

Workplace Wellness: A Cross-Sectional Assessment of Nutritional Status and Dietary Practices Among SUC Employees

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ABSTRACT

This cross-sectional research assessed the nutritional status and dietary practices of State Universities and Colleges' (SUC) employees of the Bicol State College of Applied Sciences and Technology in Camarines Sur. Such employees are always exposed to arduous classroom and office works, rigid working hours, specific academic protocols and strict discipline. Of the 146 respondents, 7% are underweight (≤ 18.5 kg/m²), 32% overweight and obese (≥ 25.0 kg/m²), and 61% are of normal weight (18.6 – 24.9 kg/m²) using BMI. A majority of the employees (85.9%) reported a preference for freshly-prepared, home-cooked meals over convenience foods from nearby restaurants. In terms of daily food consumption, rice and other cereals were the most commonly consumed (23%), followed by meat, fish, poultry (20%), sugar and fats (18%), eggs (13%), vegetables (12%), fruits (7%), and dairies (6%). Also, 40% of the employees consume three meals in one day with lunch (67.1%) as the most preferred meal of the day and consumption of all food items is within the serving requirement (54.05%). Dietary supplements were limited to taking multivitamins (24%) and vitamin C (23%), with 38% citing immune system support as the main reason for its consumption. This study concludes that its findings will catalyse healthier lifestyles and foster a health-conscious, more learning- and learner-oriented and resilient academic community.

Contribution/Originality: This study contributes to the existing literature on dietary practices and nutritional status among higher education employees. This study is one of few studies investigating relationship between dietary practices and nutritional status among SUC personnel in the Philippines. The paper's primary contribution is identifying dietary patterns associated with nutritional status.

1. Introduction

The concept of "Workplace Wellness" has already shifted from luxury to necessity (Ortiz-Bonnin et al., 2023). Research consistently shows that poor nutrition among the

workforce is a primary driver of non-communicable diseases (NCDs), such as obesity, hypertension, and type 2 diabetes (Mawaw et al., 2019). For employees in State Universities and Colleges (SUCs), the connection of administrative pressures, sedentary desk work, and varying access to healthy food options on campus creates a unique set of dietary challenges (Kim, 2012). While these educators and personnel serve as the backbone of the nation's tertiary education system (TNTP, 2026), their own physiological well-being is often sidelined by professional exigencies.

Indeed, workplace plays as one of the critical determinants of an individual's overall health and quality of life (CDC, 2025). As these employees spend a significant share of their waking hours at work, the environment, the culture and the daily demands of their jobs results to a profound influence in their lifestyle choices. Among these factors, nutritional status and dietary practices stand out as pivotal elements that dictate long-term health outcomes, productivity levels, and cognitive performance (Adams, 2019).

According to *Higher Education in the Philippines* (Wikipedia article), State Universities and Colleges (SUCs) are defined as public institutions of higher learning in the Philippines that were created by an Act passed by the Congress of the Philippines and are fully subsidized by the national government. SUC employees are personnel employed by these institutions of higher learning.

The Bicol State College of Applied Sciences and Technology, (known better as BISCASST) is one of the state universities and colleges (SUCs) in Camarines Sur, Philippines, that is not relatively strange to experience several downtrends in nutrition and health as each of its personnel struggle to meet its nutritional requirement every day, no matter how sufficient the information is regarding the comprehensive assessment of nutrient intakes and food sources of nutrients focusing on Filipino working adults.

It is said that lack of access to healthy foods is cited as one of the main barriers to a healthy diet in the workplace (Angeles-Agdeppa & Custodio, 2020). Therefore, poor nutritional status defining these dietary habits among individual and groups of individuals always pose as a lifestyle challenge among several employees as they face each other in their respective workplaces

Despite the growing global emphasis on occupational health, there remains a significant gap in localized data regarding the nutritional profile of SUC employees. Many wellness programs are implemented without a foundational understanding of the actual dietary habits or the nutritional deficiencies prevalent within the specific workforce. A cross-sectional assessment is therefore essential to capture a "snapshot" of the current health status, providing the empirical evidence needed to design targeted interventions.

