

**“Great Things in business are never done by one person. They're done by a team of people.”**

## The company



- We started in September 2017, has served more than 600+ clients PAN India, Asia as well as US-based companies.
- We have a qualified team of Environment, Health, Safety, Sustainability, Fire and Electrical Professionals.
- We follow System Based Approach, Quality and Sustainable Solution is our fundamental principles for overall governance during any assignment.

“

***Welcome to ErgoTattva EHS GURU SUSTAINABLE SOLUTION's Ergonomics Division. Your path to a healthier, happier, and more productive workforce begins here.***

”

A close-up photograph of several interlocking puzzle pieces. One piece is white and has the word 'VISION' printed on it in a light grey, sans-serif font. Another piece is red and has the word 'MISSION' printed on it in white, sans-serif font. A dark grey horizontal bar is overlaid across the middle of the image, containing the text 'Vision and mission' in a bold, black, serif font.

## Vision and mission

## The vision

ErgoTattva envisions a world where **ergonomics is an integral part of every organization's DNA**. We strive to be the **catalyst for positive change** by transforming work environments into spaces that **prioritize human well-being, efficiency, and creativity**

## The mission

At ErgoTattva, our mission is to seamlessly integrate life's symphony of elements, as embodied by our tagline 'Embracing Life.' Our core purpose revolves around two fundamental objectives:

Firstly, we endeavor to 'Embrace Life' in its entirety, drawing inspiration from the symphony of the five elements in Panch Tattva. By weaving together work and life, we create a harmonious balance that amplifies both happiness and productivity. This foundation serves as a cornerstone for all our endeavors, ensuring that individuals and businesses alike experience the richness of life's tapestry.

Secondly, we are dedicated to 'Crafting Human-Centric Workplaces' that stand as sanctuaries of well-being. Through our cutting-edge research, education, and innovative design, we work tirelessly to mitigate stress, alleviate burnout, and cultivate environments that prioritize health. Our aim is to transform workplaces into thriving ecosystems that foster the holistic development and vitality of every individual.



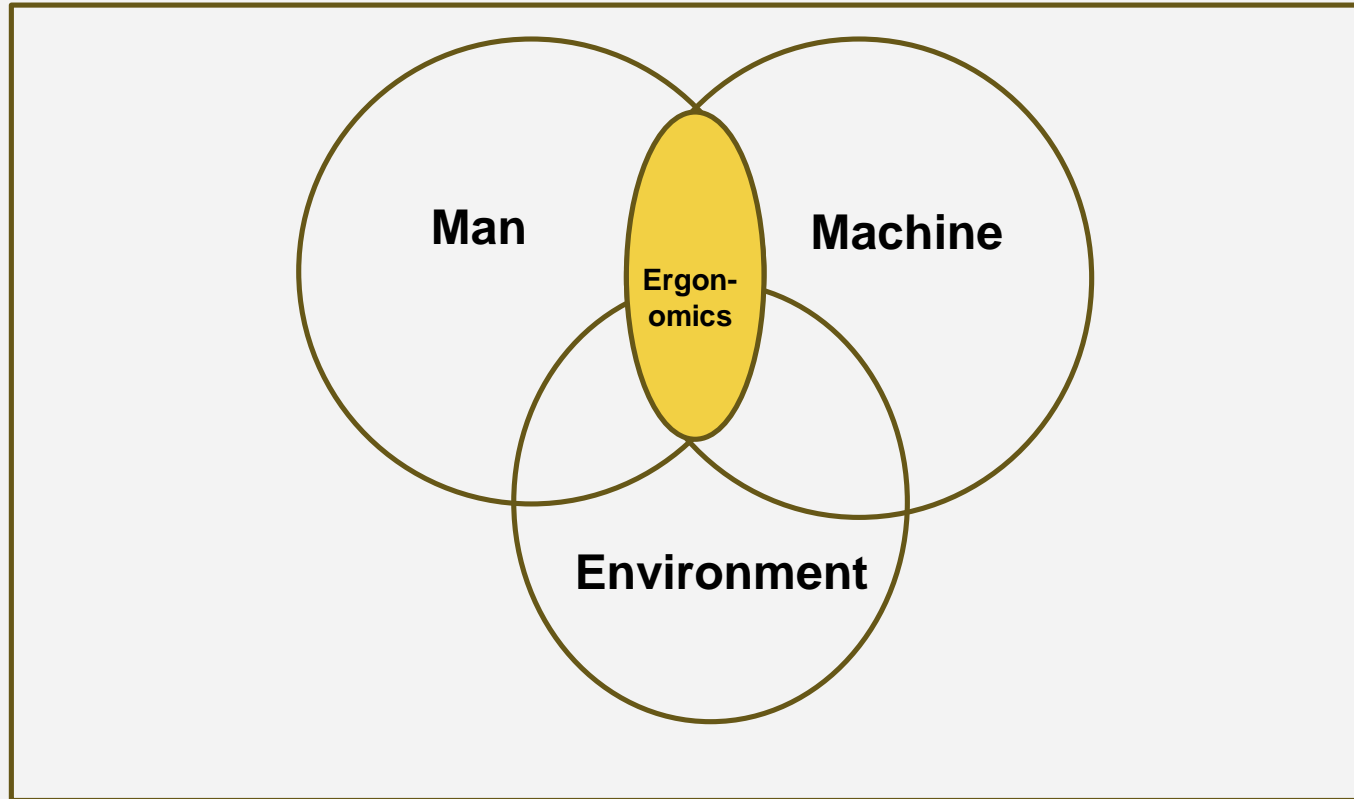
## Vision and Mission

# Ergonomics



**“Ergonomics (or human factors) is the scientific discipline concerned with the understanding of the interactions among human and other elements of a system, and the profession that applies theory, principles, data and methods to design in order to optimize human well-being and overall system performance.”**

# Man-Machine-Environment System



**deals with the machine or job, its operator and working environment as a complete system affecting the intended work performance**

# These concepts aim to optimize



work processes



enhance  
productivity



improve the  
well-being

of workers by analyzing and improving  
work methods, tasks, and physical workspaces.

# Work Study



Work study is a **systematic examination and analysis of work processes** to identify areas for improvement in terms of efficiency, productivity, and cost-effectiveness.

**The main objectives of work study include:**



# Three Domains of Ergonomics



**Physical Ergonomics**



**Cognitive  
Ergonomics**



**Macro ergonomics/  
Organizational Ergonomics**

# What is Physical Ergonomics?

“Physical ergonomics is about the human body's responses to physical and physiological work demands. Repetitive strain injuries from **repetition**, **vibration**, **force**, and **posture** are the most common types of issues, and thus have design implications.”



Physical Ergonomics is concerned with the impact of,



**Anatomy**



**Biomechanics**



**Physiology**



**Anthropometry**



**Physical environment & Physical activity**

# Methodologies We Use

1. Rapid Upper Limb Assessment (RULA)

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2. Novel Ergonomic Postural Assessment  
- Modified Version of RULA

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3. Rapid Entire Body Assessment (REBA)

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# Methodologies We Use

## 4. Musculoskeletal Discomfort analysis

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- Cornell Musculoskeletal Discomfort Questionnaire
- Pibel

## 5. ILO Ergonomic Checkpoints

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## 6. Manual Material Handling Assessment

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- NIOSH LIFITNG EQUATION
- Rodger's Fatigue Analysis

# What is Physical environment & Physical activity?

“**Physical activity** works within the environment designed accordingly.  
Ergonomics is so much more than just how we sit by the computer  
The surrounding environment affects the works more than you think”



# Physical Work Environment



LIGHT



VIBRATION



SOUND



AIR



TEMPERATURE



# LIGHT

Ergonomics of Lighting refers to the deliberate design and placement of light fixtures that prioritise the safety and comfort of the workers.

**It answers the question:**

What light source are your employees using?

