

Chapter 1 : How to Practice Good Foot Hygiene | Institute for Preventive Foothealth (IPFH)

Few people think of foot hygiene as part of their daily routine, yet it should be. Because our feet are the foundation of our mobility, we need to care for them and pay attention to any problems that arise; otherwise, our ability to walk, work, do chores and engage in recreational activities may be.

Because our feet are the foundation of our mobility, we need to care for them and pay attention to any problems that arise; otherwise, our ability to walk, work, do chores and engage in recreational activities may be compromised. Practicing good foot hygiene is a cornerstone of preventive foot health. Foot hygiene involves more than simply washing your feet when you take a bath or shower. IPFH suggests following this three-part process. Daily Foot Care Wash and thoroughly dry your feet every day. Use mild soap, and wash between the toes. Be sure to dry thoroughly, especially between the toes. Keep shoes clean, inside as well as outside. Give your shoes time to dry out, especially if you are active or perspire heavily. For optimal foot protection, IPFH recommends wearing properly selected and fitted, as part of an integrated approach, padded socks with shoes with non-slip outsoles and any inserts or orthotics prescribed or recommended by a doctor or foot health professional. Avoid going barefoot, particularly in public areas; if you do, wash your feet carefully afterwards. Toenail Care Trim toenails regularly at least every two weeks. Cut them straight across, not on a curve, and file down sharp edges using an emery board. Use clean nail clippers or scissors. Sanitize them periodically by immersing them in alcohol. Instead, visit a foot health professional. Seek medical attention for discolored toenails, which could indicate an underlying health problem. Healthy toenails should be pale pink where they are attached to the skin, and the part that grows above the toe should be clear where it is not adhered to the skin. Do not put nail polish or lacquer on discolored toenails. Daily Foot Inspection Check the tops and bottoms of your feet, as well as your toes, between your toes and your toenails. Look and feel for the following: Bumps, lumps, blisters or bruises. Cuts, sores, or cracked skin. Even the tiniest crack can become infected. Temperature differences one part warm, another cold. These can signal lack of blood flow. Pain, tingling, numbness or no feeling at all. These can signal nerve problems. Ingrown toenails with red, puffy skin along the nail and tenderness or pain. Loss of hair on foot or leg can indicate circulation problems. If you have trouble seeing the bottom or other parts of your feet, use a mirror to help you. If your feet hurt, try to identify the source and manage it appropriately see Foot Conditions for information on specific conditions. Remember that minor issues can become major issues if left alone and unresolved.

Chapter 2 : The importance of hygiene | Water, Sanitation and Hygiene | UNICEF

These steps help to combat the often hidden but persistent public health hazard of health care-associated infections. Many of the germs causing these infections are transferred by hands when health-care providers or visitors are touching the patient while providing assistance.