According to the Encyclopedia of Food Sciences and Nutrition (2003), nutritional status is defined as the result of the complex interaction between food intake, overall health, and the social and physical environment, influencing an individual's survival, growth, health, and well-being. Although the nutritional status of the individual employees may not be the primary concern of the school itself, the need to adopt healthy eating practices is a responsibility that should not be overlooked by anyone.

This research assessed the nutritional status and determined the effect of eating habits and dietary lifestyle to the nutritional status of SUC employees. More specifically, this research study determined the current dietary lifestyle along food consumption, food

frequency and food supplementation and the significant relationship between nutritional status and dietary lifestyle of SUC employees. Finally, this substantiates the recommendation for policy-level interventions and workplace modifications that could further improve the nutritional status of its academic population.

2. Literature Review

Nutritional status and dietary practices of state universities and colleges (SUCs) employees have gained increasing interest due to its effects on the individual's efficiency and health outcomes. Commonly determined through computation of body mass index (BMI), nutritional status always serves as a highly consistent indicator for determining conditions as under- and overnutrition, normal, overnutrition and obesity populations (WHO, 2011). Studies consistently show that workplace environments significantly influence employees' eating behaviors, especially in institutions where workloads, schedules, and stress levels are demanding.

In a cross-sectional study among adult public sector workers in Rio Grande do Sul population, it was revealed that the population had unhealthy diets characterized by low intake of fruits, vegetables and pulses and high intake of animal fat, simple sugars and salt (Thumé & Poll, 2018).

Likewise, unhealthy dietary habits were observed among Brazil's bank workers in the same region where high levels of sweetened and fatty foods and low intake of fruit and vegetables, in addition to sedentary behavior in 67% of male interviewees were seen, indicating an unhealthy lifestyle. (Sanchi & Borgers, 2019).

With a dearth of information besetting Filipino workers' eating habits, sole study by Agdeppa and Custodio (2020) revealed that the eating patterns of working adults are greatly influenced by work demands, limited time and food availability. The study showed that rice is the main source of energy that is commonly consumed together with processed meat, fried foods and ready-to-eat meals because they are affordable, filling and convenient for those with short meal breaks. Also, many of the Filipino working adults do not meet the required intake of dietary fiber, vitamins and minerals due to low consumption of fruits and vegetables which increases nutrient deficiencies and lifestyle-related diseases.

Indeed, it may be right to say that one of the most prevalent nutritional issues among government employees is their tendency to skip meals particularly breakfast. Factors like morning rush hours, long commutes and early meeting schedules may often lead workers to begin their day with improper nourishment (Anju & Verma, 2025).

3. Research Methods

3.1. Research Design

This study employed a quantitative cross-sectional descriptive-correlational research design. The descriptive component was used to describe the nutritional status and dietary practices of employees, while the correlational component was used to examine the relationship between dietary practices and nutritional status. A cross-sectional approach was appropriate because data were collected from the respondents at a single point in time to assess their current nutritional condition and eating habits. The

quantitative design enabled the researchers to gather measurable data through anthropometric measurements and structured questionnaires, which were subjected to statistical analysis.

3.2. Research Location

The study was conducted at Bicol State College of Applied Sciences and Technology (BISCAST) involving employees from seven different units including the Colleges of Sciences, Education, Engineering and Architecture, Trades and Technology, Non-Teaching Personnel, Administration, and Contract-of-Service personnel.

3.3. Population

The study population consisted of regular teaching personnel, administrators, regular non-teaching personnel, and contract-of-service employees of BISCAST.

3.4. Sample Size

A total of 146 SUC employees (176 regular and 56 contract-of-service) participated in the study. The sample size was determined based on the number of employees who satisfied the inclusion criteria and voluntarily agreed to participate during the conduct of the study.

3.5. Sampling Method

The study utilized stratified purposive sampling. The sample size was determined using the Yamane formula, and respondents were proportionally selected from the different BISCAST units. Participants were selected based on the following inclusion criteria: (a) currently employed at BISCAST for more than one year; (b) aged 25 years old and above; and (c) voluntarily agreed to participate in the study. This sampling method was selected to ensure proper representation of employees from each unit and to obtain relevant information regarding dietary practices and nutritional status.

Pregnant and lactating employees, as well as those who were severely ill during the study period, were excluded due to the potential impact of these conditions on anthropometric measurements and nutritional status.

