REFERENCES:

- 1. Anderson, L.G., Settle, R.F. (1977). Benefit-cost analysis: A practical guide. Lexington, MA: Lexington Books.
- 2. Ardell, D.A. (1986). High level wellness: an alternative to doctors, drug and disease. USA: Ten Speed: 386.
- 3. Arnett, R.H., Cowell, C.S., Davidoff, L.M., Freeland, M.S. (1985). Health spending trends in the 1980's: Adjusting to financial incentives. **Health Care Financial Review**. 6(3): 1-26.
- 4. Baun, W.B., Bernacki, E.J., Tsai, S.P. (1986). A preliminary investigation: Effect of a corporate fitness programme on absenteeism and health care cost. **Journal of Occupational Medicine**, 28: 18-22.
- 5. Beck, R.N. (1982). IBM's Plan for Life: Towards a Comprehensive Health Care Strategy. **Health Education Quarterly**, 9: 55-60.
- 6. Berry, C.A. (1981). An approach to good health for employees and reduced health care costs for the industry. **Health Insurance Association of America**: 1-36.
- 7. Blair, S.N., Smith, M., Collingwood T.R. (1986). Health Promotion for Educators: Impact on Absenteeism. **Preventative Medicine**, 15: 166-175.
- 8. Borhani, N.O. (1979). Epidemiology of Coronary Heart Disease in Exercise in Cardiovascular Health and Disease. New York: York Medical Books.
- 9. Bowne, D.W., M.D. Michael., Russell, L., et al. (1984). Reduced Disability and Health Care Costs in an Industrial Fitness Programme. **Journal of Occupational Medicine**, 26(11): 809-816.
- 10. Burdick, G.R. (1983). Wellness: a holistic approach to well being. **Public Management**, 65(8): 13-16.
- 11. Chen, K. (1993). The effect of improved physical fitness on the artistic proficiency of young Chinese dancers. Unpublished MA thesis. Pretoria: University of Pretoria.
- 12. Clement, J., Gibbs, D.A. (1983). Employer consideration of health promotion programmes: financial variables. **Journal of Public Health Policies**, 4: 45-55.
- 13. Cohn, E. (1979). **The economics of education**. Cambridge: MA: Ballinger Publishing Co.

- 14. Cole, G., Tucker, L., Friedman, G. (1987). Absenteeism data as a measure of cost effectiveness of stress management programmes. American Journal of Health Promotion, 1: 12-15.
- 15. Cox, M., Shephard, R.J., Corey, P. (1981). Influence of an employee fitness programme upon fitness, productivity, and absenteeism. **Ergonomics**, 24: 795-806.
- 16. Danielson, R.R., Danielson, K. (1979). On-Going Motivation in Employee Fitness Programming in: Wanzel, R, Ed., Employee Fitness The how to. Toronto: Ministry of Culture and Recreation.
- 17. Davis, M.F., et al. (1984). Worksite health promotion in Colorado. Public Health Representative, 99: 538-543.
- 18. Dedmond, R.E., Kubiak, T., et al. (1980). Employees as Health Educators: A Reality at Kimberley-Clark. **Occupational Health and Safety**, 49: 18-24.
- 19. Department of Health and Human Services: **Prevention '80**. (DHHS Publication No. 81-50157), Washington, DC, U.S. Government Printing Office, 1980.
- 20. Department of Health and Human Services: Promoting Health/Preventing Disease, Objectives for the Nation. Washington, DC, U.S. Government Printing Office, 1980.
- 21. Dreyer, L.I. (1996). **Totale Welstand 'n Begripsomskrywing**. Second edition. Potchefstroom: Johannes van der Walt Institute.
- 22. Dreyer, L.I., Strydom, G.I. (1992). Enkele fisieke, fisiologiese en persoonlike ervaarde voordele van 'n bestuursfiksheidprogram. S.A. Tydskrif vir navorsing in sport, liggaamlike opvoedkunde en ontspanning, 15(1): 23-32.
- 23. Durstine, J.L., King, A.B., Painter, P.L., Roitman, J.L. (1993). ACSM'S Resource Manual for Guidelines for Exercise Testing and Prescription. Second edition. Philadelphia: Lea Febiger.
- 24. Eberst, R.M. (1984). Defining health: a multidimensional model. **Journal of School Health**, 54(3): 99-104.
- 25. Elinson, J., Wilson, R: Prevention. (1978). In National Centre for Health Statistics and National Centre for Health Services Research, Health United States. (DHEW Publication No. (PHS) 78-1232) Washington DC, U.S. Department of Health, Education, and Welfare: 21-45.
- 26. Fielding, J. (1978). Success of prevention. Milbank Memorial Fund Quaterly, 56: 274-302.