The plastic gloves they use for doing "things" inside the back end of large animals horses, cows fit quite nicely over my arm with all the wraps. They are disposable but fairly heavy plastic so could be used again and again for a while. Anyone need their cow or horse examined? Hmmm, gives compression a whole new meaning. Clothes over a wrapped arm can be a problem, especially in winter when jackets and coats make it awkward and drafty. You can wear jackets and coats without putting your arm in the sleeve, but of course your activities are limited to say the least! Raglan sleeve blouses work well, or just full-ish sleeves. Nightgowns -- you can find them with big full sleeves, but not easily. This can run into a lot of money over time. Also good for wrapping the doorknobs in your house if your gloves slip when you try to open them with a wrapped hand or compression glove. It is the same quality but a lot cheaper. I stretch the heck out of the wrists. And thankfully my husband never wore his sweaters; I now do. Not very fashionable, but warm. Lymphedema fashion in the winter is a challenge. In the summer I just wear sleeveless blouses. Winter is a whole other issue. And dressing up while wrapped. Well sheesh, how sexy is that? Hang it around your neck and the pockets were about hip level on both ends, and as wide as the scarf maybe inches, so plenty of room. If you knit, make a scarf long enough to fold up each end as deep as you want the pockets to be and stitch the sides in place. Another option, if you knit or crochet or have crafty friends who do, is to make "mitts" like you put on newborns, without the thumb. Elastic in the cuff measured to go over your wrapping without constricting would work to keep them on. The fleece is usually 60 inches wide. Just purchase one-half yard of fabric and fold it in half, making the scarf 9 inches wide. Sew up the "bottom" edges and about 6 - 8 inches up both sides. It does make a nice double-layer scarf. When you put it on, keep it folded in half with the fold against your neck and the ends hanging down like pockets. It can be sewn on the machine or with a decorative hand stitch and embroidery floss. I could never find a glove or mitten to go over my compression glove without pushing the fingers up and making it really uncomfortable. Without anything my fingertips turned purple, so I recalled years ago when they used to wear muffs. Only place to get them is the internet. Found one for about 30 bucks, tried it and love it. I can put both hands in and the other one helps keep the lymphedema one warm. May look a little funny, although I have had a few people say they wish they would come back in style. The scarf idea sounds good too. Good luck in finding just the right thing for you. Got a down vest from Lands End about a month ago and love it! Very light weight and keeps me warm. For sweaters, I find I have more room with a raglan sleeve rather than a fitted sleeve. My therapist uses masking tape for bandages, can you believe it? This is purchased by the yard and cut in strips in the opposite direction of the way fleece stretches and then can be rolled up the arm like Artiflex or foam. She had some John Deere Tractor print, which got me to thinking that on sale or off season fleece could be purchased to save money. Leg wraps are used all the time on competition horses so lots of bandages to roll. What got me through without freezing day to day was actually cutting the sleeve off an old zip-up-the-front fleece and wearing that over short sleeve t-shirts and tanks. I kept it and have it stashed away with my wrapping supplies in case I need it again. I also went through my closet and found a wide-sleeved maternity sweater did they think my arms were going to get huge as well ;? One says massage the neck in an upward motion the other says downward! I just need to read and watch the DVDs and educate myself and just do it. When eating, rest your hands on the table. If my memory is correct, this is polite in Spain. Be a queen--practice your "lymphedema wave. It sort of is a wave from the elbow. It maybe gets the lymph fluid to move and not just stagnate. Cat scratching movements with my fingers, bending and stretching wrists and elbows and shoulders. Otherwise, it works great! It does seem to make sense. But I have found when shaving my legs in the shower if I turn the shower head to the relaxing massage I am moving around enough to actually get the back portion of my MLD. It probably should not be used in place of MLD on a regular basis but hey every few days it works well with not too much pressure. Some days I do this several

