**YOUR NAME: GURWINDER SINGH**

**YOUR STUDENT ID#:200557497**

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**Workforce Conditioning: How would you proceed?**

You are the HR Generalist for Company Canada. As part of a wellness initiative, you have been asked to analyze the rates and costs for absenteeism at Company Canada, based on smoking/non-smoking employee status.

**The facts:**

* Company Canada has 1000 employees.
* 20% of the workforce have self-identified as smokers
* The absenteeism rate for smokers is 13 days per year per employee
* The absenteeism rate for non-smokers is 6 days per year per employee
* The average employee salary is $57,000 per year
* There are 252 working days per year

**Step 1: Identify the following:**

|  |  |
| --- | --- |
| Total Number of Employees: | 1000 |
| Total Number of non-smoking employees: | 800 |
| Total Number of employees who smoke: | 200 |
| Total possible work days (multiply #of work days per # of total employees): | 252,000 |
| Total number of absent days for non-smoking employees only:  (multiply #of absent days x #of n-s ees) | 4,800 |
| Total number of absent days for smoking employees only:  (multiply #of absent days x # of s ees) | 2,600 |
| Total Number absent days all employees (add s & n-s total absent days): | 7,400 |
| Daily wage rate (round down):  (divide annual salary x #of work days) | $226 |
| Total cost of absenteeism - non-smoking employees only:  (total absent days n-s ees X daily wage rate) | $1,084,800 |
| Total cost of absenteeism – smoking employees only:  (total absent days s-ees x daily wage rate) | $587,600 |
| Total cost of absenteeism per year:  (total absent days x daily wage rate) | $1,672,400 |

**Step 2: Setting the new standard:**

**Based on your analysis of the data (above) respond to the following:**

|  |  |
| --- | --- |
| What new attendance standard (new norm) do you recommend as part of a wellness initiative: | |
| NEW Total number of absent days for all employees: | NEW total: 5,000 days |
| NEW Number of absent days for non-smoking employees (per employee and total : | Per NS Employee: 4 days per year  NEW (NS) total: 4 days \* 800 employees = 3,200 days |
| NEW Number of absent days for employees who continue to smoke (per employee and total): | Per S Employee: 9 days per year  NEW (S) total: 9 days \* 200 employees = 1,800 days |
| What are the savings based on these new standards (how much money will be saved? Show your calculation) | New total number of absent days for all employees: 3,200 (NS) + 1,800 (S) = 5,000 days  New total cost of absenteeism:  Smoking employees: 1,800 days \* $226 = $406,800  Non-smoking employees: 3,200 days \* $226 = $723,200  Total new cost of absenteeism per year: $406,800 + $723,200 = $1,130,000  Total cost savings: $1,672,400 (original) - $1,130,000 (new) = $542,400 |
| What specific programs would you recommend for this wellness initiative (identify 3 possible HR/wellness programs).   1. Smoking Cessation Program: Provide resources and support to help employees quit smoking. 2. Mental Health Support: Offer access to counseling services, mental health resources, and workshops on maintaining mental well-being. 3. Nutritional Counseling and Healthy Eating Programs: Provide access to nutritionists and dietitians and offer healthy eating workshops and incentives for healthy cafeteria options. | |
| How will these programs be funded?  The programs can be funded by reallocating the $542,400 saved from the reduction in absenteeism rates. This substantial cost saving provides a solid financial foundation to support the implementation of wellness initiatives. | |
| One year from now, what are the measures or metrics that you would use to evaluate the success of these initiatives?   1. Reduction in Absenteeism Rates: Compare the absenteeism rates before and after the implementation of the wellness programs. 2. Employee Participation and Engagement: Track the participation rates in the wellness programs and employee feedback. 3. Improvement in Employee Health Metrics: Monitor improvements in employee health indicators, such as reduced smoking rates and lower stress levels | |

**Step 3: Submit your completed worksheet via the Turnitin link in Module 3 Monday, May 27, 2024 @ midnight.**