

Streszczenie w języku angielskim

In recent decades, the workplace has become one of the key domains examined within the field of public health. Technological, urban, and organizational changes have resulted in a substantial proportion of the adult population spending most of their day at work, with dietary decisions made during this time exerting a direct influence on health outcomes, psychosocial functioning, and employee productivity. The dynamic and multifaceted nature of the workplace means that the design of nutritional interventions in this setting requires a systems-based approach. At the same time, the global burden of noncommunicable diseases including obesity, type 2 diabetes, and cardiovascular diseases underscores the urgent need to develop effective, realistic, and adaptable strategies that support healthy choices at the population level.

This dissertation contributes to this area of research by seeking to integrate scientific evidence, theoretical models, and empirical analyses of the work environment. It is grounded in the assumption that an effective nutritional intervention must simultaneously be evidence-based and aligned with the current state of knowledge; embedded within the organizational context and responsive to the real-world barriers faced by employees; psychologically grounded, drawing on motivational and social mechanisms; and participatory in nature – that is, co-created with its intended recipients – thereby enhancing its acceptability, feasibility, and sustainability of effects.

Based on these assumptions, a multi-stage research project was conducted. Initially, it enabled a critical review of the existing body of knowledge on workplace nutrition interventions. Subsequently, it allowed for an in-depth examination of the psychosocial and organizational determinants of employees' dietary behaviors. In the final stage, this process led to the design and empirical evaluation of an intervention grounded in a participatory and educational approach. This structured sequence of research activities made it possible not only to identify key determinants essential for effective intervention design, but also to empirically test the theoretical mechanisms underlying their effectiveness in real-world conditions.

The dissertation concludes with findings that emphasize that workplace nutrition interventions must be simultaneously scientifically grounded, psychologically sound, and organizationally realistic. Crucially, the research cycle presented in this dissertation demonstrates that only a holistic perspective, one that accounts for the co-occurrence

of cognitive, motivational, social, and environmental factors enables the design of interventions capable of producing sustained changes in employees' everyday health behaviors.

As a result, the analyses presented in this dissertation aim not only to expand the theoretical body of knowledge in the field of nutritional interventions, but also to provide practical insights to support the development of interdisciplinary, evidence-based actions tailored to the operational realities of contemporary work environments.