times a day for an extra benefit. Especially if insurance covers it you can never go wrong with a couple sessions of formal MLD. Not to mention they are a source of information. Stand in front of a mirror when you do your MLD and you will be surprised how much better you do it There are some extra features about it that I value. Another is that it is designed to stimulate and not damage! My daughter and I do it together and we always end up laughing. She put on an early-morning exercise session for the therapists and talked about all the aspects of it from a medical perspective and I was amazed -- here I thought we were just having fun, but no, the whole thing is totally engineered for lymphedema help, and especially for post-breast cancer lymphedema help. One point she made that I really appreciated was the good fun of flirty moves and music, because, she said, we need our sensuality bolstered. Between missing boobs and hair, swollen limbs and those dratted Aromatase Inhibitors, we can use all the flirty fun we can get! It is the type that has the safety grab bar to help keep my balance. My rebounder instructions also said to always wear shoes when using it. I have been on it a few times in bare feet but I would be careful if only wearing socks since you might have a little less traction. When I first started rebounding, it was so much fun I got a little over enthusiastic and felt it in my knees the next couple of days. I have learned that the gentle method, always keep your feet touching the surface is the best. Slow, rhythmic health bouncing" will cause your skin to move with the force of gravity in a back and forth motion which would certainly stimulate the lymphatics. Because I have arm lymphedema I make a point while bouncing to raise my left affected arm above my head as I hold on to the grab bar with my right. I will alternate arms when one arm starts to tire. Sometimes I bounce with both arms raised above my head when I am feeling stable. I just sort of go with how I am feeling at the time. If I have been out all day shopping, carrying groceries or heavy bags and my arm starts to feel a little "full" or achy, I will bounce for minutes while watching TD. I also like to bounce first thing in the morning when I have time to "jump start" the lymphatics early in the day. It will be interesting if one day a real clinical study is done on the benefits of rebounding. But for now, I think as long as one uses good judgment by not overdoing it, or jumping too vigorously, especially if you have known joint problems , it is unlikely it will do any harm and in fact I believe more likely it will do actual good. Be aware that a lot of rebounders are sold with accompanying "exercise DVDs" or specific exercise programs. Koop in mind that these programs are not at all geared for the best benefit of lymphedema patients. Most of the exercises are for losing weight, gaining muscle strength and coordination etc. If you attempt to follow those programs you may find them much more difficult to do and problematic for your lymphedema. I watched my DVD program just once and decided I needed to be 20 years younger and without lymphedema to participate at that level! Stick with the short periods of gentle bouncing Just go slow at first if you are new to rebounding. See how you feel the next day and gradually work up to at least a few minutes every day. I have been rebounding for over a year and I rebound barefoot. I was told to start off rebounding in a limited way one minute daily and then slowly work up. I was also told not to rebound just in socks, as they are too slippery, but that barefoot or in sneakers would be okay, however, I prefer bare feet for rebounding. The sleeve makes a huge difference for me in how my arm feels even with a long walk. BUT, I hate the thing, and the being even hotter than just exercise and hot flashes make me! But I had a very helpful attitude switch at some point. I was in one of their stores today taking advantage of a fabulous sale and I asked the guy who worked there why they feel compression garments help athletic performance and he said something fairly inarticulate about how encasing the muscles makes them more focused, or something. Overall, my symptoms have improved a lot since I started wearing them.

Chapter 3 : Poverty 'driving people to choose between eating or keeping clean' | Society | The Guardian

These Intimate Hygiene Wet Wipes by Organyc are great for the natural woman. Those are our most delicate parts and sometimes, showers aren't an option!

Upon completing one of these programs, graduates will be able to work in a variety of locations like hospitals, nursing homes, and dental clinics, as well as in dental hygiene education, and they will be prepared to take on additional responsibilities in their jobs. Upon completing one of these programs, graduates will be prepared to go into education as well as leadership positions. The first requirement that all states share is that aspiring dental hygienists must earn their training through an accredited dental hygiene program. Other potential requirements may include CPR certification, letters of recommendation, and a background check. Find an Online Degree: The Importance of an Accredited Online Dental Hygiene Degree One thing that students should keep in mind when choosing a program is whether or not the school is accredited. There are regional, national, and programmatic accreditation. Regional accreditation is given to non-profit, degree-granting schools by an independent, regionally-based agency that has evaluated the school to make sure it meets certain educational standards. Regional accreditation is important for a variety of reasons, including the ease of transferring credits between institutions, the ability to use federal financial aid, and the assurance that future employers will recognize the diploma as valid. National accreditation is typically granted to non-degree granting institutions such as technical schools. Programmatic accreditation is when an organization that specializes in a certain field accredits programs within that field, such as the Commission on Dental Accreditation, which accredits dental training programs. East Tennessee State University. Accessed March 8, Dental Hygiene Master of Science Online. Dental Hygiene Tuition and Fees. Degree in Dental Hygiene Program Details. Accessed March 8, Occupational Outlook Handbook - Dental Hygienists. Still have questions or feedback? Our regular business hours are Monday - Friday, 9am - 5pm PST, but we do our best to respond as quickly as possible. This website offers school details to prospective students as an informational resource. The appearance of a school listing on this website should not be interpreted as an endorsement by the school of this site.

Chapter 4 : A Guide to Good Personal Hygiene - Healthy Living Center - www.nxgvision.com

Welcome to the Dental Hygiene Committee of California's (DHCC) web site. We are proud and excited that the DHCC is the first regulatory body of its kind in the United States.