Where do you need to position the sources?

How intense should the light they use be?

What colours of Lights should they use?

It also depends on the job, for example, industrial workers may need more intense brightness while office workers typically need proper lighting for computer work, which is soft and uniform.





# LIGHT

## Standards

- IS 3646-1 (1992): Code of practice for interior illumination
- IS 6665 (1972): Code of practice for industrial lighting
- ISO 8995-1: 2002 Lighting at workplace



# SOUND

Ergonomics sound design is the practice of creating and manipulating sounds that are comfortable , functional, and pleasing for the human ear and brain.

It involves understanding how sound affects our perception, cognition, emotion and behaviour, and applying principles of acoustics to achieve optimal results.

**We optimize our services for Industrial Noise Mapping.**



# SOUND

## Standards

- IS 3483 (1965): Code of practice for noise reduction in industrial buildings
- ISO 13.140- Noise with respect to human beings



# TEMPERATUR E

*Ergonomics of the thermal environment* — Risk assessment strategy for the prevention of stress or discomfort in *thermal* working conditions.

It involves understanding how factors such as temperature, humidity, air movement, and clothing affect human comfort, productivity, and well-being.

**For this we are currently optimizing:  
Indoor Air Quality (IAQ) Monitor & Heat Stress Globe Meter**



# TEMPERATUR E

## Standards

- ISO 7243: 2017: Ergonomics of the thermal environment
- IS 16559:2019: Ergonomics of the thermal environment



## VIBRATION

Vibration and ergonomics are two interconnected concepts that relate to the design and optimization of tools, equipment, and environments to ensure the well-being, comfort, and safety of individuals.

Vibrations in the context of ergonomics, means that the body is being exposed to shaking or oscillations. We differ between whole-body vibrations and hand-arm vibrations. There's an exposure-response relationship between exposure time and the health effects from it.

**We expertise in assessment of  
Hand Arm Vibration  
Whole Body Vibration**



## AIR

Whenever people inhale airborne dust/ suspended particles at work, they are at risk of occupational disease.

Year after year, both in developed and in developing countries, overexposure to dusts causes disease, temporary and permanent disabilities and deaths.

Dusts/Suspended particles in the workplace may also contaminate or reduce the quality of products, be the cause of fire and explosion, and damage the environment.

# What is Musculoskeletal Disorders?

“Musculoskeletal Disorders or MSDs are injuries and disorders that affect the human body’s movement or musculoskeletal system.”





There are **two categories** of risk factors lead to **MSD**.



### **Ergonomic risk factors**

Force, Repetition, Posture



### **Individual risk factors**

Poor work, Practices, Poor fitness, Poor health habits

Common MSDs include: **Carpal Tunnel Syndrome, Tendonitis, Ligament Sprain, Tension Neck Syndrome . . .**



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# Posture And Ergonomics

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How Physiotherapy  
Can Help?



## Physiotherapist

Physiotherapy helps in the prevention, recovery and management of injuries, while Ergonomics ensures that work environments are designed to support good posture, reduce physical strain, and minimize the risk of injuries.



## Ergonomics and Human Factor Expert

# Role of Physiotherapy in Ergonomics

- **Helps in recovery of pain/injuries by:**
  - Providing preventive measures
  - Providing Proper excises and stretches based on the individual's discomfort
  - Using variety of techniques to maintain the property of muscles and joints
  - Providing gait training, rehabilitation
- **Assess, manage and treat a broad range of medical conditions from sprained ankle to strokes**
- ✓ **Physiotherapy plays a crucial role in ergonomics by helping individuals prevent and manage musculoskeletal issues through specialized exercises and therapies tailored to their work environment.**

# Cognitive Ergonomics

Cognitive ergonomics is mainly associated with brain functions in the context of accident investigation or error analysis, human-machine interaction, mental workload, decision making, usability and design, and training.

In a nutshell, cognitive ergonomics is concerned with human performance within a system in terms of performance quality.

# Methodologies of Assessment



1

## Human Reliability Analysis

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- Task Analysis for Error Identification
- Systematic Human Error & Prediction Approach
- Hierarchical Task Analysis

2

## Mental Workload (MWL)

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- NASA- Task Load Index
- Situational-Awareness Rating Technique
- Fatigue Severity Scale

# Psychophysiological Methods of Assessments



Psychophysiological measures are physiological responses of human body

- Electrodermal Measurement
- Electromyography (EMG)
- Estimating Mental Effort Using Heart Rate and Heart Rate Variability
- EEG Methods
- Eye Tracking Matrices

Psychophysiological methods **offer insights into a wide range of human behaviors and experiences**





# Lets explore our services

**ERGOTattva** by

**EHS GURU SUSTAINABLE SOLUTIONS**



# Our Services



Ergonomics  
Holistic  
Campaign

Corporate &  
Industrial  
Ergonomic  
Assessments

Environmental  
Assessment

Manual  
Material  
Handling  
Assessment

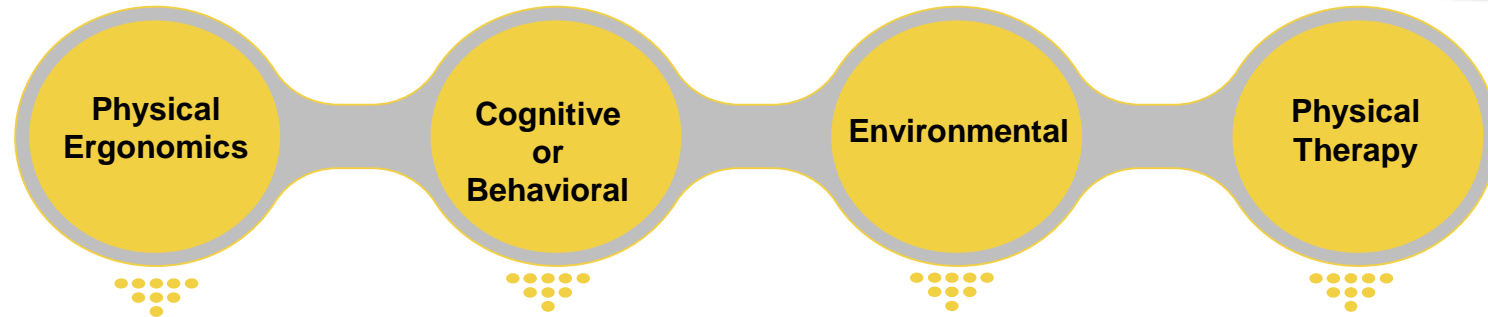
Workstation  
Assessment  
&  
Design  
Consultation

Occupational  
Health &  
Industrial Hygiene  
Survey

Workload  
&  
Human Error  
Analysis

Ergonomics &  
MMH Trainings

# Areas covered under our service



- Posture assessments
- Manual material Handling
- Design intervention- 2D & 3D designs
- Experienced

15+

- Mental work-load assessment
- Human reliability analysis
- Experienced in 5+ methodologies

