

Tending to Your Organization's Well-Being: Part 2 – Employee Fitness



A more human resource.™

Many business leaders put so much time and energy into the financial side of their business, there is little left for the human side – employees. Yet study after study shows that employee well-being can boost the financial side of your business and contribute to your organization's fitness, making it a powerful business tool and one that can set your business apart from your competitors.

Employee well-being is really about employee fitness, which encompasses the areas of health, wealth, life and work – and it directly affects your organization's fitness.¹ A recent *Forbes* article explains: "Studies show that high employee well-being can boost satisfaction, teamwork, productivity, and even improve a company's bottom-line."² With empowered employees a key aspect of organizational fitness, employee fitness is critical to your organization's well-being and success. With so many positive effects, consider how to improve your employees' fitness.

Here's a look at each of these components and why they're so important to your employees and your business.

- **Health:** Most employees define this component as being physically well. A recent study showed that 55% of consumers say they are working hard to promote and maintain their health, while 45% are concerned about their unhealthy habits. This means there's opportunity to help your employees improve their health, which can reduce medical costs and sick days and help your business's bottom line. And 75% of those surveyed feel it's important to pick the right health care plan, and they'd like some help (in the form of tools) to get it right.³ ADP TotalSource® provides tools and resources to help your employees select the right health care plan for their situation.

What you can do:

- **Embed a culture of health.** When you have a culture of health, employees often make healthier choices, such as exercising regularly or getting an annual physical.⁴ Our MyLife@MyTotalSource website offers benefits education and medical plan wellness resources; many medical plans will offer tobacco cessation, weight loss and expectant mother programs as well as nurse call lines.
 - **Encourage worksite employee action.** Encourage employees to opt-in for ADP TotalSource's electronic enrollment for personalized enrollment videos that help your employees make well-informed benefits decisions.
 - **Participate in the Employee Benefits Satisfaction Survey.** Learn about your employees' health behaviors, what drives their plan selection, and whether they understand their benefits. This insight can help you better meet your employees' needs and maximize your ROI.
- **Wealth:** Employees are increasingly focused on their financial well-being, and for good reason. Older workers worry about their retirement, middle-aged workers worry about paying for college and saving for retirement, and younger workers worry about paying off college loans. All this worrying affects their workplace

¹Aon Hewitt, *Consumer Health Mindset™ Study 2016*.

²Nordstrom, Todd and Sturt, David, "The Truth About Employee Well-Being: Research Shows What Really Works," *Forbes*, April 15, 2016, <http://www.forbes.com/sites/davidsturt/2016/04/15/the-truth-about-employee-well-being-research-shows-what-really-works/#19a3a5268c8>.

³Aon Hewitt, *Consumer Health Mindset™ Study 2016*.

⁴Aon Hewitt, the National Business Group on Health, and The Futures Company, *Consumer Health Mindset study 2014*.

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productivity, with 1 in 4 employees having been distracted at work by their finances (a 20% increase from 2015). Of those employees who are distracted, almost half say they spend three hours or more *at work each week* thinking about or dealing with personal financial issues.⁵ Do you have programs in place, such as a 401(k) retirement plan or a tuition reimbursement program, to improve your employees' financial well-being? Companies that do may see higher-than-average worker productivity.

What you can do:

- Encourage employees to save on taxes by using **flexible spending accounts, health savings accounts, and/or commuter benefits**.
 - Talk with your dedicated 401(k) specialist about options to **drive personalized retirement/investment education to your employees via the ADP TotalSource MEP Retirement Plan**.
 - Promote **Aspire, the ADP TotalSource scholarship program, or state tuition assistance and/or college savings plans** (where available).
 - Promote **voluntary benefits** that help protect employees' futures if trouble arises – from **supplemental life insurance to disability coverage and insurance for specific medical events**.
 - Remind employees about the availability of the **Employee Assistance Program** through ADP TotalSource, which offers financial support services as well.
 - Refer worksite employees to the **wealth management tools and calculators** on MyLife@MyTotalSource.
- **Life:** As technology allows work and life to blend, work-life balance is growing in importance – 57% of surveyed employees said a flexible work environment is a differentiator for an employer.⁶ Adding flexible schedules and supporting employees' needs to connect with others could give you the edge to attract and retain the right talent.

What you can do:

- **Ask your Human Resource Business Partner (HRBP) for help updating your policies and procedures documentation.** Clear expectations about programs like telecommuting can help you manage a successful work-life balance program.
 - **Review your benefits programs with your HRBP** to make sure you don't need to make adjustments as a result of a more flexible work environment.
- **Work:** Standing out from the crowd is important for attracting and retaining employees. A recent survey⁷ showed that above-average pay and benefits top the charts (at over 60%) as differentiators for a company. But there are other ways to catch an employee's attention: 58% consider a fun place to work a differentiator, 53% consider stimulating work a differentiator, and 53% find an innovative organization a differentiator. What is your company doing to stand out from the crowd? Your ADP TotalSource HRBP can help you develop the right benefits program to attract and retain the right employees.

⁵pwc, *Employee Financial Wellness Survey, 2016 Results*.

⁶Aon Hewitt, *2016 Workforce Mindset™ Study*.

⁷Aon Hewitt, *2016 Workforce Mindset™ Study*.

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What you can do:

- **Use training as a tool.** Help employees build skills for their own benefit ... as well as for yours. TotalSource University offers training to develop specific competencies as well as broad capabilities such as leadership and decision-making.
- **Offer plans that compete.** Your ADP TotalSource HRBP can help you understand how your offering compares with other companies in your industry and location, as well as what worksite employees are choosing in your region.

Talk to your ADP TotalSource HRBP about how these ideas can help you create the right benefits program that supports your employees' fitness – and your organization's well-being – now and into the future.

To understand the importance to your business of organizational fitness, be sure to read *Tending to Your Organization's Well-Being: Part 1 – Organizational Fitness*.