LP4: Employee well-being program

Time of Effectiveness	Mid-Term Long term
Repeatability	80% (16 reports out of 20)
Level of Confidence	**8.27/10**
Category	Labor Practices
Outcomes	• Enhanced employee engagement and satisfaction • Increased attractiveness of the company on the job market • Enhanced employee productivity • Reduced or constant number of illness and injuries
Metrics	• Employee satisfaction (survey) • Employee engagement (survey) • Time to perform a task (sec, min, hours, days, etc.) • Number of accident, illness, injuries
Problematic	• UN SDG 3: Good Health • UN SDG 8: Good Work and Economic Growth
Additional Components	• **Health and Safety Management (100%)**[1] • Compensations program **(75%)**

Description

Productivity is one of the key aspects in any business. Indeed, a decrease of the productivity induces less revenue for a company. To get a productive workforce and to reduce illness time, injuries or even accidents, 80% of the companies implemented a well-being program for their employees. They all implemented a Health and Safety Management System that were most of the time certified with ISO 9001. This was, three quarter of the time, combined with a compensations program which allows employee to get different type of advantage like health insurance, flexible working hours to adjust family time or retirement planification. The objective of this strategy is to first, create a blooming workplace where employees can give and will to do their best. Then to create also an attractive workplace for talented people in the job market.

Example: HP (p.100-102,112-113)

At Hewlett-Packard, they focus their employee well-being strategy around four aspects: physical health, emotional resilience, financial wellness and stress management. Regarding physical health, they organized sports challenge among 60 000 employees, provided cancer prevention to 140 000 employees and offer every year a biometric scan. For stress management they implemented a self-assessing stress platform and train managers to face extreme situations. They also provide financial counseling to their employees. Finally, they provide safety sensitization to all their employees which has led to a constant lost work-day since 2012.

HP claims that these different policies helped them to strengthen their employee engagement and satisfaction

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[1] This additional component had a high level of confidence (8.27) compare to others in every category