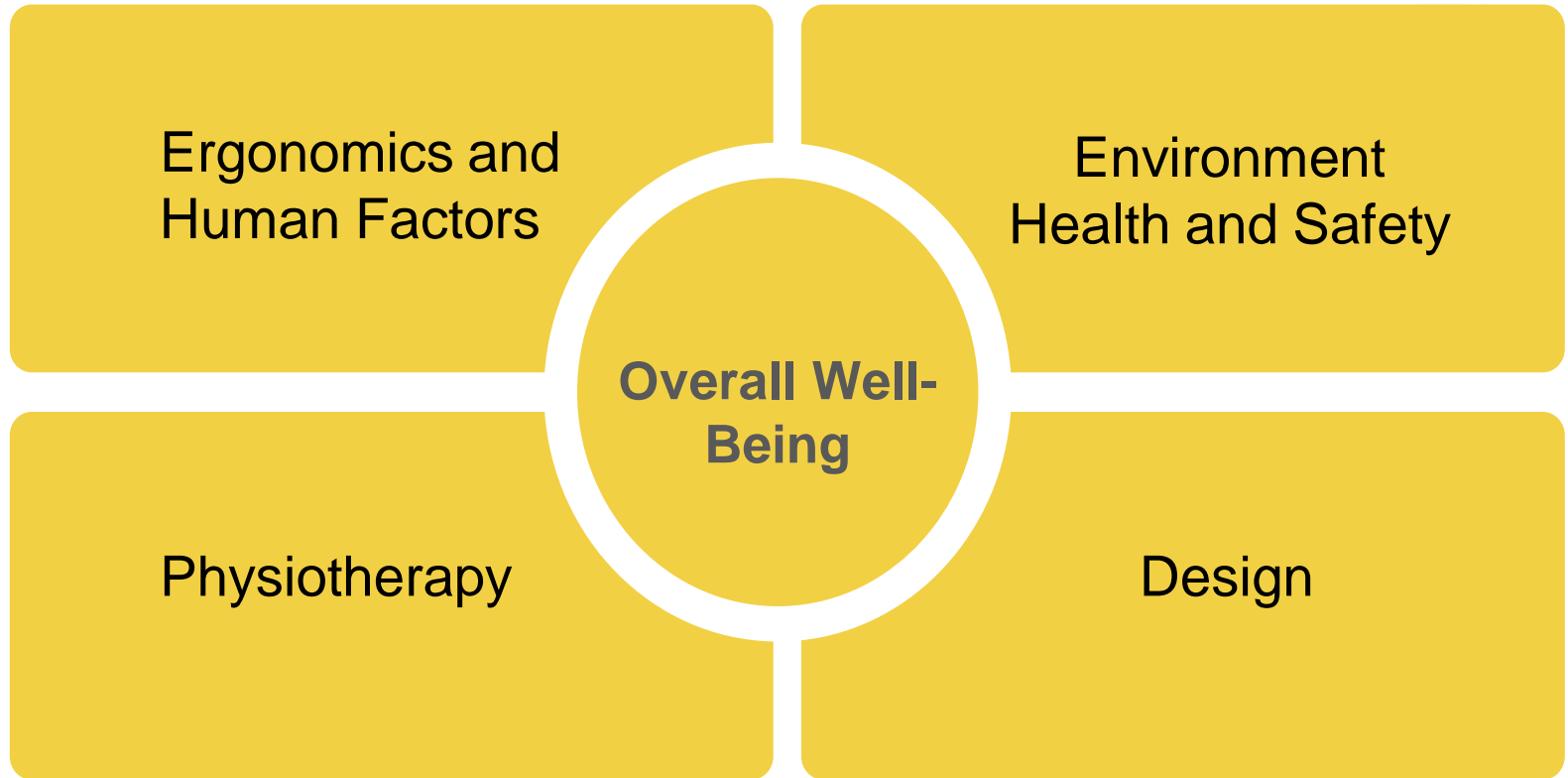
- Noise- noise mapping, exposure assessment
- Vibration- exposure assessment
- Lighting
- Humidity and Temperature

- Physiotherapy assistance and consultations

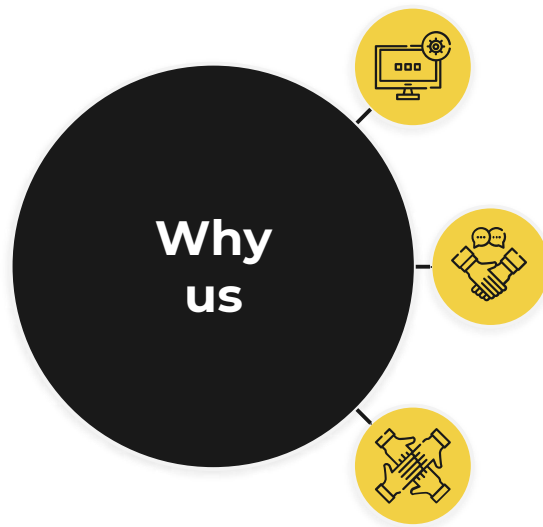
\* We are currently conducting research on Psychophysiological assessment methods to offer future services in this area.

The fusion of **Ergonomics and EHS (Environment, Health, and Safety)** results in a seamless and secure work environment that prioritizes human factors and risk management.

By incorporating ergonomic principles into EHS practices, companies can promote employee well-being, minimize injuries, and improve overall productivity.



# What Sets Us Apart ?



**Seamless Post Assessment Support**

**Unique Blend of Expert Professionals – with Ergonomics, EHS and Physiotherapy**

**Customized Solutions for each business entity**

# Equipment's We use



Digital Goniometer



Indoor Air Quality monitor

# Equipment's We use



Lux Meter

- Wet and Dry Heat Stress Globe Bulb (WBGT)
  - Sound Meter
- Direct Measurements of workstations

