

What is employee engagement in workplace health?

Businesses **enhance employee wellness and health** through workplace health programs. Early fitness programs were introduced in the 1970s, and later evolved into integrated programs for optimizing workers' psychological and physical health and safety.

Today, most employers offer a variety of different programs for health and wellness like onsite health centers with doctors, clinicians, fitness centers, and comprehensive health promotion classes and programs for healthy eating habits and stress management.

The ultimate goal of workplace health programs is to **change behavior** through a direct participation and indirectly through information and knowledge sharing.

Workplace health comprises:

- health education, awareness building, and skill development
- policies and environments that promote health and reduce the risk of disease
- worksite medical care and health screening
- wellness programs and employee assistance programs

Workplace health is viewed as a **long-term investment** into achieving a healthier, happier, and more productive workforce.

Workplace health programs are designed to empower employees to **take a direct responsibility** for managing their health and costs and lead healthier lives through education and prevention, coaching, and management of lifestyle behaviors.

The 2004 National Worksite Health Promotion Survey revealed that **a lack of employee interest represents the single largest barrier to participation.**

The personal determinants most strongly influencing participation include gender, health status, occupation, and motivation and readiness for a behavioral change.

The most successful programmatic levers for increased participation are in the form of a reward and incentive (Glasgow & Terborg, 1988).

Workplace health is a multiple step process

1. empirically assess and benchmark the existing situation and implications for business outcomes
2. identify barriers and opportunities for improvement
3. design strategies for closing the gaps
4. optimize program, policy, process, and/or communications
5. measure performance

with a clear ROI

Promote healthy lifestyle
Improve on-the-job performance
Reduce absenteeism
Increase productivity
Lower the cost of employer-provided health insurance

Did you know that **companies with highly engaged employees enjoy a 19% higher operating income and a 28% increase in earnings per share?**