You might also like these other newsletters: Please enter a valid email address Sign up Oops! Please enter a valid email address Oops! Please select a newsletter We respect your privacy. Good personal hygiene is essential to promoting good health. Personal hygiene habits such as washing your hands and brushing and flossing your teeth will help keep bacteria, viruses, and illnesses at bay. And there are mental as well as physical benefits. People who have poor hygiene “disheveled hair and clothes, body odor, bad breath, missing teeth, and the like” often are seen as unhealthy and may face discrimination. Healthy Habits Include Good Grooming If you want to minimize your risk of infection and also enhance your overall health, follow these basic personal hygiene habits: Wash your body and your hair often. Otherwise, it will cake up and can cause illnesses. Keeping your finger and toenails trimmed and in good shape will prevent problems such as hang nails and infected nail beds. Ideally, you should brush your teeth after every meal. At the very least, brush your teeth twice a day and floss daily. Brushing minimizes the accumulation of bacteria in your mouth, which can cause tooth decay and gum disease, Novey says. Flossing, too, helps maintain strong, healthy gums. Unhealthy gums also can cause your teeth to loosen, which makes it difficult to chew and to eat properly, he adds. To maintain a healthy smile, visit the dentist at six-month intervals for checkups and cleanings. Washing your hands before preparing or eating food, after going to the bathroom, after coughing or sneezing, and after handling garbage, goes a long way toward preventing the spread of bacteria and viruses. Get plenty of rest “8 to 10 hours a night” so that you are refreshed and are ready to take on the day every morning. Talking about the importance of proper personal hygiene for preventing illnesses and providing personal hygiene items may help some people. Be candid but sensitive and understanding in your discussions, Novey says. Despite your best efforts, your friend or loved one may need professional help. Good Habits Help Keep You Healthy For most people, good hygiene is so much a part of their daily routines that they think little about it. They bathe, they brush their teeth, visit the dentist and doctor for regular checkups, and wash their hands when preparing or eating food and handling unsanitary items. To keep those you care about healthy and safe, help them learn, and be sure that they are practicing, good personal hygiene.

Chapter 5 : Two-factor theory - Wikipedia

A Guide to Good Personal Hygiene Proper grooming and healthy personal habits can help you ward off illnesses and feel good about yourself. Find out which personal hygiene habits should be part of.

When year-old Dilip Pattubala started a community service club in college where students would give computer lessons in government school, little did he knew that he will end up being in development sector, especially improving the state of menstrual hygiene in India by creating awareness. After all this, Dilip came to a conclusion that he wants to continue doing social work and for the same he went abroad to study Social Welfare and Social Policy. That is when we came to know that accessibility to healthy menstrual hygiene practices is low. To understand the state of menstrual hygiene, we did a small survey, covering women in the slum we were working with. That is when we realised the issue. Astonished with the status, Dilip took the findings to the organisation and proposed to work on it, but since the institution he was working for was strongly focused on renewable energy, they denied the proposal. In June , with no experience and bank balance and a thought to do something for women, Dilip started Sukhibhava. With an initial thought of solving the problem by providing menstrual hygiene products, we started Sukhibhava. We procured sanitary napkins from manufacturers at a subsidised rate and distributed it among rural women. But, three months down the line, we got a reality check when we did a ground report. We realised that despite getting sanitary napkins women were not ready to make use of them, reason being, lack of awareness. That is when we decided to shift our focus to creating awareness, tells Dilip. Swachh Beti, Swasth Beti: The content on menstrual hygiene the team was providing was so elaborate that it was difficult for women to absorb it in one hour. From there we landed to what we are doing now. Unless we provide awareness, reduce stigma and improve accessibility to affordable products, and educate the women about disposal of products, we are not solving the problem. So, we focus on each area, tells Dilip. Once identified, the team does an initial assessment of whether their work is required in the particular community. Community Resource Person explaining different aspects of menstruation through diagram Also Read: Once they are trained, they are allowed to attend different communities. They go to these communities and form groups of women of different age groups. Like older women in group, adolescent girls in one group, so on and so forth. The reason behind creating such groups is to create safe space that is a space where women and girls can open up without any fear of being judged. Once a group is formed, they meet once a week for a month. With the help of different games and activities, CSR talks about different aspects of menstruation, puberty, and other things. The team provides a bucket full of menstrual hygiene products to choose from. Women and girls can choose it as per their preference. Apart from this, the team provides free sanitary napkins to school girls. Till now, Sukhibhava has reached out to over 48, women. The team expects to reach out to 2. Also, the team has sponsored menstrual hygiene products for around 6, school girls. Recently, the team introduced Period Fellowship Programme through which 16 selected fellows will be representing Sukhibhava in six different states – Karnataka, Uttar Pradesh, Jharkhand, Rajasthan, Maharashtra and Tamil Nadu.

