

The State of Employee Health and Well-being

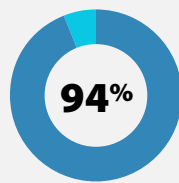
Boost employee well-being in an age of uncertainty



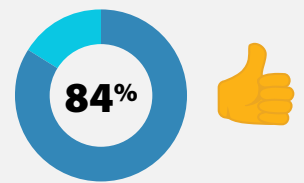
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What kind of impact did Covid-19 have on the workforce?



of all responding HR professionals agree or strongly agree that Covid-19 significantly reduced the overall well-being of their workforce



agree or strongly agree that their organization has done a good job at safeguarding their well-being since Covid-19 began

Are employee well-being initiatives common?



94%

of HR professionals say their organization provides at least one type of initiative intended to enhance some aspect of employee well-being.

The five types of employee well-being we asked about are:



75%
Physical



74%
Mental/
Emotional



73%
Workplace
environment



66%
Financial



66%
Social

Are current well-being efforts effective?



46%

of HR professionals say those initiatives are either

HIGHLY

31%
EFFECTIVE

OR

VERY HIGHLY

15%
EFFECTIVE



Well-being initiatives have a positive effect

52%

say they have improved employee experiences

49%

say they have improved employee retention

48%

say there is greater employee engagement



Among respondents from large organizations, 52% indicate their well-being programs are highly effective versus just 20% from smaller organizations

What mental health issues are organizations facing?

HR professionals say their employees were most likely to have dealt with the following mental-health related issues in the last 12 months



Stress



Anxiety



Uncertainty



Depression

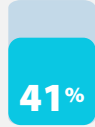
The most common employee stressors are:



Difficulty balancing work and personal life



Workload is overwhelming



Lack of Communication



Anxiety about workplace safety



Lack of career growth opportunities

What initiatives can be used to help improve employee well-being?

The most common initiatives to secure employee well-being during Covid-19 are:



allowing more employees to work remotely



instituting a mask policy



increasing social distancing in shared workspaces



ensuring employees have the resources needed to do their jobs

63%

Employee Assistance Program (EAP) services



51%

Information about managing mental health issues

54%

Flexible work arrangements



47%

Mental health benefits

What are organizations with effective well-being programs more likely to do?



Well-being leaders* are more likely to:

- Offer a wider range of well-being initiatives
- Respond more effectively to the pandemic
- Have fewer employee stressors in the workplace
- Place a higher priority on mental health and associated resources and support
- Report better outcomes in the areas of employee experience, retention, engagement, and performance
- Say they plan even more well-being initiatives within the next two years



What does the future hold?



HR professionals think their organizations will adopt these well-being related initiatives over the next two years:

- allow employees to work remotely
- offer flexible work schedules
- support telemedicine/virtual care arrangements
- provide health-related information resources
- monitor connection between workplace wellness and employee satisfaction



Consider These Strategies

- Consider taking an expansive view of employee well-being
- Review employee well-being offerings
- Provide a range of well-being initiatives to help employees during the pandemic
- Train managers to better support employees
- Consider providing virtual care arrangements
- Take a deeper look at mental health well-being issues
- Consider and perhaps track the outcomes of well-being programs

About the Survey



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The "State of Employee Health and Well-being 2021" survey ran in December 2020 and January 2021. We gathered 421 usable complete and partial responses, primarily from HR professionals in virtually every industry vertical. Respondents are from all over the world, with the majority from the North America, especially the United States.

* Well-being leaders: These represent respondents who indicate that their organizations have highly or very highly effective programs that promote employee well-being.