# OUR TEAM



**Dr. Archana Bhatnagar**

Principle Consultant -  
Ergonomics



**Palak Chawla**

Consultant - Ergonomics & EHS



# OUR TEAM



**Dr. Shalini**

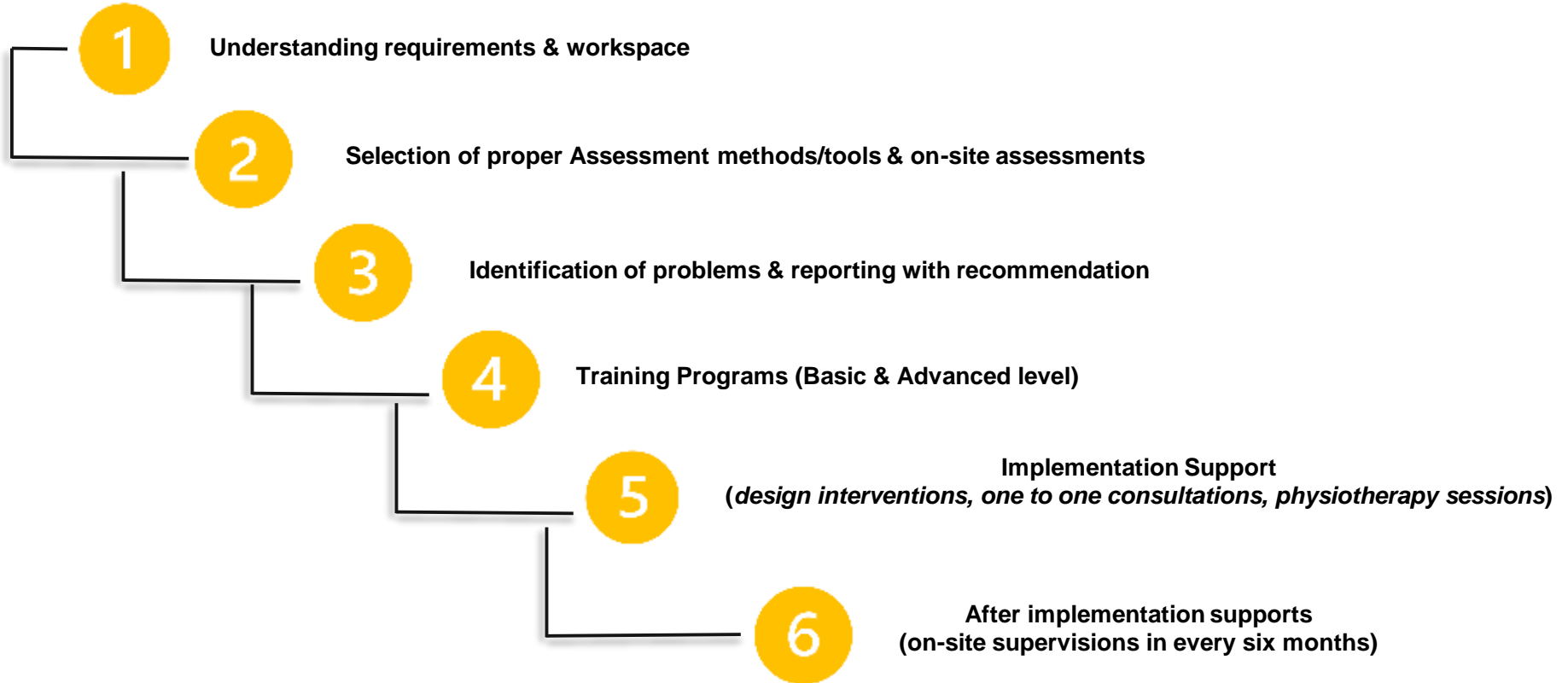
Associate Physiotherapy  
Consultant



**Hridishruti SaiKia**

Associate Human Factors &  
Ergonomics Consultant

# Journey of Ergonomics Program





# **Glimpses of PROJECTS**

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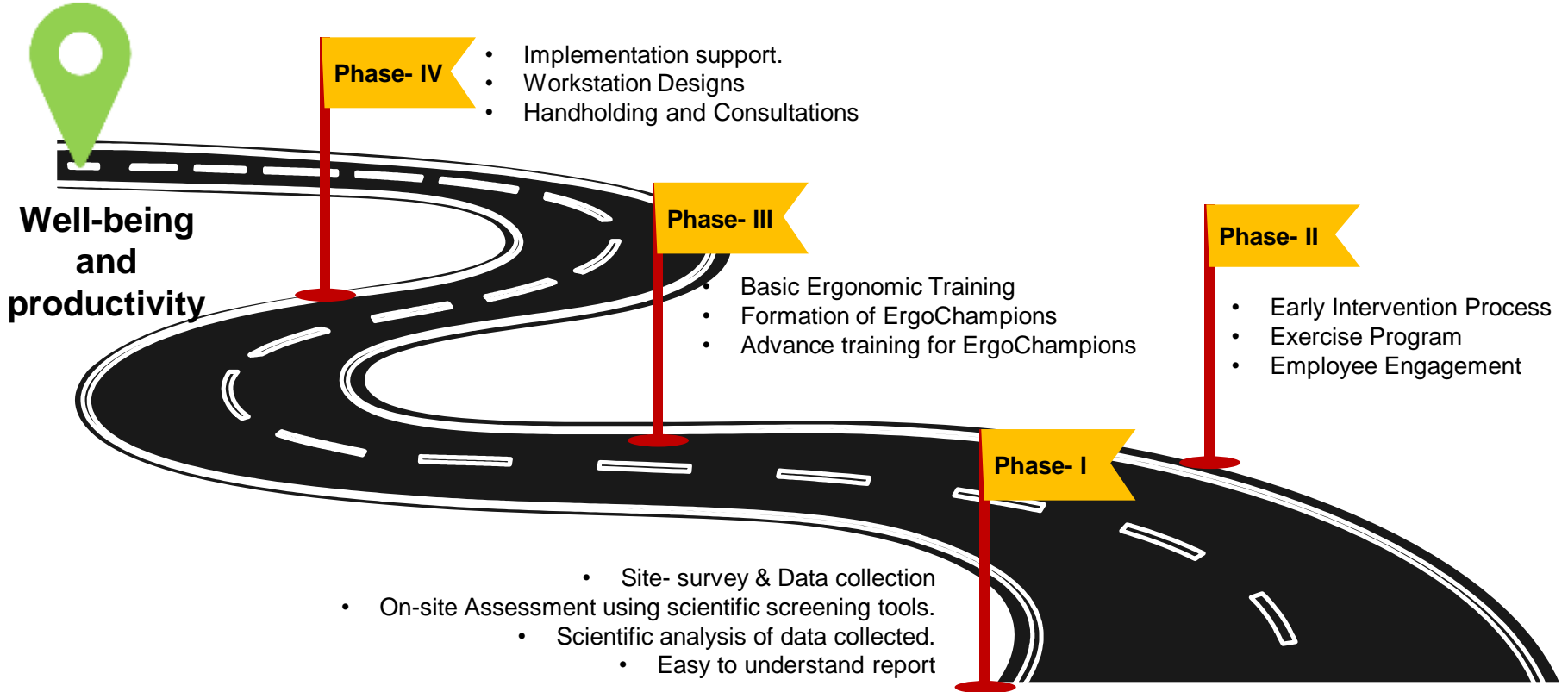


1.

## Ergonomic Campaign: Assessment and Trainings

- Ergonomic Assessment – Corporate and Manufacturing Units
- Pan India level (Covering corporate, retails & manufacturing)
- A Holistic Ergonomic Campaign Preparation to resolve the MSDs faced by the employees
- Ergonomic Training Session: Basic and Advance

# Titan Company : Project Details



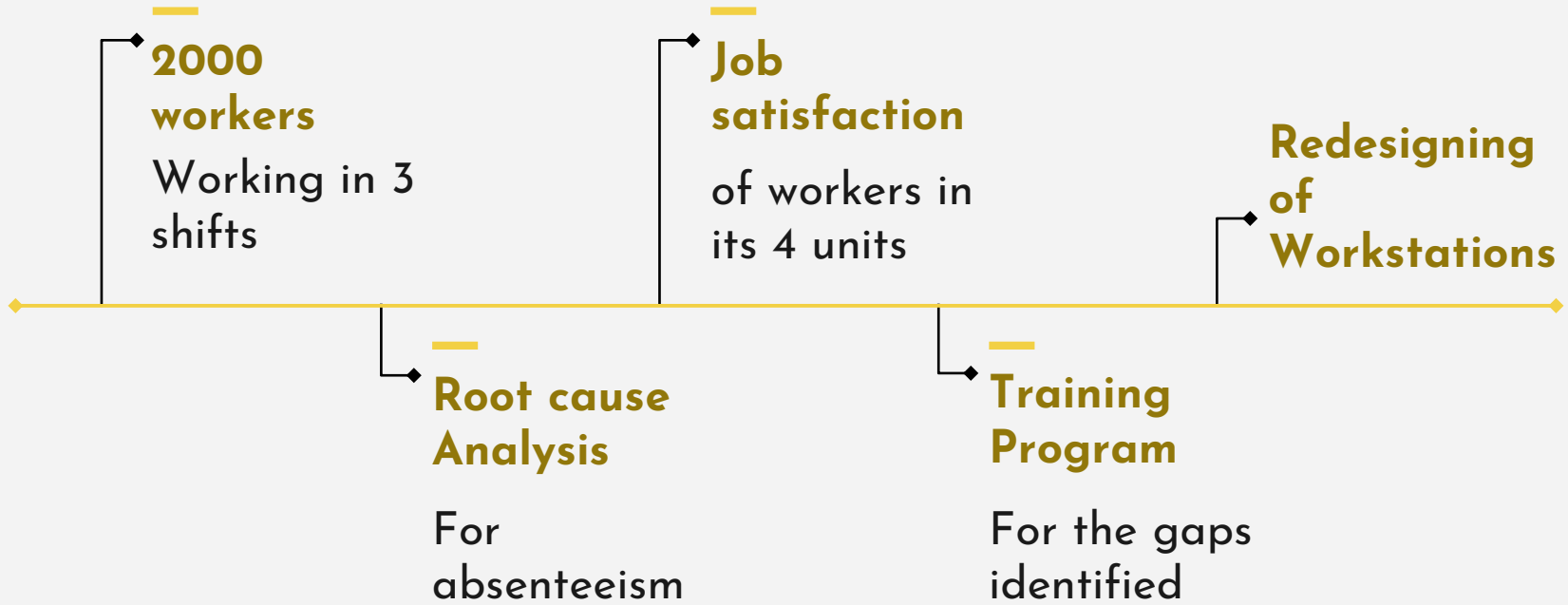


2.