A trusted partner at nearly three million customer locations, Ecolab (ECL) is the global leader in water, hygiene and energy technologies and services that protect people and vital resources.

Flu is a serious contagious disease that can lead to hospitalization and even death. CDC urges you to take the following actions to protect yourself and others from influenza the flu: Take time to get a flu vaccine. CDC recommends a yearly flu vaccine as the first and most important step in protecting against flu viruses. While there are many different flu viruses, a flu vaccine protects against the viruses that research suggests will be most common. Everyone 6 months of age and older should get a flu vaccine every year before flu activity begins in their community. CDC recommends getting vaccinated by the end of October. Learn more about vaccine timing. Vaccination of high risk persons is especially important to decrease their risk of severe flu illness. People at high risk of serious flu complications include young children, pregnant women , people with certain chronic health conditions like asthma, diabetes or heart and lung disease and people 65 years and older. Vaccination also is important for health care workers , and other people who live with or care for high risk people to keep from spreading flu to them. Children younger than 6 months are at high risk of serious flu illness, but are too young to be vaccinated. People who care for infants should be vaccinated instead. Try to avoid close contact with sick people. While sick, limit contact with others as much as possible to keep from infecting them. If you are sick with flu symptoms, CDC recommends that you stay home for at least 24 hours after your fever is gone except to get medical care or for other necessities. Your fever should be gone for 24 hours without the use of a fever-reducing medicine. Cover your nose and mouth with a tissue when you cough or sneeze. Throw the tissue in the trash after you use it. Wash your hands often with soap and water. If soap and water are not available, use an alcohol-based hand rub. Avoid touching your eyes, nose and mouth. Germs spread this way. Clean and disinfect surfaces and objects that may be contaminated with germs like the flu. Take flu antiviral drugs if your doctor prescribes them. If you get the flu, antiviral drugs can be used to treat your illness. Antiviral drugs are different from antibiotics. They are prescription medicines pills, liquid or an inhaled powder and are not available over-the-counter. Antiviral drugs can make illness milder and shorten the time you are sick. They may also prevent serious flu complications. For people with high risk factors [KB, 2 Pages] , treatment with an antiviral drug can mean the difference between having a milder illness versus a very serious illness that could result in a hospital stay. Studies show that flu antiviral drugs work best for treatment when they are started within 2 days of getting sick, but starting them later can still be helpful, especially if the sick person has a high risk factor or is very sick from the flu. Flu symptoms include fever, cough, sore throat, runny or stuffy nose, body aches, headache, chills and fatigue. Some people also may have vomiting and diarrhea. People may be infected with the flu, and have respiratory symptoms without a fever.

Chapter 7 : Why be a dental hygienist?

Note: Citations are based on reference standards. However, formatting rules can vary widely between applications and fields of interest or study. The specific requirements or preferences of your reviewing publisher, classroom teacher, institution or organization should be applied.

