福祉

諾華通過其「活力諾華人」(Energized for Life), 全面地支持我們的員工在每一天和每一處成為最好的自己。隨著我們繼續向自主領導力 (Unbossed)的文化邁進, 諾華為我們的員工們提供了選擇並支持我們為自己做出正確的決定。引導員工們思考, 該如何使工作方式更靈活;考慮替代工具來維持能源;並使員工有更多的時間照顧自己的身心健康, 和更好充分地利用工作空間。

92%

員工受益於靈活的工作時間

94%

全球員工可以使用現場健身中心和外部運動設施

300+

人次的台灣諾華員工參與身心健康講座

>70%

台灣諾華員工曾接受過季節性流感疫苗

身心健康

1. 正向思考

活在當下，身處在不間斷地推進的浪潮中，停下腳步，保留時間給自己，審視我們的思考與思想、身體五官感覺和自身內在感受。練習正念可以提高我們的自我意識，大幅度地減少壓力與焦慮，並且讓我們感受生命的美好以及身處在當下的寶貴。

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Number(sessionStorage.playerCount) + 1; } else { // Code to write when Kaltura Video starts playing sessionStorage.playerCount = 1; sessionStorage.removeItem('localVideoPlaying'); sessionStorage.removeItem('nonPlayingActive'); sessionStorage.removeItem('stopKalturaVideo'); sessionStorage.removeItem('youtubeVideoPlaying'); pauseLocalVideos(); pauseYoutubeVideo(); } if (sessionStorage.getItem('nonPlayingActive')) { nonPlayingActive = sessionStorage.getItem('nonPlayingActive'); if (nonPlayingActive == this.id) { flag = 1; } } if((flag == 1 && this.id != nonPlayingActive) || sessionStorage.getItem('localVideoPlaying') || sessionStorage.getItem('youtubeVideoPlaying') || sessionStorage.getItem('stopKalturaVideo')) { flag = 0; var id = this.id; var kwid = document.getElementById(id); if (kwid.closest('.carousel-item').classList.contains('run-background')) { kwid.closest('.carousel-item').classList.remove('run-background'); } kwid.sendNotification('doPause'); sessionStorage.removeItem('nonPlayingActive'); if (sessionStorage.getItem('localVideoPlaying') || sessionStorage.getItem('youtubeVideoPlaying')) { sessionStorage.removeItem('playerCount'); } } if (!sessionStorage.getItem('localVideoPlaying') && !sessionStorage.getItem('youtubeVideoPlaying')) { sessionStorage.playerId = this.id; } // id = the ID of the player that fired the notification }); }); function pauseLocalVideos() { var carouselItem = document.querySelectorAll('.carousel-item'); for(var i=0; i { if (playerId !== kplayer) { var kldp = document.getElementById(kplayer); kldp.sendNotification('doPause'); } }); } function pauseYoutubeVideo() { var playerId = sessionStorage.getItem('playerId'); if (player[playerId]) { player[playerId].pauseVideo(); } }

2. 創造正向影響力

自我積極、自動自發以及自律形象可讓我們在這節奏步調快速的世界持續創造正向影響力。可藉由良好心態建立、運動習慣、足夠營養和充分休息達成自我管理，進而有效利用個人社交能量、敏捷思維以及壓力耐受性，來建立自身對環境與他人的正向影響力。除了對自身產生良好效益，並期許能夠對他人創造正向影響，成為能量給予者並持續激勵鼓舞他人。

3. 身心健康

諾華注重生理健康並提供相關健康檢查與健康照護，更推動健康飲食、健康生活型態等健康促進。

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(['playing','paused'].indexOf(playerState) > -1) { if (playerState == 'playing') { pauseKalturaVideos(playerId); } } }); kdp.kBind('playerUpdatePlayhead.myPluginName', function(data, id){ var nonPlayingActive; if (sessionStorage.playerCount) { sessionStorage.playerCount = Number(sessionStorage.playerCount) + 1; } else { // Code to write when Kaltura Video starts playing sessionStorage.playerCount = 1; sessionStorage.removeItem('localVideoPlaying'); sessionStorage.removeItem('nonPlayingActive'); sessionStorage.removeItem('stopKalturaVideo'); sessionStorage.removeItem('youtubeVideoPlaying'); pauseLocalVideos(); pauseYoutubeVideo(); } if (sessionStorage.getItem('nonPlayingActive')) { nonPlayingActive = sessionStorage.getItem('nonPlayingActive'); if (nonPlayingActive == this.id) { flag = 1; } } if((flag == 1 && this.id != nonPlayingActive) || sessionStorage.getItem('localVideoPlaying') || sessionStorage.getItem('youtubeVideoPlaying') || sessionStorage.getItem('stopKalturaVideo')) { flag = 0; var id = this.id; var kwid = document.getElementById(id); if (kwid.closest('.carousel-item').classList.contains('run-background')) { kwid.closest('.carousel-item').classList.remove('run-background'); } kwid.sendNotification('doPause'); sessionStorage.removeItem('nonPlayingActive'); if (sessionStorage.getItem('localVideoPlaying') || sessionStorage.getItem('youtubeVideoPlaying')) { sessionStorage.removeItem('playerCount'); } } if (!sessionStorage.getItem('localVideoPlaying') && !sessionStorage.getItem('youtubeVideoPlaying')) { sessionStorage.playerId = this.id; } // id = the ID of the player that fired the notification }); }); function pauseLocalVideos() { var carouselItem = document.querySelectorAll('.carousel-item'); for(var i=0; i { if (playerId !== kplayer) { var kldp = document.getElementById(kplayer); kldp.sendNotification('doPause'); } }); } function pauseYoutubeVideo() { var playerId = sessionStorage.getItem('playerId'); if (player[playerId]) { player[playerId].pauseVideo(); } }

我們如何工作

1. 靈活工作

在可能的情況下，諾華讓我們選擇工作的時間、地點和方式，以便管理我們的工作和個人生活的需求和優先事項進而產生好的影響。我們可以使用最新的技術來幫助團隊合作、靈活的工作空間，更有無私的領導團隊在靈活工作的模式中擔任最好的示範。

2. 工作空間

工作空間的品質直接關係到我們工作上的活力。諾華旨在創造一個具啟發性、以員工身心健康為導向且更利於敏捷的辦公與協作的工作環境。引入(Activity-based working, ABW)以活動目的為基礎的辦公空間，使員工具有更好的合作方式且幫助他們能靈活地適應業務變化。



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