Ergonomic Risk  
Assessment

- The company is well-known multinational automotive manufacturing corporation.
- The product are Automobiles, Commercial vehicles, Tractors & Motorcycles and for over three decades Mahindra has been India's undisputed No 1 tractor brand and world's largest tractor manufacturer by volumes.
- With the presences in over 40 countries Mahindra has leveraged on its quality as the only tractor brand in the world to win both the Deming Award and Japanese Quality Modal.



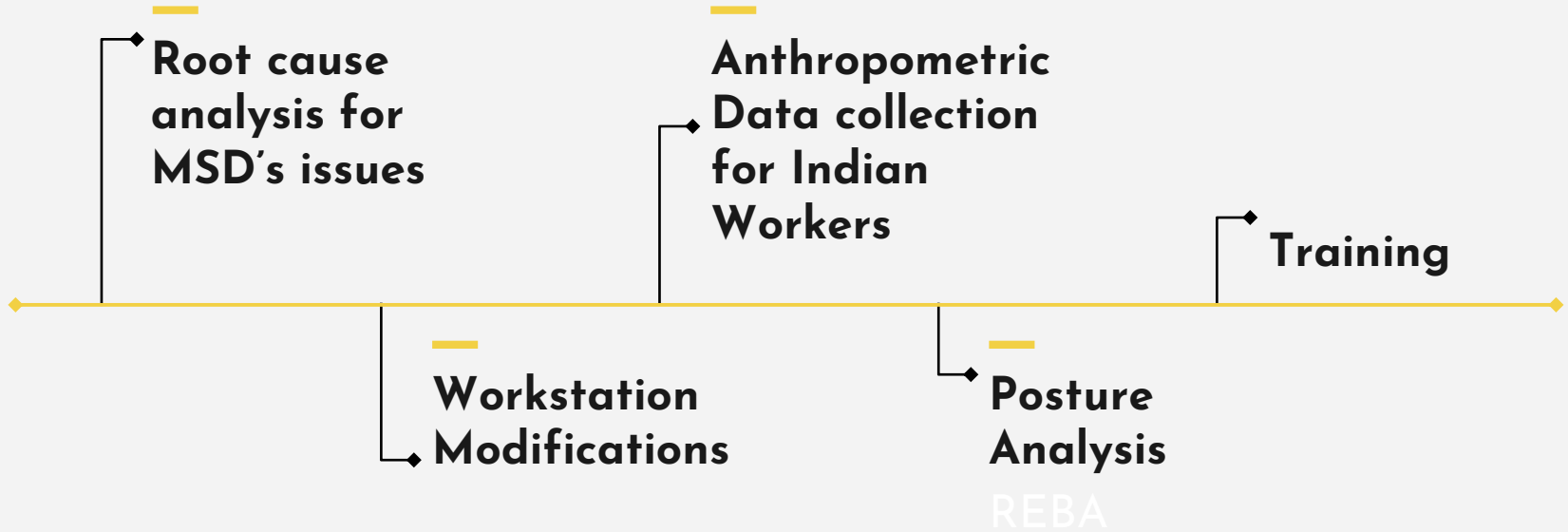




3.

Workstation  
Design  
Assessment

- Johnson & Johnson company is well-known multinational company developing medical devices, pharmaceuticals and consumer products.
- One of its division was producing Band-Aids. The Ergonomics assessment of the same was done, the health issues of workers experiencing MSDs was identified along with the factors contributing to it i.e., Workstation Design & Posture.



Good Health leading to better productivity



Carlsberg  
Group

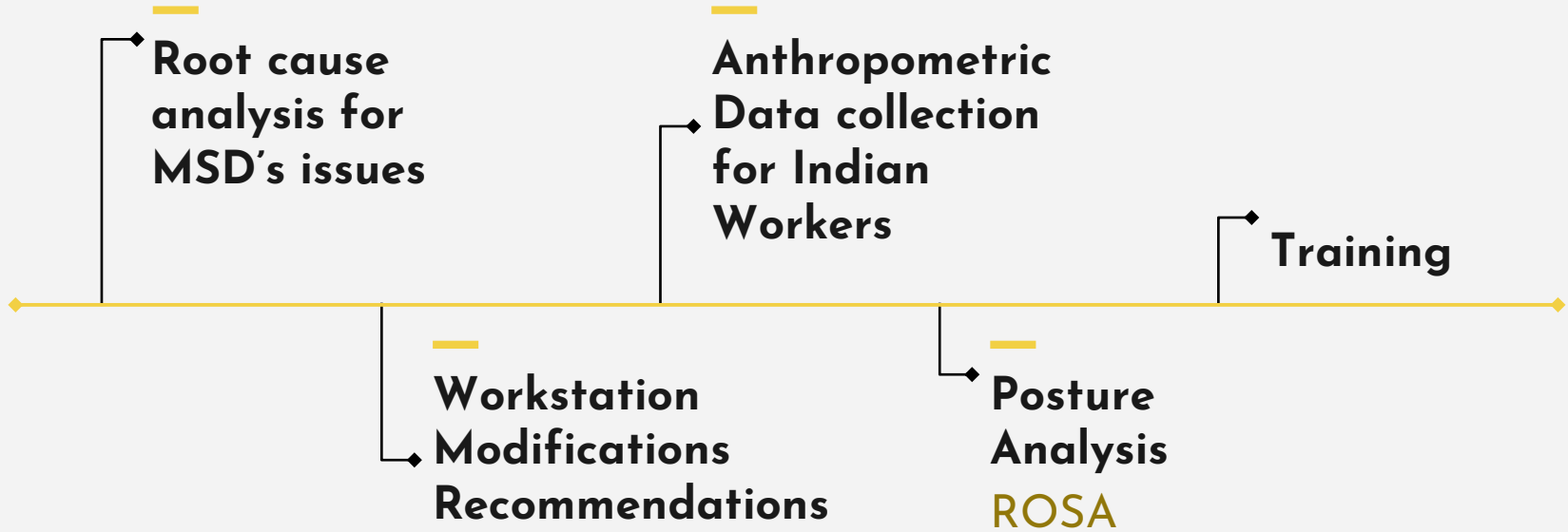
4.

Ergonomic  
Assessment  
and  
Trainings

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# About Carlsberg

1. The Carlsberg Group is one of the world's largest international brewery groups. They live with purpose everyday by focusing on their brand and the art of brewing, by exciting their customers with quality brews, strengthening their identity and pride as brewers and by continuously aiming to do better.
2. They aim to continuously improving Health and Safety performance by reducing exposure to occupational risks. As a part of their motive to reduce occupational risk among the corporate employees.

