

WHY SHOULD YOU INCORPORATE A HEALTHY WORKPLACE STRATEGY?

Key insights

Healthy employees are more likely to be emotionally and mentally invested in their organisation.

Employees who make healthier lifestyle choices have been found to be more productive than their unhealthy counterparts.

Healthy employees are less likely to be absent from the workplace, and therefore costing the organisation less in lost productivity.



During the past decade, healthy living has become a huge trend; people are increasing their focus on lifestyle, nutrition and physical activity. This is advantageous to personal health, but also has a positive impact on other aspects of life; research has found that improved health has a side effect on workplace productivity and engagement. Therefore, workplace health should be promoted by employers to improve the mental and physical health of employees.

ADVANTAGES OF A HEALTHY WORKPLACE FOR EMPLOYERS

Why should workplace health be important to managers? Promoting workplace health not only benefits employees, but it is also advantageous to the organisation itself. Employees are happier, more productive and engaged, which in turn leads to better results for the organisation. Additionally, when considering the changing workforce, younger generations are seeking organisations who value a work/life balance and prioritise employee experience. One of the best ways to improve the employee work/life balance is to encourage healthy habits and work culture in the office.

Increased Engagement

Most managers and employers seek increased productivity from their employees, however, one of the most important stepping stones of productivity is employee engagement. Employee engagement, as defined by the Business Dictionary, is the strength of the mental and emotional connection that employees feel toward their places of work. A simple example is an employee who is enthusiastic and passionate about their work and place of work. Engaged employees are likely to be more productive as they are typically more invested and involved in the organisation. According to a CareATC, an on-site healthcare company, organisations with engaged employees have experienced increased profitability by more than 20% than with unengaged personnel.



"Organisations with engaged employees have experienced increased profitability by more than 20% in comparison to organisations with unengaged employees."

ADVANTAGES OF A HEALTHY WORKPLACE FOR EMPLOYERS

Increased Productivity

As previously noted, employee engagement and productivity go hand in hand, encouraging workplace health enhances both. A study conducted by the Health Enhancement Research Organization found that employees who simply ate healthily and exercised regularly were 27% less likely to be absent from their job, and 11% more productive than their unhealthy counterparts. Encouraging workplace health can lead to decreased amounts of stress. A recent survey conducted by risk management company Willis Towers Watson found that 61% of employees who experience high stress in the workplace are likely to make unhealthy lifestyle choices. Therefore, encouraging workplace health can create a cycle of healthier decisions by employees. Especially if you consider other effects of stress in the workplace and the effect it has on employees. Other than making employees more likely to choose unhealthy options, stress is also likely to decrease employee productivity. The survey by Willis Towers Watson also found that 57% of employees with high amounts of stress are disengaged in the workplace. Also, increased stress can often lead to sleep deprivation which several studies have connected to decreased productivity. A lack of sleep has huge consequences on a person's cognitive performance, affecting focus, creativity and alertness, therefore affecting workplace productivity; annually this can cost companies billions.

11%
**Increased
productivity from
healthy employees**

"57% of employees with high amounts of stress are disengaged in the workplace."



Sick employees lead to lost productivity

Another aspect which results in lost productivity is "presenteeism," this is when employees are in the workplace but are not fully functioning due to illness or another condition. This not only has an effect on employee productivity but working while ill could possibly worsen their sickness or affect their quality of work. Additionally, because presenteeism isn't something that is visible, the lost productivity and costs cannot be measured, however, according to Forbes, the cost of presenteeism is far more than illness-related absenteeism.

ADVANTAGES OF A HEALTHY WORKPLACE FOR EMPLOYERS

€514

billion lost in 2013 as a result of absences and lost productivity in the EU.

Decreased Costs

Productivity lost due to unhealthy or sick employees is billions per year. When considering the costs resulting from workplace absences and loss of productivity within the EU, it totalled approximately €514 billion in 2013, according to the European Agency for Safety and Health at Work. Specifically, in the Netherlands, illness-related absences cost organisations €1.3 billion annually. Due to these significant costs, many businesses are interested in solutions to reduce absenteeism and therefore costs.

A solution to reducing costs due to absenteeism is encouraging a healthy workplace. Simply encouraging healthy habits such as exercise, balanced diets and sufficient hours of sleep make a significant difference in employee satisfaction and costs related to sick days or lost productivity. According to People Keep, an employee benefits company, employees who eat well and exercise regularly are 27% less likely to take sick days.

In conclusion, incorporating a healthy workplace strategy not only benefits employees but also the organisation. The findings imply that a healthy employee is a happier employee, who in turn supports the organisation with increased engagement and productivity in the workplace. All things considered, HOK, a design, architecture, engineering and planning firm, explained performance as an equation equal to ability x motivation x opportunity. This summarises the reasoning behind why a healthy workplace is so important. If employees are given good working conditions in all aspects, they are more likely to perform at a higher level and who doesn't want to have productive, healthy employees?

**ability
motivation
opportunity x
performance**

Who is Measuremen?

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Sources are available upon request.