3.6 .Data Collection

Body mass index (BMI) was used to determine nutritional status; anthropometric measurements and dietary practices were assessed through a 24-hour dietary recall using a self-administered questionnaire. The questionnaire was pilot tested prior to the actual conduct of the study. Informed consent was obtained from all participants before data collection.

3.7. BMI categorizations

The categorizations were as follows: (a) underweight (≤ 18.5 kg/m²); (b) normal (18.6-24.9 kg/m²); and (c) overweight and above (≥ 25.0 kg/m²).

3.8. Statistical Analysis

The collected data were encoded, tabulated, and analyzed statistically. Descriptive statistics were used to summarize the data. The Pearson correlation test assessed the relationship between dietary practices and nutritional status, and multiple regression analysis determined statistical significance based on *p-values*.

3.9. Ethical Considerations

Approval for the study was obtained from the relevant authorities at BISCASST. Informed consent was collected from all participants, and the confidentiality of all collected data was rigorously maintained throughout the research.

4. Results and Discussion

4.1. Dietary Lifestyle of SUC Employees

4.1.1. Food Consumption Habits of SUC Employees

The origin of the firm belief that eating three meals per day is the “healthier choice” is a mix of cultural heritage (Mattson, 2014). Although the frequency of family meals is positively associated with improved food consumption patterns (Mahmood et al., 2022), food consumption assessment can ascertain the size and nature of individuals and groups who might be at risk because of inadequate or excessive intake of nutrients. These habits will also show the dietary changes necessary for meeting the dietary goals for improved health and well-being of certain individuals in a particular setting. In this study, food consumption habits pertain to the (1) meal preferences and (2) sources of meals of SUC employees. Table 1 presents the most preferred meal of the day among SUC employees.

Table 1: Most Preferred Meal of the Day

| Typical Meals Consumed | Total | Percentage |
|------------------------|-------|------------|
| Breakfast | 39 | 27 |
| Lunch | 98 | 67.1 |
| Dinner | 7 | 4.7 |
| In-between Snacks | 2 | 1.2 |

Among the four meals presented, lunch meal was considered as the most preferred main meal of the day among the SUC employees as this may be the only meal that they can eat while they are completing their work and that the need to rush to go to school in the morning no longer poses as a struggle. Also, unlike breakfast where any individual is busy getting ready for work in the morning, and dinner where the exhausted worker longs to sleep and rest more than to eat, lunch appears to be the meal primarily consumed by all as it offers the most convenient time of consumption among the other meals.

Table 2 presents the sources of meals among SUC employees where majority of the respondents at 85.9% also favored cooking in their houses rather than obtaining their regular meals from restaurants and other food service providers which may be due to their desire to eat healthier and more naturally-prepared foods for themselves and their family. Likewise, it has been established that home-cooked meals are more affordable

since housewives can reuse leftover food and other kitchen supplies rather than the more complex goods that restaurant owners need for their operations.

Table 2: Sources of Meals

| Meal Preparation | Total | Percentage |
|---------------------------|-------|------------|
| Home-cooked produce meals | 125 | 85.9 |
| Restaurant meals | 19 | 12.9 |
| Pre-cooked meals | 2 | 1.2 |

4.1.2. Significant Relationship between Nutritional Status and Food Consumption Habits

Findings using the multiple regression analysis examine the relationship between nutritional status and eating habits, where, the intercept value, which represents the estimated nutritional status when all other factors are zero, is highly statistically significant ($p < 0.001$). This suggests that factors beyond eating habits significantly influence nutritional status. However, when specifically considering eating habits, the coefficients for both sources of meals and meal preferences (breakfast, lunch or supper) are positive but not statistically significant. These high p-values ($p=0.744$, sources of meals and $p=0.68$, meal preferences) indicate that there is insufficient evidence to conclude that either of these food consumption habits has a significant impact on nutritional status based on the dataset. Table 3 presents the multiple regression analysis between nutritional status and food consumption habits.

Table 3: Multiple Regression Analysis for Nutritional Status vs. Food Consumption Habits

| | Coefficient Value | p-Value |
|----------------------------|-------------------|------------------------|
| Intercept | 22.63126 | 2.16×10^{-28} |
| Sources of meals | 0.158772 | 0.744481015 |
| Meal Preferences (B, L, S) | 0.149562 | 0.686801084 |

It may be likewise inferred that if taken independently, the sources of meals (whether eaten at home or outside) have no significant effect on the nutritional status of all personnel; similarly, the preferred meal (B, L or S) holds no significant value to the nutritional status of employees. However, if the two independent variables are to be taken as a whole, these eating habits hold considerable impact on the nutritional status of the personnel. For example, eating lunch outside the house may have a different effect than eating breakfast at home.