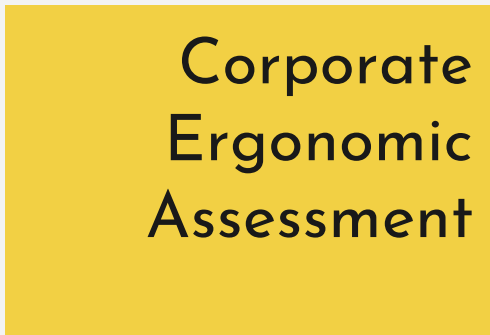




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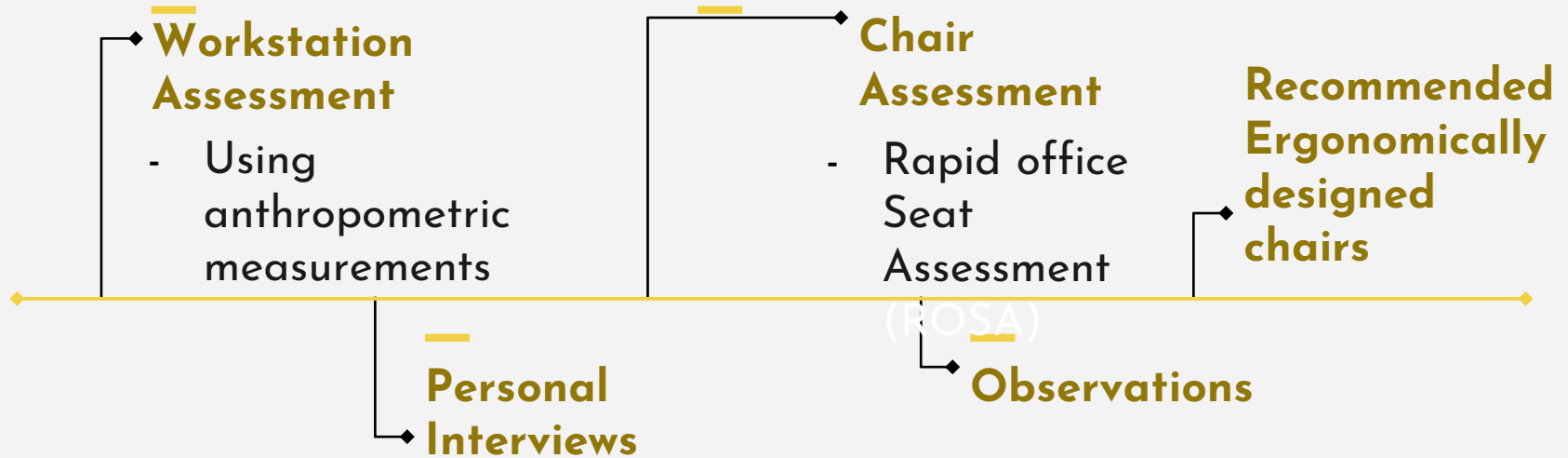


**CREDIT SUISSE** 



**Corporate  
Ergonomic  
Assessment**







**Glimpses from our assessment reports**

The levels of risks are classified in the table below:

Table 7: Level of risk of each risk factor

G= GREEN Low level of risk
A= AMBER medium level of risk – Examine the task closely
R = RED High level of risk – prompt action needed

After completing the assessment, to interpret the exposure score is proposed in the table below:

Table 8: Scoring Parameters of ART Methodology

Exposure Score	Proposed exposure level	
0-11	Low	Consider individual circumstances
12-21	Medium	Further investigation required
22 or more	High	Further investigation required urgently

## Assessment of Repetitive Task (ART)

Few features of the workstation design shown below, can be adopted in the current workstation layout and with some features of the chair Design:



Figure 9: Workstation Design Recommendation\*



## Design Recommendations

## Material Storage and Handling:

Table 30 : Assessment for Material Storage and Handling:

ILO- Material Handling	ILO Checkpoint	Assembly Line 1 & 2	FPS	RT
CP-1	Clear and mark transport routes	<p><b>Observation:</b> No clear-cut transportation route was observed for internal movement of materials.</p> <p><b>Recommendation:</b> Define transport routes to work sites or between work sites that are distinct from storage areas. Make sure that nothing is placed or left on the</p>	<p><b>Observation-</b> the path for transportation was not clearly defined, big cartoons were placed on the floor.</p> <p><b>Recommendation-</b> Marking Transport routes is the starting point for keeping them CLEAN of obstacles. Clean transport routes ensure a good flow of materials and prevent accidents. Ensure that</p>	<p><b>Observation-</b> the path for transportation was not clearly defined.</p> <p><b>Recommendation-</b> Marking Transport routes is the starting point for keeping them CLEAN of obstacles. Clean transport routes ensure a good flow</p>

### ILO- Material Handling

Lifting Constant (LC): 51  
Vertical distance (D): 21.5  
Distance Multiplier (DM): 0.9

Table 40: Assessment of Lifting parameters:

	Origin	Destination
Horizontal Multiplier (HM)	1	0.8
Vertical Distance (VM)	0.78	0.94
Asymmetry Multiplier (AM)	1	0.9
Frequency Multiplier (FM)	0.26	0.26
Coupling Multiplier (CM)	0.95	0.95
Recommended Weight Limit (RWL)	8.8	7.7
Frequency Independent RWL (FIRWL)	34	29.5
Single Task RWL (STRWL)	8.8	7.7
Frequency Independent LI (FIL)	0.4	0.5
Single Task LI (STLI)	1.4	1.6
Lifting Index (LI)	1.4	1.6

Result: Lifting Index = 1.6

Result: The weight lifted (12.6 kg average) is greater than the RWL (7-8.8 kg). Therefore, the LI is  $12.6/7.7 = 1.6$ . This task would be stressful for healthy workers.

Recommendation:

- Ergonomic intervention: provide the manual-material handling training to the employees.
- Three types of trolleys are currently being used for the movement of materials as depicted in Fig 5; it can be observed that the handle of these trolleys is low and requires to be re-designed with additional arms as they require additional force to

### NIOSH Lifting Assessment

## Section 1: Rapid Upper Limb Assessment

### Introduction:

Rapid Upper Limb Assessment (RULA) is a method used to assess the risk of developing musculoskeletal disorders in the upper limb, specifically the neck, shoulder, and arm. This RULA scale was used for validating the perception of employees towards the body discomfort scale.

### Methodology:

The methodology involves observing the employee while performing a task and scoring various aspects of their posture, movement, and effort on a scale. The score is then used to determine the level of risk for developing musculoskeletal disorders, with higher score indicating a higher risk along with photographic documentation and requires immediate ergonomic intervention.

Table 1: RULA Scoring Parameters

Scoring	Action Level
1-2 acceptable posture	Level 1
3-4 further investigation, change may be needed.	Level 2
5-6 further investigation, change soon	Level 3
7+ investigate and implement change	Level 4

Table 2: RULA Scoring of employees

Desk No	RULA Scoring	Action Level
11	6	Level 3
12	6	Level 3
31	6	Level 3
40	7	Level 4
44	5	Level 3
46	5	Level 3
47	4	Level 2
51	7	Level 4
54	5	Level 3
60	5	Level 3
61	4	Level 2

Table 4: Postures adopted by the employees

	
<p><b>081: RULA scoring: 4</b>                      Low arm deviation                      Less leg space                      Too much clutter on the workstation</p>	<p><b>012: RULA Scoring 6:</b>                      Neck Flexing                      Leaning too forward                      Shoulder were raised</p>
	

## RULA Assessment

Aspects	Items
Workstation Design	11
Lighting	9

#### WORKSTATION DESIGN:

The workplace design was assessed based on ILO Checkpoints 51-62. The parameters taken into consideration workstation height assessment, provision for standing workstation, visual display workstation setup etc. The assessment and status are given in the table below:

Table 6: Workstation Design Assessment

ILO-Workstation Design	Action	Remark	Risk/Symptoms	Recommendations
CP51-Adjust the working height for each worker at elbow level or slightly below it	YES	1. Workstation is at fix working height of 30 inches. As per Indian Standard, IS 3663 : 1991 DIMENSIONS OF TABLES AND CHAIRS FOR OFFICE PURPOSES; the current workstation height is appropriate for the average height employees i.e. 5'2-5'4. ft.	<ul style="list-style-type: none"> <li>muscular strain</li> <li>excessive reach</li> <li>excessive fatigue</li> <li>low back pain</li> <li>upper limb disorder</li> </ul>	Provision for adjustable working height station to be made. If the workstation height is fixed, then an exceptional provision of 5% of

Ergonomic Assessment: Carlsberg | pg. 12



ILO-Workstation Design	Action	Remark	Risk/Symptoms	Recommendations
		2. Some employees it is too high for some it is too low.	<ul style="list-style-type: none"> <li>wrong operation</li> </ul>	workstations to be made for

### ILO- Workstation Design

#### WORKPLACE ILLUMINATION ASSESSMENT AND RECOMMENDATION:

The workplace illumination was assessed based on ILO checkpoints 64-72. By the following ILO Ergonomic checkpoints for illuminations analysis, employees can ensure that the lighting conditions in the workplace are optimal for the health and productivity of their workers.