- 27. Fielding, J.E., Breslow, L. (1983). Health promotion programmes sponsored by California employees. American Journal of Public Health, 73: 538-542.
- 28. Gettman, L.R. (1986). Cost/Benefit Analysis of a Corporate Fitness Programme. Fitness in Business, 8: 11-17.
- 29. Goldbeck, W.B. (1984). **Foreward**. (In O' Donnel, M.P., Ainsworth, T.H. 1984. Health promotion in the workplace. New York: Delmar. 5-7).
- 30. Goodstadt, M.S., Simpson, R.I., Loranger, P.O. (1987). Health promotion: a conceptual integration. American Journal of Health Promotion, 1(3): 58-63.
- 31. Grayson, L.P. (1972). Costs, benefits, effectiveness: Challenge to educational technology. **Science**, 175(3): 1216-1222.
- 32. Greenberg, J. (1985). Health and Wellness: A conceptual differentiation. **Journal of School Health**, 55(10): 403-406.
- 33. Hartman, S.W., Cozetto, J. (1984). Wellness in the workplace. **Personnel** Administrator, 8: 108-117.
- 34. Harvey, M., Whitmer, R., et al. (1993). The impact of a comprehensive medical benefits cost management programme for the city of Birmigham: Results at five years. **American Journal of Health Promotion**, 7(4): 296-303.
- 35. Hill, J.M.M., Trist, E.L. (1955). Changes in accidents and other absences with length service. **Human Relations**, 2(8): 121-152.
- 36. Howel, D.C. (1992). **Statistical Methods for Psychology**. Third edition. California: Duxbury Press.
- 37. Jackson, A.S., Pollack, M.L. (1978). Generalised equations for predicting body density of men. British Journal of Nutrition, 40: 497-504.
- 38. Kulys, R., Meyer, R. (1986). Good health: whose responsibility? Social work in health care, 11(1): 63-85.
- 39. Linden, V. (1969). Absence from work and physical fitness. British Journal of Independent Medicine, 26: 47-53.
- 40. Lusk, S.L. (1997). Health promotion and disease prevention in the worksite. **Anual Review of Nursing Research**, 15: 187-213.
- 41. Nel, E.A. (1973). A study of the relationships among three forms of withdrawal from the work situation: Labour Turnover, Absenteeism and Accidents. M. Comm. thesis. Port Elizabeth: University of Port Elizabeth.

- 42. Nightingale, E., Cureton, M., Kalmar, V., Trudeau, M. (1978). **Perspectives on Health Promotion and Disease Prevention in the United States**, Washington DC, Institute of Medicine, National Academy of Sciences.
- 43. O' Donnel, M.P. (1986). Definition of health promotion. American Journal of Health Promotion. 1(1): 4-5.
- 44. O' Donnel, M.P. (1989). Definition of Health Promotion: Part 111: Expanding the Definition. American Journal of Health Promotion, 3(3): 5.
- 45. Perry, C., Jessor, R. (1985). The concept of health promotion and the prevention of adolescent drug abuse. **Health Education Quarterly**, 12(2): 169-184.
- 46. Pravosudoc, V. (1976). The effect of Physical Exercises on Health and Economic Efficiency. (paper presented at the pre-Olympic Scientific Congress, Montreal, Qubec), 3-6.
- 47. Pretorius. P.J., Malan, N.T., Strydom, G.L., et al. (1989). Occupational stress as a risk factor in ischaemic heart disease with specific reference to the development of appropriate intervention programmes. Potchefstroom: Publication of the Department of Physiology Potchefstroom University of Higher Education.
- 48. Richardson, B. (1974). Don't just sit there...Exercise something. **Fitness for Living**, 6: 49-51.
- 49. Quote by Dr. R. Keeler of the President's Council of Physical Fitness, (U.S.). 1974.
- 50. Robbins, G., Powers, DS., Burgess, S. (1997). A wellness way of life. Third edition. Dubuque, Iowa: McGraw-Hill: 1-27
- 51. Sassone, P.G., Schaffer, W.A. (1978). Cost-Benefit Analysis: A Handbook. New York: Academic Press.
- 52. Seaward, B.L. (1988). From corporate fitness to corporate wellness. **Fitness in business**, 2(4): 182-186.
- 53. Seaward, B.L. (1991). Spiritual wellbeing: a health education model. **Journal of Health Education**, 22(3): 166-169.
- 54. Shephard, R.J., Cox, M. (1981). Influence of an employee fitness programme upon fitness productivity and absenteeism. **Ergonomics**, 24: 795-806.
- 55. Shephard, R.J. (1986). Fitness and Health in Industry. New York: Karger.
- 56. Shi, L.A. (1993). A cost-benefit analysis of a California county's back injury prevention programme. **Public Health Reports**, 108(2): 204-211.