As an SUC employee, this study only suggests that no employee should worry about where he or she eats or which of the three meals (BLS) is preferred the most. What is needed is to look at the entire eating pattern since it is the combination of eating habits that significantly affects one's nutritional status.

It is plausible that the effect of eating habits on nutritional status may be mediated or confounded by other unmeasured factors. For instance, factors such as the overall quality of one's diet, portion sizes, and physical activity levels could potentially play a more influential role in determining nutritional status than the mere act of cooking at home or dining out. Additionally, individual variations in metabolism and genetics may also contribute to this complexity.

4.1.3. Food Frequency Practices

Food frequency, in this study, is a list of foods and beverages that tracks how frequently they are consumed over a given period of time. Food frequency questionnaires, (FFQs) were used as instruments to assess habitual diet of individuals about the frequency with which food items or specific food groups are consumed over a reference period (Vijay et al., 2020).

Table 4: Frequency of Consumption per Day

| Food Items | 5 times and more | | 4 times | | 3 times | | 2 times | | Once to Never | |
|--------------------------------------|------------------|-------|---------|-------|---------|-------|---------|-------|---------------|-------|
| Vegetables | 17 | 11.8% | 15 | 10.6% | 31 | 21.2% | 64 | 43.5% | 19 | 12.9% |
| Fruits | 10 | 7.1% | 16 | 10.7% | 30 | 20.2% | 49 | 33.3% | 41 | 28% |
| Milk & other Dairy Products | 9 | 5.9% | 12 | 8.2% | 14 | 9.4% | 53 | 36.5% | 58 | 40.0% |
| Sugar & its Products | 16 | 11.0% | 16 | 11.0% | 45 | 30.5% | 39 | 26.8% | 30 | 20.7% |
| Rice, Bread, Noodles & other Cereals | 33 | 22.6% | 24 | 16.7% | 50 | 34.5% | 26 | 17.9% | 13 | 8.9% |
| Fish, Chicken, Seafood, & Meat | 28 | 19.5% | 16 | 11.0% | 45 | 30.5% | 48 | 32.9% | 9 | 6.1% |
| Egg | 19 | 13.1% | 17 | 11.9% | 26 | 17.9% | 35 | 23.8% | 49 | 33.3% |
| Fats & its products | 9 | 6.2% | 16 | 11.1% | 43 | 29.6% | 36 | 24.7% | 42 | 28.7% |
| Water & Beverages | 120 | 82.4% | 17 | 11.8% | 7 | 4.7% | 0 | 0.0% | 2 | 1.2 |

It is common knowledge that eating is a behavior that provides humans with nutrients for growth, function, and body maintenance. Said eating behaviors can support or weaken health and strongly influence the quality and length of life (Alyafei & Daley, 2026). Although eating behavior is usually thought of in terms of the types and amounts of foods ingested, the frequency of eating is an equally important factor.

Table 4 shows that of all the foods consumed by the SUC personnel, rice and its products, sugar, fats, oils and its derivatives are consumed 3x in one day, vegetables, fruits and meat, fish, seafood and poultry are consumed 2x a day, while milk and other dairy products and eggs are consumed less than once a day. Interestingly, however, in Table 5, it may also be seen that the personnel are consuming all of these food items within the serving requirement of a normal adult’s consumption in one day.

With the exception of water that is consumed above the serving requirement of 8-10 glasses a day, all of the food items are met within its serving sizes in one day. In particular, the vegetables’ requirement of 1 ½ exchange or ¾ cups is met in one day, 2 to 3 exchanges for fruits, 1 exchange or 500ml fresh milk or 4 tablespoons if powdered for milk, 5 to 8 exchanges or teaspoons for sugar, 2 ½ to 4 for rice and its products, 3 to 4 exchanges or matchboxes of fish, poultry and meat, 1 piece of egg and 6 to 8 teaspoons of fats and oil products’ serving requirements are all met by the majority of the SUC personnel in one day.