Now wash your hands Washing your hands, aside from vaccination, is probably the most effective contribution you can make to public health. Regularly washing your hands, especially after going to the toilet or if you have the cold or the flu, will help prevent the spread of infection. What has NICE said? They are based on previous more detailed guidance and are listed below: People should be offered antibiotics according to local guidance about which ones are most suitable. They should only be prescribed antibiotics when they are needed and not for self limiting, mild infections such as colds and coughs, earache and sore throats. This measure is aimed at reducing the problem of antibiotic resistance, which is when an infection no longer responds to treatment with one or more types of antibiotic and so is more likely to spread and can become serious. NHS organisations should aim to continually improve their approach to preventing infection for example, by sharing information with other organisations and monitoring rates of infection. All health care staff should always clean their hands thoroughly, both immediately before and immediately after coming into contact with a patient or carrying out care, and even after wearing gloves. Hands can usually be cleaned with either soap and water or an alcohol-based handrub; but soap and water must be used when the hands are obviously soiled or contaminated with bodily fluids, or when caring for people with diarrhoea or vomiting. All care providers should be trained in effective hand cleaning techniques. Hand hygiene in hospitals has improved in recent years says NICE, but good practice is still not universal. Staff involved in the care of patients with urinary catheters should minimise the risk of infection by carrying out procedures to make sure that the catheter is inserted, looked after and removed correctly and safely. These procedures include cleaning hands, using a lubricant when inserting the catheter, emptying the drainage bag when necessary, and removing the catheter as soon as it is no longer needed. Staff involved in the care of patients who need a vascular access device should minimise their risk of infection by making sure that the device is inserted, looked after and removed correctly and safely. These procedures include using sterile procedures when inserting the device, using the correct antiseptics and dressings, and removing the device as soon as it is no longer needed. A vascular access device is a tube that is inserted into a main vein or artery and used to administer fluids and medication, monitor blood pressure and collect blood samples. Health care staff should give people who have a urinary catheter, a vascular access device or an enteral feeding tube, and any family members or carers who help them, information and advice about how to look after the equipment, including advice about how to prevent infection. Enteral feeding is a type of feeding used for people who cannot eat normally or safely for example they may have trouble swallowing in which liquid food is given through a tube directly into the stomach or upper parts of the digestive system. What are the dangers of not washing hands? Bugs microbes such as bacteria and viruses can easily be spread by touch. They may be picked up from contaminated surfaces, objects or people, then passed on to others. Effective hand decontamination – either by washing with soap and water or with an alcohol-based handrub – is recognised as crucial in the reducing avoidable infection. What hygiene procedures should visitors to hospitals follow? When visiting someone in hospital, always clean your hands using soap and water or alcohol handrubs. Effective hand decontamination relies on an effective technique, which includes: The handrub needs to be thoroughly rubbed into all hand surfaces until hands are completely dry.

Chapter 8 : Best Online Colleges for Dental Hygiene Degrees

See the hygiene promotion page [link: Hygiene promotion page] for more information. It is also true that without water there is no hygiene. Research shows that the less readily available water is, the less likely that good hygiene will be practised in households.