- 57. Smart, R. (2000). **HIV/AIDS in South-Africa**. (paper presented at the international HIV/AIDS congress in Durban, South-Africa, 1-10.
- 58. Song, T.K., Shephard, R.J., Cox, M. (1982). Absenteeism, employee turnover and sustained exercise participation. **Journal of Sports Medicine and Physical Fitness**, 22: 392-399.
- 59. Strydom, G.L., Delport, B.M. (1986). **Bedryfsfiksheid: 'n Nuwe dimensie by produktiwiteit**. Potchefstroom: Johannes van der Walt-Instituut vir Biokinetika, Potchefstroomse Universiteit vir Christelike Hoër Onderwys.
- 60. Strydom, G.L., et al. (1985). The effect of a 24-week training programme on some physical, physiological and biochemical parameters among executives in the South-African motor industry. S.A. Journal for Research in Sport, Physical Education and Recreation, 8(1): 1-18.
- 61. Terborg, J.R. (1986). Health promotion at the worksite: A research challenge for personnel and human resources management. **Research in Personnel and Human Resources Management**, Greenwich, CT: JAI Press, 4: 225-267.
- 62. The Hospital's Resposibility for Health Promotion. (1979). **Policy Statement**. American Hospital Association, Chicago, Illinois.
- 63. Thomas, P. (1983). Physical fitness helps prevent costly workplace injuries. **Employee Health and Fitness**, 5(12): 143.
- 64. Thomas, J.R., Nelson, J.K. (1990). Research Methods in Physical Activity. Second edition. Champaign, Illinois: Human Kinetics Books.
- 65. Transvaalse Departement van Hospitaaldienste, (1986). 'n Gesondheidsplan vir Suid-Afrika: 'n Nuwe bedeling. **Transhospitaal nuus**, 3(2): 10-12.
- 66. Tulloch, J.W., Healy, C.C. (1982). Changing lifestyles: A wellness approach. **Occupational Health Nursing**, Special Issue, 45: 13-21.
- 67. United States Department of Health and Human Services: **Healthy people: Surgeons general's report on health promotion and disease**. Washington, DC, U.S. Government Printing Office, 1979.
- 68. United States Department of Health and Human Services: **Promoting Health/Preventing Disease, Objectives for the Nation**. Washington, DC, U.S. Government Printing Office, 1980.
- 69. Van Heerden, H.J. (1996). Preparticipation Evaluation and Identification of Aetiological risk factors in the Epidemiology of Sports injuries among Youths. Unpublished D Phil thesis. Pretoria: University of Pretoria.

- Venter, C.P. (1974). Abnormal hours of work: A study of the social and psychological problems of shift work. M. A. thesis. Port Elizabeth: University of Port Elizabeth.
- 71. Walter, S.D., Hart, L.E. (1990). Application of epidemiological methodology to sports and exercise science. **Exercise and Sport Sciences Reviews**, 18: 417-448.
- 72. Warner, K.E. (1987). Selling Health Promotion to Corporate America: Uses and Abuses of the Economic Argument. **Health Education Quaterly**, 14: 39-55.
- 73. Warner, K.E. (1990). Wellness at the worksite. Health Affairs, 9: 63-79.
- 74. Warner, K.E., Murt, H.A. (1984). Economic incentives for health. **Annual Review of Public Health**, 5: 107-133.
- 75. Washington Business Group on Health. (1978). A Survey of Industry Sponsored Health Promotion, Prevention and Education Programmes. 922 Pensylvania Avenue, S.E., Washington D.C. 20003.
- 76. Wear, R.F. Health Promotion Programmes at Campbell Soup Co. Presented at "Health Education and Promotion for the Eighties" Conference sponsored by the Health Institute Association of America and the American Council of Life Insurance, Atlanta, Georgia, (3): 16-18.
- 77. Wilbur, C.S. (1983). The Johnson & Johnson Programme. Preventative Medicine, 9: 672-681.