Table 5: Number of Servings Consumed per Day

| | More than the serving requirement | | Within serving requirement | | Below serving requirement | |
|--|-----------------------------------|------------|----------------------------|------------|---------------------------|------------|
| | No. of Responses | Percentage | No. of Responses | Percentage | No. of Responses | Percentage |
| Vegetables | 9 | 6.5 | 89 | 61.0 | 48 | 32.8 |
| Fruits | 11 | 7.7 | 73 | 50.0 | 62 | 42.3 |
| Milk and other Dairy Products | 18 | 12.7 | 72 | 49.4 | 56 | 38.3 |
| Sugar and its Products | 25 | 16.9 | 66 | 45.5 | 55 | 37.7 |
| Rice, Bread, Noodles and other Cereals | 42 | 28.8 | 82 | 56.3 | 22 | 15.0 |
| Fish, Chicken and Seafood, Meat | 25 | 17.1 | 101 | 69.5 | 20 | 13.4 |
| Egg | 20 | 13.4 | 98 | 67.1 | 28 | 19.5 |
| Fats and its products | 19 | 12.8 | 67 | 46.2 | 60 | 41.0 |
| Water and Beverages | 69 | 47.6 | 61 | 41.5 | 16 | 11.0 |

4.1.4. Significant Relationship between Nutritional Status and Food Frequency Practices

The results of the investigation of the relationship between nutritional status and the frequency of consumption of various foods and drinks using multiple regression analysis is seen in table below, where, the intercept value (2.14×10^{-23}), which represents the estimated nutritional status when all other variables are zero, is highly statistically significant ($p < 0.001$), indicating that factors beyond the SUC employees food frequency practices significantly influence nutritional status.

These results emphasize the association between nutritional status and the frequency of consuming regular foods. Table 6 indicates that fruits and vegetables, milk and its products, sugar, meat, fish and poultry, eggs, fats and water and other beverages, taken individually, have no significant effect on the nutritional status of all personnel. Whereas, *rice, bread, crackers, noodles and other cereal* products have a significant effect on the nutritional status of SUC employees.

Moreover, when all these foods are consumed together regularly over time, these food frequency practices hold considerable effect on the nutritional status of the personnel.

Thus, the pattern of eating, or what one consumes regularly, matters far more than any single type of food that one eats.

Table 6: Multiple Regression Analysis for Nutritional Status and Frequency of Consumption of Regular Foods Consumed

| | Serving Requirement in a Day | Coefficient Value | p-Value |
|---|------------------------------|-------------------|--------------------------|
| Intercept | | 24.55497 | 2.14 X 10 ⁻²³ |
| Vegetables | 1 ½ cups | 0.30298 | 0.405613 |
| Fruits | 2-3 pcs | 0.387375 | 0.406611 |
| Milk and other Dairy Products | 1 exchange | 0.173447 | 0.644917 |
| Sugar and its Products | 5-8 tsps | -0.04463 | 0.905551 |
| Rice, Bread, Crackers, Noodles, other Cereals | 2.5 to 4 cups | -0.87399 | 0.042008 |
| Fish, Chicken and Sea foods, Meat (pork and beef) | 3-4 matchboxes | 0.077643 | 0.883178 |
| Egg and its Products | 1 pc | 0.096522 | 0.85483 |
| Fats, Oils and its products | 6-8 tsps | 0.208602 | 0.618468 |
| Water and Beverages | 8-10 cups | -0.5804 | 0.124543 |

This result suggests that dietary recommendations should take into account cultural and individual differences rather than being "one size fits all." Although the fact that the BISCAS community recognized the diversity of food sources may not come as a surprise, it is always important to reiterate the significance of a core nutrition principle: dietary diversity. A well-balanced diet that incorporates a wide array of foods is consistently linked to improved nutritional outcomes (Qu et al., 2022).

4.1.5. Food Supplementation

Food supplementation is a preparation that is intended to supply a nutrient that is missing from a diet (Breitweg-Lehmann et al., 2019). If any person has a balanced diet, he no longer needs a *food supplement* to provide any additional nutrients. The substances in these supplements which any person is using add nutrients to his diet and may lower his risk of health problems, like osteoporosis or arthritis, cardiovascular disease and other impending ailments in the body. They come in the form of pills, capsules, powders, gel tabs, extracts, or liquids. The idea behind food supplements is to deliver nutrients that may not be consumed in sufficient quantities (Food and Drug Administration, 2025). Table 7 shows the food supplements commonly taken by SUC employees.