His findings have had a considerable theoretical, as well as a practical, influence on attitudes toward administration. Rather, individuals look for the gratification of higher-level psychological needs having to do with achievement, recognition, responsibility, advancement, and the nature of the work itself. However, Herzberg added a new dimension to this theory by proposing a two-factor model of motivation, based on the notion that the presence of one set of job characteristics or incentives leads to worker satisfaction at work, while another and separate set of job characteristics leads to dissatisfaction at work. Thus, satisfaction and dissatisfaction are not on a continuum with one increasing as the other diminishes, but are independent phenomena. This theory suggests that to improve job attitudes and productivity, administrators must recognize and attend to both sets of characteristics and not assume that an increase in satisfaction leads to decrease in dissatisfaction. Regarding the collection process: Each respondent gave as many "sequences of events" as he could that met certain criteria— including a marked change in feeling, a beginning, and an end, and contained some substantive description other than feelings and interpretations. The proposed hypothesis appears verified. The factors on the right that led to satisfaction achievement, intrinsic interest in the work, responsibility, and advancement are mostly unipolar; that is, they contribute very little to job dissatisfaction. Conversely, the dissatisfiers company policy and administrative practices, supervision, interpersonal relationships, working conditions, and salary contribute very little to job satisfaction. However, the absence of such gratifying job characteristics does not appear to lead to unhappiness and dissatisfaction. Instead, dissatisfaction results from unfavorable assessments of such job-related factors as company policies, supervision, technical problems, salary, interpersonal relations on the job, and working conditions. Thus, if management wishes to increase satisfaction on the job, it should be concerned with the nature of the work itself—the opportunities it presents for gaining status, assuming responsibility, and for achieving self-realization. If, on the other hand, management wishes to reduce dissatisfaction, then it must focus on the job environment—policies, procedures, supervision, and working conditions. Two-factor theory distinguishes between: The term "hygiene" is used in the sense that these are maintenance factors. According to Herzberg, hygiene factors are what causes dissatisfaction among employees in the workplace. In order to remove dissatisfaction in a work environment, these hygiene factors must be eliminated. There are several ways that this can be done but some of the most important ways to decrease dissatisfaction would be to pay reasonable wages, ensure employees job security, and to create a positive culture in the workplace. Herzberg considered the following hygiene factors from highest to lowest importance: The other half would be to increase satisfaction in the workplace. This can be done by improving on motivating factors. Herzberg also further classified our actions and how and why we do them, for example, if you perform a work related action because you have to then that is classed as "movement", but if you perform a work related action because you want to then that is classed as "motivation". Herzberg thought it was important to eliminate job dissatisfaction before going onto creating conditions for job satisfaction because it would work against each other. The ideal situation where employees are highly motivated and have few complaints. Employees have few complaints but are not highly motivated. The job is viewed as a paycheck. Employees are motivated but have a lot of complaints. A situation where the job is exciting and challenging but salaries and work conditions are not up to par. This is the worst situation where employees are not motivated and have many complaints. Unlike Maslow, who offered little data to support his ideas, Herzberg and others have presented considerable empirical evidence to confirm the motivation-hygiene theory, although their work has been criticized on methodological grounds. He designed it to increase job enrichment for employees. Herzberg wanted to create the opportunity for employees to take part in planning, performing, and evaluating their work. He suggested to do this by: Creating complete and natural work units where it is possible. An example would be allowing

employees to create a whole unit or section instead of only allowing them to create part of it. Providing regular and continuous feedback on productivity and job performance directly to employees instead of through supervisors. Encouraging employees to take on new and challenging tasks and becoming experts at a task. Validity and criticisms[edit] In Herzberg stated that his two-factor theory study had already been replicated 16 times in a wide variety of populations including some in Communist countries, and corroborated with studies using different procedures that agreed with his original findings regarding intrinsic employee motivation making it one of the most widely replicated studies on job attitudes. Contrary to dichotomous motivator-hygiene predictions, supervision and interpersonal relationships were ranked highly by those with high job satisfaction, and there was strong agreement between satisfied managers and salaried employees in the relative importance of job factors. Findings are interpreted in terms of social and employment conditions in New Zealand. The separation of satisfaction and dissatisfaction has been shown to be an artifact of the Critical Incident Technique CIT used by Herzberg to record events. The most basic is the criticism that both of these theories contain the relatively explicit assumption that happy and satisfied workers produce more, even though this might not be the case. For instance, in their pursuit of status a person might take a balanced view and strive to pursue several behavioral paths in an effort to achieve a combination of personal status objectives. In effect, this diagram of expectancy depicts an employee asking themselves the question posed by one investigator, "How much payoff is there for me toward attaining a personal goal while expending so much effort toward the achievement of an assigned organizational objective? This approach to the study and understanding of motivation would appear to have certain conceptual advantages over other theories: In this book, the authors discuss how the study identified twelve questions that provide a framework for determining high-performing individuals and organizations.

Chapter 9 : Cyber hygiene training is infrequent and inconsistent - Help Net Security

Now wash your hands. Washing your hands, aside from vaccination, is probably the most effective contribution you can make to public health. Regularly washing your hands, especially after going to the toilet or if you have the cold or the flu, will help prevent the spread of infection.