Table 7: Illumination Assessment

ILO-Lighting	Action	Remark	Risk/Symptoms	Recommendations
CP64-Increase the use of daylight and provide an outside view	NO	The distribution of light in the workplace was improved by using more daylight		
CP65-Use light colours for walls and ceilings when more light is needed.	NO	Light-coloured walls and ceilings are energy saving as they produce higher room illumination with fewer lights.		
CP66-Light up corridors, staircases, ramps and other areas where people may walk or work.	YES	Some areas of the passageway were poorly illuminated	<ul style="list-style-type: none"> <li>slips, trips or stumbles</li> <li>eye strain</li> <li>increased injury rates</li> </ul>	Relocate existing lights for better illumination of these areas.  Add new lights after consulting employees.
CP67-Light up the work area evenly to minimize changes in brightness.	YES	Illumination was not evenly distributed. Alternate yellow and white lights were used. Avoid using yellow overhead lights.	<ul style="list-style-type: none"> <li>eye strain</li> <li>excessive fatigue</li> <li>epilepsy onset</li> </ul>	It is important not always to rely on installing electric lighting. A good combination of different means of improving lighting will help you a great deal. Use daylight

### ILO- Lighting

Table 17 – Results of Light Intensity Measurement

Sl. No	Location	Light Intensity Measured				Remarks
		1	2	3	Average	
1.	WS no -SA-068	400	402	398	400	Acceptable
2.	WS no -SA-006	415	416	415	415	Acceptable
3.	WS no -SA-113	600	610	604	603	Acceptable
4.	WS no -SA-129	410	414	410	411	Acceptable
5.	WS no -SA-123	100	102	98	100	Very low
6.	WS no -SA-121	415	416	415	415	Acceptable
7.	Design team room	306	302	304	304	Acceptable

Table 18 – Results of IAQ Measurement

Sl. No	Location	IAQ Measured					Remarks
		CO <sub>2</sub> in PPM	PM <sub>2.5</sub> in µg/m <sup>3</sup>	PM <sub>10</sub> in µg/m <sup>3</sup>	Temp in °C	Relative Humidity in %	
1.	WS no -SA-068	753	45	57	27.3	56.1	Acceptable
2.	WS no -SA-006	748	44	56	27.3	56.3	Acceptable
3.	WS no -SA-113	748	44	56	27.3	56.3	Acceptable
4.	WS no -SA-129	751	44	56	27.3	56.7	Acceptable
5.	WS no -SA-123	751	44	56	27.3	56.6	Acceptable
6.	WS no -SA-121	729	44	55	27.3	56.3	Acceptable
7.	Design team room	751	44	56	27.3	56.6	Acceptable

Table 19 – Results of Sound Level Measurement

Sl. No	Location	Sound Level Measured	Remarks
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## Environmental Factors Assessment

Table 8 –Body Discomfort analysis- Female Employees (N=11)

Body Part	Pain experienced during last week	Discomfort Experienced			Work Interference
		Slight Discomfort	Moderately Uncomfortable	Very Uncomfortable	
Neck	81.81%	54.54%	36.36%	9.09%	72.72%
Shoulder (Right)	54.54%	52.89%	18.18%	9.09%	54.54%
(Left)	45.45%	90.09%		9.09%	27.27%
Upper Back	54.54%	81.81%	9.09%	9.09%	36.36%
Upper Arm (Right)	27.27%	90.90%	9.09%		18.18%
(Left)	9.09%	100%			
Lower Back	72.72%	18.18%	9.09%	18.18%	54.54%
Forearm (Right)	18.18%	90.09%	9.09%		18.18%
(Left)		100%			9.09%
Wrist (Right)	36.36%	81.81%	18.18%		27.27%
(Left)	18.18%	90.90%	9.09%		9.09%
Hip/Buttocks	45.45%	81.81%	9.09%	9.09%	36.36%
Thigh (Right)	9.09%	100%			9.09%
(Left)	9.09%	100%			9.09%
Knee (Right)	18.18%	100%			9.09%

## Body discomfort analysis

is at LEVEL 1- Acceptable working posture.

Table 6 –RULA & ROSA Scoring for Male employees of IT Department (N=41)

Sr. No	Name	Workstation No.	RULA Scoring	ROSA Scoring
1	Sherry George	SA- 209	4	5
2	Kv. Prasad		4	4
3	Janadhan Reddv	SA-062	5	4
4	Seetharamma	FC- 015	7	6
5	Ramesh	FC- 023	5	4
6	Vikas	FC- 007	3	3
7	Zakir	FC-008	6	5
8	Sudarshan C. Hedge	SA- 058	5	4
9	Charan	SA- 075	5	4
10	Sachin	SA- 066	6	5
11	Nagarajan J	SA-067	4	4
12	Rajeskhar Naidu	SA- 054	6	5
13	Vishnu Vardhan	SA-099	7	6
14	Sanjeer Dosan	AS-078	7	5
15	Nilay Saha	SA- 155	7	6
16	Kaushal	FC- 025	6	5
17	Advait Nambir	SA- 050	4	4
18	Mayur Pathak	SA- 051	6	5
19	Vel Murgan	SA- 028	5	5
20	Sushant	no workstation allotted	6	5
21	Chetan	no workstation allotted	7	6
22	Gururaja K.V.	SA-070	7	6
23	Joshva	SA-079	3	3
24	Siddappa	no workstation	6	5

*RULA and ROSA assessment*



(employees who are shorter are 24 inches) persons, have also been considered for the adjustability factor for the height of the table) The 2D images of the proposed design has been designed to accommodate employees who are as short as 5 feet or as tall as 6+feet in height. (Image A, B, &C)



Figure 25 – Indicative 2D Drawing for Workstation Design based on Assessment.

*2D design recommendation*



Figure 34 Indicative 3D Drawing – Another View of Complete Workstation Design

Key Features of Workstation Design - 3 D Drawings:

- Adjustable Height of workstation with lever
- Adjustable Chair Design

*3D design recommendation*

## Section 5: Ergonomic Training Highlights

The employees were given the training about the following topics:

1. Ergonomic Awareness
2. Musculoskeletal Disorders and Early Symptoms
3. Types of MSDs
4. Importance of Neutral Posture
5. How to set-up the workstation as per Ergonomic Principles
6. Exercise routine



ergonomics training has triumphed with resounding success. The compliments and expressions of gratitude from the participants stand as a testament to the remarkable achievement of [redacted] Limited's management in organizing the impactful campaign. The resounding reception from the employees highlights the exceptional reception and appreciation for the management's visionary initiative of [redacted] Campaign', and to sustain this campaign identified 'Ergo- Champions' with the primary responsibility to promote Ergonomics work culture among the employees of the company.

The Advance Training program participants were certified for the training completion along with the Ergo Champions batch to be worn on the coat for easy identification among the other employees.