Of the different food supplements taken by the SUC employees, multivitamins and minerals are the most often *regularly-ingested* dietary supplements by the employees. Plant extracts such as ginseng and turmeric, energy and sports drink, Vitamin C and the B-Vitamins are the supplements which are taken *at times*, while Vitamin D, Vitamin E, Iron supplements, Calcium supplements, mineralize or vitaminized beverages, amino acid supplements and fatty acid extracts such as fish oil capsule are *never* consumed by the same personnel of BISCAS.

Majority of the SUC employees take the supplement primarily to boost their immune system to prevent illness (38.4%) and to have more energy so they don't fatigue easily

(25.2%). Other justifications for these personnel's supplement use included doctors' recommendations (17.3%), diet improvements (19.2%), weight gain or reduction (11.5%), and special dietary requirements (5.8%).

Table 7: Food Supplements Taken by SUC Employees

| Supplements Taken by BISCASST Personnel | Regularly | | At times | | Never | |
|--|--------------|-------------|--------------|-------------|--------------|-------------|
| | No. of Users | Percent age | No. of Users | Percent age | No. of Users | Percent age |
| Multivitamins & Mineral | 62 | 42.5 | 60 | 41.3 | 24 | 16.2 |
| Pill with just B-Vitamins (as, B12, folic acid, B-complex, B6) | 32 | 21.9 | 60 | 41.1 | 54 | 37.0 |
| Vitamin C (ascorbic) only | 58 | 39.5 | 65 | 44.7 | 23 | 15.8 |
| Vitamin D only | 13 | 8.8 | 32 | 22.1 | 101 | 69.1 |
| Vitamin E only | 16 | 11.3 | 45 | 31.0 | 84 | 57.7 |
| Iron (ferrous) only | 14 | 9.5 | 45 | 31.1 | 87 | 59.5 |
| Calcium only | 9 | 6.0 | 35 | 23.9 | 102 | 70.1 |
| Vitaminized/mineralized water (ionic, etc) | 20 | 13.7 | 42 | 28.8 | 84 | 57.5 |
| Amino acid supplements | 2 | 1.4 | 27 | 18.3 | 117 | 80.3 |
| Fatty acid preps (flaxseed, omega-3, fish oil, etc) | 4 | 2.9 | 33 | 22.9 | 108 | 74.3 |
| Energy/sports drink | 14 | 9.5 | 69 | 47.3 | 63 | 43.2 |
| Plant/herbal extracts (ginseng, turmeric) | 12 | 8.2 | 68 | 46.6 | 66 | 45.2 |
| Others not mentioned in any of the above samples | 0 | 0 | 0 | 0 | 4 | 2.7 |

4.1.6. Relation between Nutritional Status and Food Supplementation

Table 8 shows the multiple regression analysis between nutritional status and supplement intake among SUC employees. Upon closer examination of the coefficients associated with the frequency of consuming various types of supplements, the coefficient for the frequency of taking supplements, in general, was 0.025412, but it was not statistically significant ($p = 0.907$), suggesting that overall supplement consumption frequency did not have a substantial impact on nutritional status within the dataset. Additionally, when considering the frequency of consuming specific vitamin supplements (e.g., vitamin C, vitamin D), most coefficients were not statistically significant ($p > 0.05$). This implied that the frequency of consuming these individual vitamin supplements did not appear to be strongly associated with nutritional status. However, the coefficient for the frequency of consuming vitamin D supplements was 0.831715, with a p-value of 0.077, indicating a potential positive association with nutritional status, although statistical significance was not reached at conventional levels.

The analysis also suggested that, in the dataset studied, neither the overall frequency of supplement consumption nor the consumption of specific vitamin and mineral supplements appeared to be strongly correlated with an individual's nutritional status.

The lack of a significant relationship between overall supplement consumption frequency and nutritional status suggests that indiscriminate supplementation may not be an effective strategy for improving nutritional status. This outcome echoes the nutrition principle of targeted supplementation, emphasizing the need to tailor supplementation strategies to address specific deficiencies or individual requirements.

