

Wellness Programs and Employee Productivity



Employee wellbeing is really about how companies are winning the hearts and minds of their employees, and how you can do the same.

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“...There are many ways a wellness program can add tangible value to both employees and employers.”

– Bob Merberg,
Manager, Employee Health and Wellness at Paychex, Inc.

Every employer dreams of ways to increase employee productivity, and wellness programs have often been touted as a “magic button” in the industry.

However, is this really true? In this paper, we’ll sort out the facts from the claims, and show you how to structure an effective wellness program

Here’s What You’ll Learn

- ✔ What Research Suggests About the Health-Productivity Connection
- ✔ Key Benefits of an Employee Wellness Program
- ✔ 3 Steps to Creating a Wellness Program in Your Company

What Research Suggests About the Health-Productivity Connection



Intuitively, one might think that wellness programs are a "magic button" to improve employee productivity.

Yet, if you look at recent studies (such as research from the Integrated Benefits Institute and the Health Enhancement Research Organization) there is no proven link between wellness programs and business performance measures.

However, research is revealing positive ways that companies are making programs more effective by broadening the concept of "wellness" to "wellbeing" (i.e. adding emotional and financial factors to health in addition to physical).

In the rest of this Blue Paper, we'll be looking at the value of a wellness program, and 3 steps you can take to create a culture of employee wellbeing.

Key Benefits of an Employee Wellness Program

A wellness program offers many benefits:

- Sends a message to your employees that you care about their wellbeing.
- Gives employees a sense of connectedness with your company.
- Can help improve employee satisfaction and retention.
- They can lead to positive health outcomes for employees.
- Some companies also see higher loyalty, engagement and energy on the job among participating employees.

3 Steps to Creating a Culture of Wellbeing

Here's a 3-step path that help you generate a culture of wellbeing.

1. First, focus on foundational aspects you can directly control, like:

- Providing good jobs with clear direction.
- Sufficient tools and training.
- Reasonable hours (with reasonable flexibility and predictability).
- Health care coverage.
- Decent pay.
- Family leave and reasonable time off.

2. Second, make sure that the wellbeing of employees is supported throughout the organization, visible daily, and considered in the employee-related decision making processes.

3. Third, you can galvanize employee engagement in your program by:

- Picking fun activities like walks and hikes, bike rides and volleyball.
- Spicing up your program by adding healthy foods and “pot luck” meals.
- Encouraging employees to form teams and compete in a collegial way.

Next Steps

“In the end, employee wellbeing is really about how companies are winning the hearts and minds of their employees, and how you can do the same.”

– Bob Merberg

Even though wellness programs may not be a magic button to increase employee productivity, they offer significant benefits to employees and employers alike. To help you foster a culture of wellbeing, here are some suggested next steps:



1. Set your expectations realistically.



2. Follow the 3 steps outlined in this paper.



3. Look at some of the additional resources below.

Additional Resources

1. Read Blue Paper “Wellness Programs: Why They’re Good for Business”

www.paychex.com/secure/whitepapers/wellness-programs/thankyou.aspx

2. Read Article “Helping Your Employees Cope with Personal Problems”

www.paychex.com/articles/human-resources/helping-employees-cope-personal-problems

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