The Society of Human Resource Management (SHRM) conducted this survey in collaboration with and commissioned by Alliance for a Healthier Minnesota; Public Opinion Strategies was instrumental in the design of the survey questionnaire and analysis of the data. SHRM is the world’s largest association devoted to human resource management, representing more than 250,000 members.

This is a national survey: 406 HR professional respondents from a randomly selected sample of SHRM’s membership participated in this survey.

Survey fielded: June 14 – July 13, 2012
Margin of error +/- 5%
Response rate = 14%

For more survey/poll findings, visit www.shrm.org/surveys
Most organizations give themselves a “B” rating, the larger the organization, the lower the rating.

“What grade would you give your organization’s employees in terms of being healthy?”
Health insurance costs top the list of issues impacted by employee health and behavior.

“Below are some issues that may be impacted by employee health behaviors and conditions. Please rate the importance of these issues in terms of overall organization priorities. (1 = Not Important At All To Your Organization; 10 = Extremely Important To Your Organization)”

- Health Insurance Costs: 49% (84% rated 10, 51% rated 8-10)
- Decreased Productivity: 35% (73% rated 10, 27% rated 8-10)
- Absenteeism: 30% (69% rated 10, 31% rated 8-10)
- Workers Compensation or Disability Claims: 27% (58% rated 10, 42% rated 8-10)
Obesity, stress and a lack of exercise are seen as the top health conditions facing employees.

“Which from the list do you consider to be the top three health conditions or areas that you feel are the greatest concern to your employees?”

- Obesity/Overweight: 52%
- Stress & Other Mental Health Issues: 51%
- Lack of Exercise/Fitness: 51%
- High Blood Pressure: 34%
- Chronic Diseases: 33%
- Tobacco Use: 18%
- Poor Nutrition: 17%
- Workplace Injuries: 14%
- High Cholesterol: 13%
- Cold & Flu Vaccinations: 10%
- Alcohol & Substance Abuse: 7%
Over half the organizations interviewed say they have a worksite wellness initiative in place.

“Does your organization have a worksite wellness initiative? By a worksite wellness initiative, we mean a coordinated set of strategies that includes environmental supports, health benefits, and workplace policies that are designed to meet the health and safety needs of all employees.”
Eight out of ten organizations spend 5% or less of their budget on these initiatives.

“Approximately what percentage of your organization’s operating budget would you say is spent on worksite wellness initiatives that are separate from health insurance coverage?”

“How many years ago was your organization’s worksite wellness initiative first created?”
Organizations place high value on whether or not initiatives have any return on investment.

“Does your organization track the return on investment (ROI) of its worksite wellness initiatives?”

“How important is it to your organization to have a measureable ROI (return on investment) one to three years from now in order to determine the value of worksite wellness initiatives?”

<table>
<thead>
<tr>
<th>Importance</th>
<th>% Important</th>
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<tbody>
<tr>
<td>Very</td>
<td>41%</td>
</tr>
<tr>
<td>Somewhat</td>
<td>43%</td>
</tr>
<tr>
<td>Not Very</td>
<td>14%</td>
</tr>
<tr>
<td>Not At All</td>
<td>1%</td>
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</table>
Nearly nine out of ten organizations see the benefit of having worksite wellness initiatives in place. 

“In general, how beneficial would you say worksite wellness initiatives are to organizations like yours?”

<table>
<thead>
<tr>
<th>% Beneficial</th>
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<tbody>
<tr>
<td>Very Beneficial</td>
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<tr>
<td>Somewhat Beneficial</td>
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<tr>
<td>Not Very Beneficial</td>
</tr>
<tr>
<td>Not Beneficial at All</td>
</tr>
</tbody>
</table>
There is widespread belief they help both the employees and the company’s waistline.

“Below are a series of different viewpoints on worksite wellness initiatives. For each one, please select if you AGREE or DISAGREE with a particular position.”
Some agree that wellness initiatives impact only a limited number and might impact privacy.

“Below are a series of different viewpoints on worksite wellness initiatives. For each one, please select if you AGREE or DISAGREE with a particular position.”
Employers’ primary objective is to keep employees healthy.

“To the best of your knowledge, what are your organization’s reasons for offering a worksite wellness initiative?”

- To improve the overall health of employees: 91%
- To reduce employee health care costs: 85%
- To improve employee productivity: 53%
- To improve employee morale: 52%
- To reduce employee absenteeism: 49%
- To reduce the costs associated with disability claims: 34%
- To attract and recruit employees: 26%
- Was requested by employees: 17%
- To reduce employee turnover rates: 16%
- Were part of the existing health plan: 16%
The cost of the initiatives is also a main concern.

“Regardless of whether you have a worksite wellness initiative at your organization or not, what are some of the reasons why organizations like yours often decide NOT to offer a worksite wellness initiative?”

- Cost of the initiative: 65%
- Lack of employee interest/expected low levels of participation: 59%
- Lack of time: 54%
- Management does not see the value of it: 45%
- Employees do not see the value of it: 42%
- Lacking expertise/staff: 39%
- Lack of information/resources about how to develop and maintain an initiative: 36%
- Lack of facilities: 35%
- Unable to find someone who will champion the initiative: 34%
- Organization is too small: 28%
- Would not reduce health insurance costs: 26%
- High employee turnover: 11%
They are longitudinally capable of reducing health care costs.