### Some glimpses from the [redacted] Training



**Plate no 1:** Basic Training-Participants doing stretching of Neck.



**Plate no 2:** Ergonomics Intervention to improve work posture at workplace.

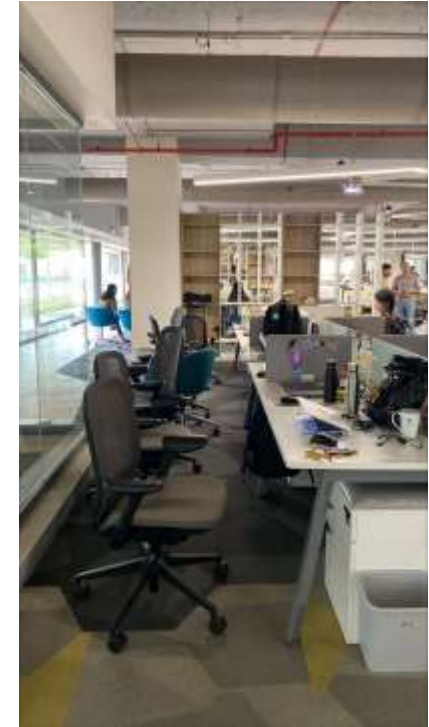
# **GLIMPSES FROM ON-SITE ERGONOMIC ASSESSMENTS**



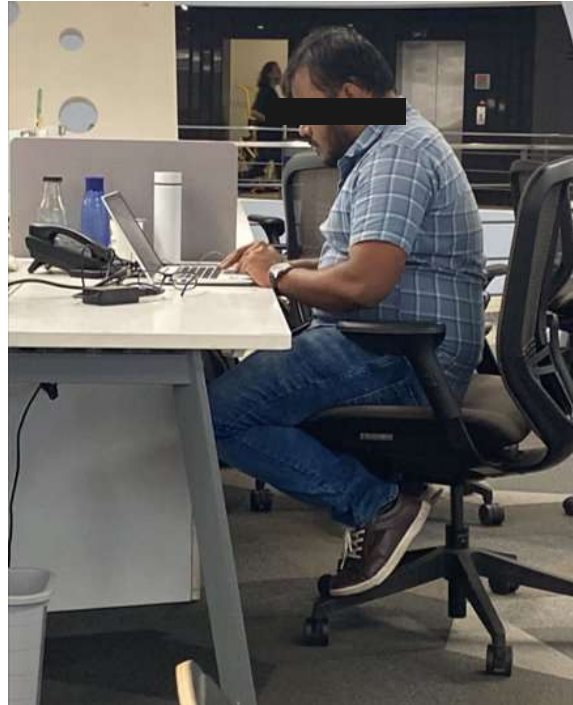
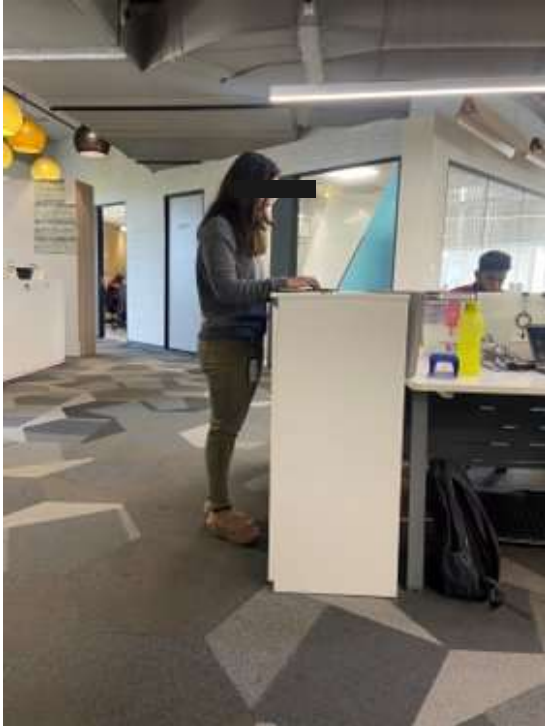
*Posture assessments – office ergonomics*



*Posture assessments – office ergonomics and materials storage*



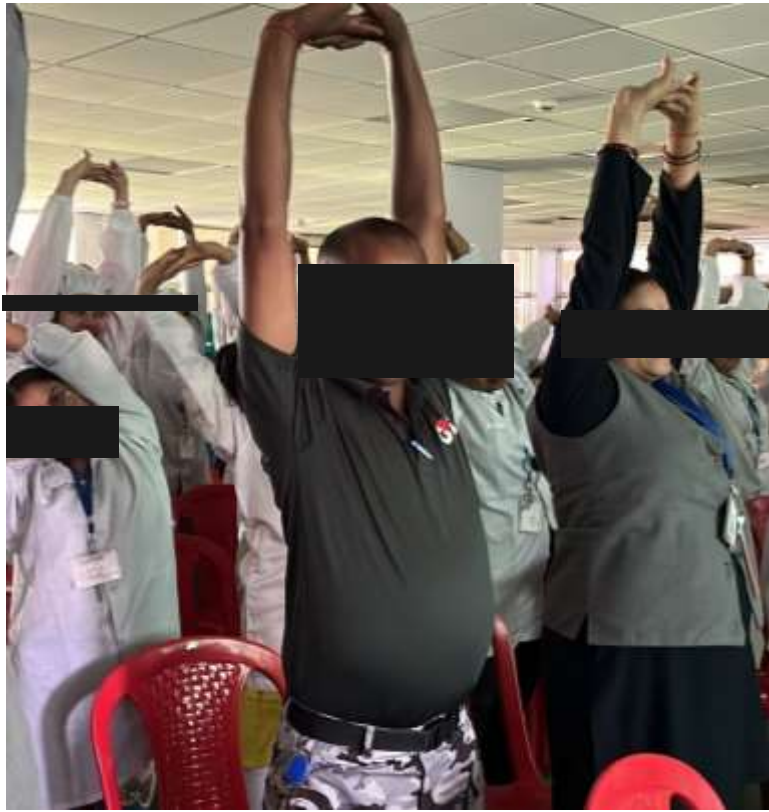
*Workstations*



*Posture assessments – office ergonomics (sitting & standing) and manual materials handling*



# Glimpses from Ergonomics Training



*Exercise sessions*



*Advanced trainings for Ergo-champions and distribution of badges to Ergo-champions*







*Trainings groups with our experts*



*Badges for ergo-champions*





INCORRECT POSTURE

P  
O  
S  
T  
U  
R  
E



CORRECT SITTING POSTURE

# Benefits Of Having Ergonomics Workspace



comfort and reduced physical strain (by adjusting workstation to your requirements)

reduction of musculoskeletal disorders and improvement of productivity by adopting micro-macro work-



- 3 Increased productivity and efficiency
  - 4 Enhanced focus and concentration.
  - 5 Minimized eye strain and fatigue.
- By reducing MSDs & Discomfort



posture and spinal alignment. It reduces the risk of repetitive strain injuries. It improves overall well-being and job satisfaction. Adoption of healthy work practices



# Our IEC Materials

## 20-20-20 Rule For Eye

The 20-20-20 rule is a general guideline for reducing eye strain and fatigue that can occur from prolonged screen time or close-up work. It suggests taking regular breaks to rest your eyes and prevent discomfort.



Take a 20 Second Break



Every 20 Minutes



Look at Something 20 Feet Away





*3D designs of workstation*

# Clientele Feedback

*“I am extremely pleased with the ergonomics assessment report provided. The attention to detail and comprehensive analysis of our workspace has greatly enhanced the comfort and productivity of our team. The recommendations were practical and easy to implement, resulting in a noticeable improvement in our overall well-being and efficiency. Thank you for delivering such a valuable and impactful service!*

*- Mr. Naveen (Titan EHS Head)*

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*“The training sessions yielded positive results for us and were highly beneficial. The ergonomic trainers covered all the issues of discomforts we are facing”*

*- Ms. Shruti ( Carlsberg EHS Head)*

# Clientele Feedback

*“The ergonomics IEC materials such as brochures, policies, posters are captivating and relatable to our situations. Thank you, team, for your wonderful efforts!”*

*- Ms. Roopa ( Titan Corporate EHS Head)*

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*“The exercises, stretches and micro-breaks suggested were really useful, it refreshes us during our office hours.*

*Thank you!”*

*- Mr. Farhan (Credit Suisse- EHS Head)*



# THANKS!

**DO YOU HAVE ANY QUESTIONS?**

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[www.ehsguru.com](http://www.ehsguru.com)