Table 8: Multiple Regression Analysis for Nutritional Status vs. Supplement

| | Coefficient Value | p-Value |
|--|-------------------|--------------------------|
| Intercept | 24.81335 | 7.03 x 10 ⁻⁵⁷ |
| Frequency of taking Supplements | 0.025412 | 0.907641 |
| Multivitamin & mineral | -0.44041 | 0.429875 |
| B-Vitamins (Vit. B12, folic acid, B-complex, B6) | 0.012137 | 0.974836 |
| Vit. C (ascorbic) only | -0.34692 | 0.420395 |
| Vit. D only | 0.831715 | 0.076502 |
| Vit. E only | 0.436945 | 0.390513 |
| Iron (ferrous sulfate) | -0.4772 | 0.281434 |
| Calcium only | 0.560015 | 0.275415 |
| Vitaminized/mineralized water (ionic, etc) | -0.57022 | 0.270708 |
| Amino acid supplements | -1.59081 | 0.084662 |
| Fatty acid preps (flaxseed, omega-3, fish oil, etc.) | 0.008322 | 0.991554 |
| Plant/herbal extracts (ginseng, turmeric) | 0.352112 | 0.552439 |
| Energy/sports drink | 0.183797 | 0.719155 |

4.1.7. Nutritional Status of BISCASST Employees

Table 9 summarizes the nutritional status of employees according to gender and age group. Findings reveal a clear demographic and health profile of the 146 employees, highlighting patterns in age distribution, sex composition, and nutritional status.

Table 9: Profile of the Nutritional Status by Gender and Age

| | Underweight | Normal | Overweight & Obese | Total No. of Participants |
|-----------------------------------|-------------|--------|--------------------|---------------------------|
| No. of Personnel by Gender | | | | |
| Male | 5 | 32 | 26 | 63 |
| Female | 5 | 57 | 21 | 83 |
| Total | 10 | 89 | 57 | 146 |
| No. of Personnel by Age | | | | |
| 20-39 | 8 | 37 | 18 | 63 |
| 40-59 | 2 | 45 | 21 | 68 |
| 60 above | 0 | 7 | 8 | 15 |
| Total | 10 | 89 | 47 | 146 |

Majority of the one hundred forty-six (146) were in the age range of 40 to 59 years old (68 respondents), with the 20 to 39 years old (63 respondents) age group coming in second. The age group of 60 and older had the fewest participants of 15 only. Of this total number, eighty-three (83) participants were female and sixty-three (63) were male respondents. Interestingly, while there are only 57 employees (or 39%) who are *overweight & obese*, 10 (7%) are underweight, the majority of responders (61%) have

normal nutritional status. Nutritional status was established by calculating the body mass index (BMI) of each of the employee.

5. Conclusion

Personnel health is important for sustaining productivity and has an effect on many factors as work performance, relationships, and over-all well-being. For the majority of the SUC employees whose nutritional status is within the normal range (61%), the food consumption habits, food frequency and food supplementation (the three main components that characterize a person's dietary lifestyle) pose no significant relationship to their general health. The current weight, being the sole sensitive indicator of the SUC employees' nutritional status, also appears to be unaffected by dietary lifestyle as a whole.

However, it is also clearly noted that nutritional status is a result of interaction between habits. The person's "whole" is far more significant and impactful than the sum of all his "individual" parts. Factors beyond any employees' basic food consumption habits, such as the individual's physical conditions or the SUC's work environment, must also be looked into as they likewise define health outcomes in the long run.

Finally, a well-designed health and wellness program must not only focus on the individual and some isolated concerns but on the holistic lifestyle patterns of these employees, because after all, an individual's nutritional status is determined by their total dietary pattern and not by individual food groups alone. Similarly, these findings could be used by policy-makers in the SUC to develop programs and interventional policies that will address the provision of health and wellness in the workplace.

Ethics Approval and Consent to Participate

Approval for the study was granted by the relevant authorities at Bicol State College of Applied Sciences and Technology. Participants were informed of the study's purpose, and informed consent was secured before data collection commenced. Participant confidentiality and anonymity were rigorously upheld throughout the research process.

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Conflict of Interest

The authors reported no conflicts of interest for this work and declare that there is no potential conflict of interest with respect to the research, authorship, or publication of this article.

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