“Based on your experience, over the last year do you think that worksite wellness initiatives were effective in reducing your organization’s health care costs?”
Almost seven out of ten organizations believe that their larger investments in wellness initiatives help keep health care costs low.

Effectiveness in Reducing Health Care Costs by % Operating Budget

- Worksite Wellness Initiative 0-1% of Operating Budget: 42% Yes, 58% No
- Worksite Wellness Initiative 2-5% of Operating Budget: 54% Yes, 46% No
- Worksite Wellness Initiative 6%+ of Operating Budget: 65% Yes, 35% No
Those that offer financial incentives have higher return on investment.

Effectiveness in Reducing Health Care Costs by Financial Incentive & Return On Investment

<table>
<thead>
<tr>
<th>Worksite Wellness Initiative Provides Financial Incentive</th>
<th>Worksite Wellness Initiative Does Not Provide Financial Incentive</th>
<th>Worksite Wellness Initiative Has Return on Investment</th>
<th>Worksite Wellness Initiative Has No Return on Investment</th>
</tr>
</thead>
<tbody>
<tr>
<td>63%</td>
<td>37%</td>
<td>66%</td>
<td>59%</td>
</tr>
<tr>
<td>60%</td>
<td>40%</td>
<td>34%</td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
</tr>
</tbody>
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SLIDE 16
But they don’t seem to reduce overall worker absenteeism.

“Based on your experience, do you think that worksite wellness initiatives are effective in reducing worker absenteeism at your organization?”
Organizations that have recently added wellness initiatives to their worksites don’t see the employee absenteeism rates falling.

Effectiveness in Reducing Worker Absenteeism by % Operating Budget
But they do see positive changes in productivity in the workplace.

“Based on your experience, do you think that worksite wellness initiatives are effective in improving worker productivity at your organization?”

![Bar chart showing percentages of positive productivity changes by budget allocation: Overall 53% Yes, 47% No; Worksite Wellness Initiative 0-1% of Operating Budget: 39% Yes, 61% No; Worksite Wellness Initiative 2-5% of Operating Budget: 56% Yes, 44% No; Worksite Wellness Initiative 6%+ of Operating Budget: 76% Yes, 24% No.]
There is high interest in launching initiatives at new organizations and improving existing ones.

“How interested is your organization in expanding or improving your current worksite wellness initiative in the next one to three years?”

“Very Interested”

- 39%
- 27%

“Very Interested”

- 69%
- 31%
Employees see them as beneficial to their health.

“How beneficial do you think employees find your organization’s worksite wellness initiative to be?”

“Very Beneficial:

Organizations with Wellness Initiatives
- Total Beneficial: 90%
- Very Beneficial: 15%

Organizations without Wellness Initiatives
- Total Beneficial: 83%
- Very Beneficial: 18%

“How beneficial would your employees find a worksite wellness initiative if your organization created one?”

Organizations with Wellness Initiatives
- Total Beneficial: 10%
- Very Beneficial: 15%

Organizations without Wellness Initiatives
- Total Beneficial: 17%
- Very Beneficial: 18%
If subsidies or financial incentives existed, organizations would be more willing to establish wellness programs.

“Please select if you AGREE or DISAGREE with the following statements. My organization would be interested in creating or expanding a worksite wellness initiative if…”
But they also would invest in initiatives to fulfill their employees’ needs.

“Please select if you AGREE or DISAGREE with the following statements. My organization would be interested in creating or expanding a worksite wellness initiative if…”
Human resource professionals look at other businesses’ experience with initiatives.

“Which of the following would you consider to be TRUSTED and VALUED sources of information about creating or expanding a worksite wellness initiative for your organization?”

- Business peers or fellow human resource managers: 58%
- Health care service providers: 55%
- Worksite wellness vendors and consultants: 54%
- Health care insurers: 48%
- State and local health departments: 39%
- Non-profit health organizations: 37%
- Online resources: 34%
- Business organizations and trade associations: 26%
They are willing to learn more through community networking.

“If there was a network in your community for business leaders to learn about issues related to worksite wellness initiatives and to share information, how likely is it that someone from your organization would join this network?”

- Overall: 74% Very Likely, 26% Likely
- Organization With Worksite Wellness Initiative: 81% Very Likely, 19% Likely
- Organization Without Worksite Wellness Initiative: 65% Very Likely, 35% Likely
Organizations, overall, think there should be more government involvement in wellness initiatives.

“In your professional opinion, which one of the following best describes how your organization views the state and local government's involvement in worksite wellness initiatives for companies like yours?”

“In your professional opinion, which one of the following best describes how your organization views the federal government's involvement in worksite wellness initiatives for companies like yours?”

- State & Local Government Involvement:
  - Should Be More Active: 47%
  - Should Be Less Active: 15%
  - Should Not Really Change: 38%

- Federal Government Involvement:
  - Should Be More Active: 39%
  - Should Be Less Active: 20%
  - Should Not Really Change: 40%
...even more so among those organizations that already have worksite wellness initiatives in place.

Government Involvement Among Organizations With Worksite Wellness Initiatives

- State & Local Government Involvement:
  - Should Be More Active: 51%
  - Should Be Less Active: 13%
  - Should Not Really Change: 36%

- Federal Government Involvement:
  - Should Be More Active: 43%
  - Should Be Less Active: 18%
  - Should Not Really Change: 39%
State of Workplace Wellness in America
2012 National Survey

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www.healthiermn.com