

SHRM Research Spotlight: Wellness in the Workplace

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Wellness Programs Have Experienced Minimal Gains Over Time



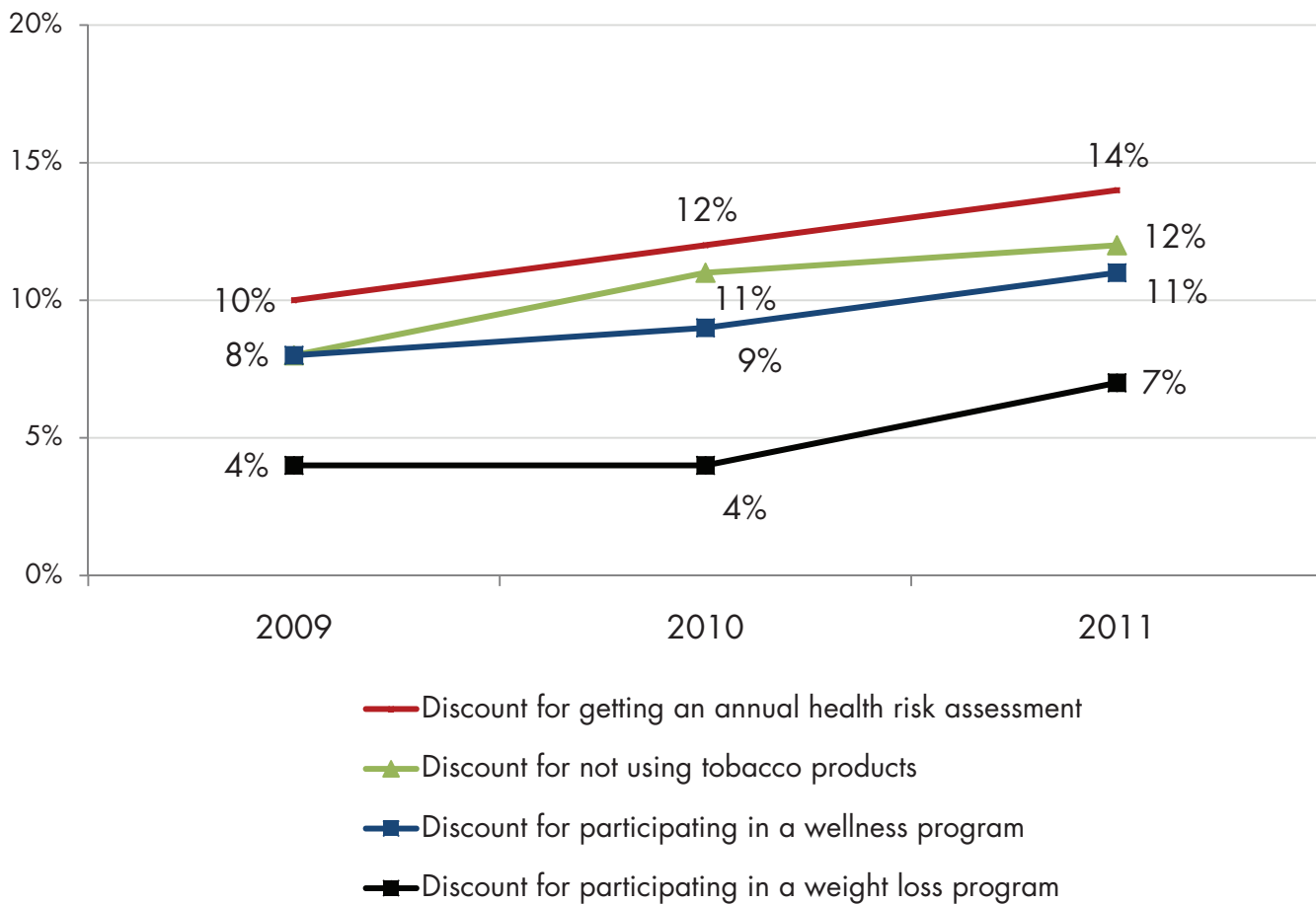
How Are Organizations Helping Employees Deal With Preventable and Chronic Conditions?

Programs and Initiatives	Percentage
On-site seasonal flu vaccinations	64%
Health screening programs	42%
Health and lifestyle coaching	37%
Smoking cessation program	36%
Preventive programs specifically targeting employees with chronic health conditions	33%
Weight loss program	30%
Fitness center membership subsidy/reimbursement	30%
On-site fitness center	24%
Nutritional counseling	17%
On-site fitness classes	16%
Stress reduction program	12%
Fitness equipment subsidy/reimbursement	4%

Key Findings

- **Most organizations provide wellness programs.** In 2011, 60% of organizations reported having a wellness program. Even though wellness programs help control the spiraling costs of health care, the percentage of companies offering these programs has remained stagnant since 2008.
- **Organizations are attempting to combat preventable and chronic conditions with a wide variety of programs and initiatives.** Many health problems are associated with obesity and other types of preventable and chronic conditions. These conditions affect the health and well-being of employees and can have a significant economic impact on businesses.
- **Health care premium discounts are becoming more popular.** Over the last three years, there has been a slight increase in the percentage of companies that offered discounts for getting an annual health risk assessment, not using tobacco products, and participating in wellness and weight loss programs.
- **Health and wellness resources are low-cost offerings that can help employees live a healthier lifestyle.** In 2011, 75% of companies offered wellness resources and information, 56% produced a wellness publication and 39% offered health fairs.

The Percentage of Companies Offering Health Care Premium Discounts to Employees Has Increased Over Time



What Resources Do Organizations Provide to Employees to Help Them Live a Healthier Lifestyle?

Resources	Percentage
Wellness resources and information	75%
Wellness publications	56%
Health fairs	39%

Methodology | A sample of HR professionals was randomly selected from SHRM's membership database, which included approximately 250,000 individual members at the time the survey was conducted. Overall, 600 responses were received, yielding a response rate of 18%. The margin of error is +/- 4%. Data were collected in February 2011.