

## Evaluating the Effect of Staff Wellness Program on Nurses' Perceptions of Supporting Healthy Behaviors in R2 Healthcare Settings in Riyadh, Kingdom of Saudi Arabia

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### Abstract

Nurses frequently experience high occupational stress that negatively impacts emotional well-being, performance, and patient care quality. Wellness programs can enhance healthy behaviors, yet evidence remains limited in Saudi Arabia. This study evaluated the effectiveness of a structured Staff Wellness Program in reducing psychological distress and improving nurses' perceptions of organizational support for healthy behaviors. A pre-test/post-test design was conducted among registered nurses across twelve hospitals within the Riyadh Second Healthcare Cluster (R2). Data were collected electronically at baseline and three months post-intervention using the GHQ-12 and a validated healthy behavior perception tool. Paired t-tests, the Extended McNemar test, and Pearson correlation were applied. GHQ-12 scores decreased significantly (mean difference = 3.88,  $p < 0.001$ ), while wellness perception scores increased (mean difference = 9.14,  $p < 0.001$ ). Severe distress declined from 15.6% to 0%. Post-test distress correlated negatively with healthy behavior perception ( $r = -0.37$ ,  $p = 0.01$ ). The program effectively reduced psychological distress and enhanced workplace wellness support perceptions.

### Keywords

Healthy behaviors, Nurses, Psychological Distress, Staff Wellness Program, Workplace Well-being.