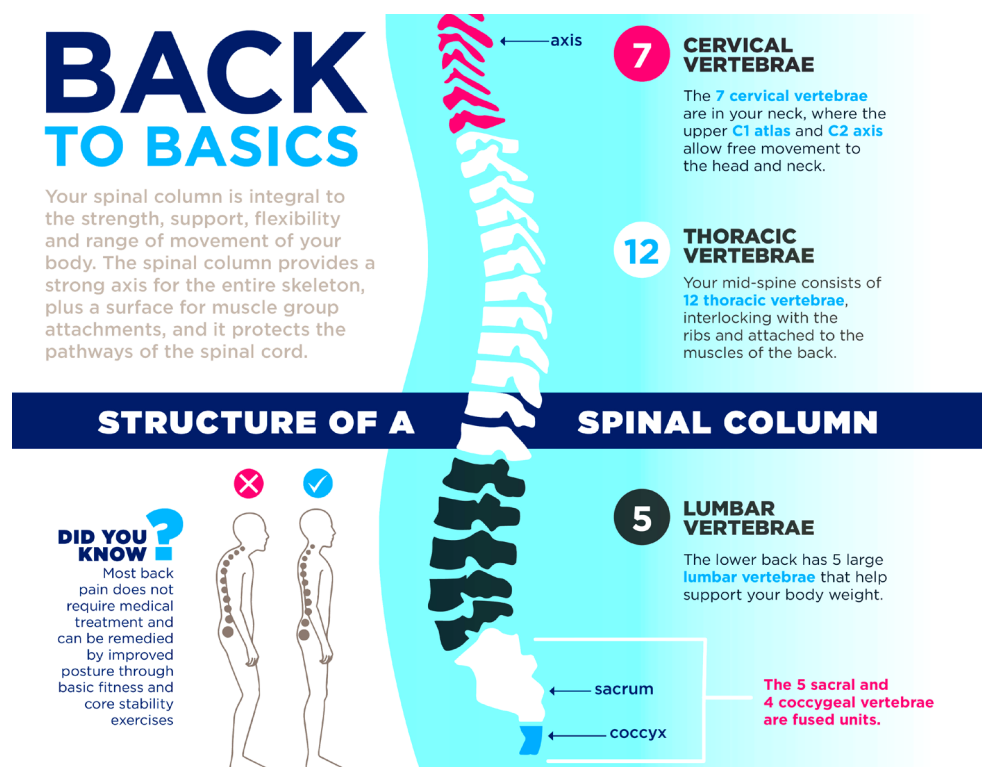


Figure 1: Lumbar spine health improvement strategy under the current situation of overtime

The health education and prevention framework reconstructs the health management model, emphasizing the need to enhance employees' health knowledge and awareness and build employees' health literacy, healthy behaviors, self-management capabilities, and health responsibility. By providing regular health education, training, and health risk assessment, employees can better understand lumbar spine health problems, take proactive health preventive measures, and reduce the risk of lumbar spine problems. This health education and prevention strategy will help improve employees' lumbar spine health and reduce the negative impact of overtime on lumbar spine health.

### ***3.3.2 Improvement of Working Environment***

Improving the working environment is the main strategy for employee health management, emphasizing the company's sense of responsibility and directly reflecting employees' physical and lumbar spine health by improving the working environment. Some components of improving and developing the working environment are gradually taking shape, and various employee health evaluation systems are gradually receiving attention. However, judging from the actual situation, some practices of improving the working environment are still in the initial stage and inconsistent with the logical framework of employee health and the generation mechanism of lumbar spine health, leading to some challenging issues [7].

Specifically, work environment improvements require a deeper understanding of employee needs and key factors in lumbar spine health. It not only includes the improvement of material conditions such as working hours and work intensity but also needs to consider the psychological needs and job satisfaction of employees, as well as how to reduce the adverse effects of overtime on lumbar spine health. In addition, work environment improvements need to be combined with employee lumbar spine health assessment to ensure that improvement measures are effective and targeted. This section will explore these issues in depth to provide effective work environment improvement strategies to maintain and improve employee lumbar spine health.

### ***3.3.3 Mental Health Support***

From the perspective of mental health support, it is a basic link in employee health management and the core embodiment of employee health. Therefore, the main logic of mental health support is to improve employees' mental health. Mental health support is the main strategy of employee health management and also the key subject of employee health management. At this stage, mental health support strengthens mental health control from multiple angles, and there are three main forms: First, providing mental health consultation services, it is clear that psychological consultation achieves mental health support between employee health management and lumbar spine health management. The second is to formulate mental health standards. Achieve standardized control of mental health by formulating mental health assessment standards, mental health intervention standards, and disclosing mental health standards to employees. The third is to optimize the internal process of mental health. In recent years, the integration of mental health resources has been aimed at improving mental health support and employee mental health. However, compared with health education and prevention, the comprehensiveness of current mental health support needs to be further improved. This perspective will contribute to a better understanding of mental health support's role in providing a more comprehensive employee health management strategy.

The fundamental difference between health management and health support lies in their management attributes. The principles and standards of health management are aimed at employee health. However, management development is mainly reflected in identifying and managing health risks, health education, and implementing preventive measures. In the health management framework, accurate assessment, identification, management, and intervention are health management's core values and highest principles. The current diversity of health management types and differences in management have led to a diversified trend in health management. Although health management is constantly improving, health management is still not perfect and the management itself lacks a unified management mechanism. Therefore, this creates "shortcomings" in health management, which affects the comprehensiveness and effectiveness of health management. Further research and development of health management are needed to better meet employees' health needs.

## **4. Conclusion**

Employee lumbar spine health management has become an important issue in modern corporate management, which poses new challenges and requirements for employee well-being. Lumbar spine health management is not only a symbol of employees' quality of life but also an important means of

corporate social responsibility, which is also an urgent need to achieve employee health and maintain the employee labor force and essentially reflects the company's inherent requirements for employees. Employee lumbar spine health management is guided by strategies such as health education and prevention, work environment improvement, and mental health support to build a theoretical analysis framework and practical mechanism for employee lumbar spine health. In recent years, modern tools such as information technology have promoted the development of lumbar spine health management, empowering employees' health management and health risks with accuracy and scientificity through scientific means. Its value is in line with the internal logic of employees' lumbar spine health. Therefore, technological means also provide a new path for lumbar spine health management. In short, the sustainable improvement and development of employee lumbar spine health management can help better meet employee health needs and improve employee well-being and productivity.

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