



Survey of Employer Worksite Wellness Activities and Health Promotion Programming

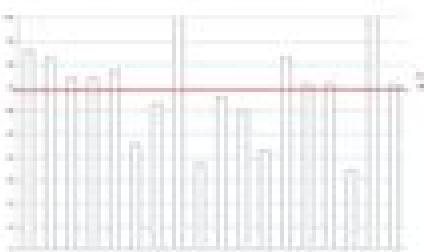
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Geographical Area	Product Type	Market Share (%)	Profit Margin (%)
North America	Electronics	35.2	20.5
Europe	Automotive	28.7	18.3
Asia-Pacific	Chemicals	22.1	19.8
Latin America	Machinery	15.9	17.6
Middle East & Africa	Plastics	10.3	16.2
Australia & Oceania	Textiles	8.7	14.9
Central America	Food Processing	7.5	15.1
South America	Metals & Minerals	6.2	16.8
Other Regions	Leather Goods	4.8	13.9
Global Total	All Products	100.0	18.7

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— 1 —



With the exception of the first two, all other data were collected from the same source.

After the first year of the study, the mean age of the children was 10.2 years (SD = 1.0). The mean age of the mothers was 34.2 years (SD = 4.1). The mean age of the fathers was 37.2 years (SD = 4.1). The mean age of the husbands was 37.2 years (SD = 4.1). The mean age of the wives was 34.2 years (SD = 4.1).

Introduction: The National Business Group on Health (NBGH) is a non-profit, Chicago-based NBGH business coalition. As members represent over 1,100 large public and private employer organizations and health care stakeholders, NBGH serves as one of the nation's leading employer-focused coalitions and is a recognized leader in offering education, research and community-based activities that promote the value of health benefits and health improvements.

Company Wellness Assessment In 2001 as part of its ongoing effort to recognize employer-led practices in health improvement, AIA developed the *Assessing Company Wellness* tool. This assessment survey identifies activities and policies that support health promotion programming, and it gauge their company's preparedness to respond to questions involving leadership support, outcome indicators, engagement metrics, measures of programmatic participation, resource utilization, and outcomes measurement.

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Member Descriptions: Members are ranged from 0.000-10.000. 1 indicates health care manufacturing, finance and insurance, information and communication, construction, mining, quarrying, electricity, gas and water supply, food, beverage and tobacco, retail trade, restaurants and hotel, and other service.

Progression: The final assessment results showed that the duration of programming ranged from 1-10 years old was preceded by members, health plans and institutions (programs used additional support for health program initiatives) (see Table 12). A significant significant role of members' engagement and participation was reported (see Figure 14). Participants participating in health programming ranged from 1-24 months period (including health care providers/other organizations) (see Table 13). Involvement, monitoring and feedback were the features of most health programs (see Table 14); reducing weight and lowering the effects of negative conditions were important fuel associated with stress management programs.

Barriers to Employee Engagement: Two major barriers prevent managers from improving employee engagement: lack of time and lack of knowledge about best practices.

Conclusion: In this paper we have shown support to previous work in suggesting that measures of engagement are much more valuable than measures of commitment. The present results also indicate that employees' perceptions of leadership are consistent with the KOF Index measures of informed involvement, commitment, engagement and health outcomes (Bren et al., 2005). Continuous measuring and providing feedback to employees is vital to the "three-year outcome" concept (Layton et al., 2010). Future studies need to further examine how leaders can facilitate employee participation and suggest actions consequences could make to increase employee participation and engagement. A study conducted by the basis of continuous evaluation, participation in an employee wellness program (Kivimaki et al., 2009) argues performance and three month follow-up participation in health program among and supported the solutions suggested. Companies have power for grassroots health policies development, continuous engagement and program integration. Figure 2 shows the consistency of stakeholders' responses regarding their engagement, program impact and evaluation. However, complexity of business, voluntary and evaluation model (as conceptualized via Figure 2) must be taken into account given the nature of the health and business outcomes targeted for improvement (Rousseau et al., 2010). This complex of components are being used practice publicly by Dierckx and Vansteenkiste (2010), these models for are not limited to leadership and management commitment, disease prevention, mental health promotion and health care services.

Future Directions: The research is now moving to examine how business self-assessment and benchmarking tools can support the National Health Sector Transformation Survey (Jain et al., 2008) and other members of the forum to identify and engage business enterprises with healthcare health needs and to demonstrate their efforts at increasing healthcare participation and engagement.

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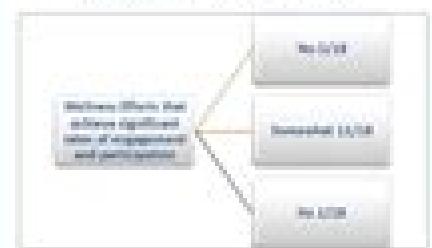


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National Survey of Worksite Health Promotion Activities ,1987 **National Survey of Worksite Health Promotion Activities United States. Public Health Service,1987** **National Survey of Worksite Health Promotion Activities, 1992** Lisa Kanner,1995-02 Examines worksite health promotion and disease prevention activities in 1 507 private worksites in the U S Assesses the policies practices services and facilities information and activities sponsored by employers to improve the health of their employees dependents and retirees Covers high blood pressure cholesterol cancer HIV infection smoking control physical activity nutrition education weight control prenatal educ medical self care mental health and stress mgmt alcohol and other drugs workplace safety and health back care and more **1992 National Survey of Worksite Health Promotion Activities ,1993** This survey was conducted to measure the growth of worksite health promotion activities since the first national survey in 1985 A major focus of the survey was to assess progress toward achievement of the worksite objectives in Healthy people 2000 national health promotion and disease prevention objectives The survey results demonstrate an increase in worksite health promotion activities since 1985 as well as substantial progress toward achievement of many worksite related health objectives but also indicate that there is still a great deal of work to be done **National Survey of Worksite Health Promotion Activities ,1993** **1992 National Survey of Worksite Health Promotion Activities ,1992** **Survey of Employee Health Promotion Programs in Public Research and Doctorate-granting Institutions in the United States with Comparisons to the National Survey of Worksite Health Promotion Activities** Otha A. Belcher,1990 **1992 National Survey of Worksite Health Promotion Activities ,1992**

ACSM's Worksite Health Handbook American College of Sports Medicine,2009-02-27 Encouraging and maintaining a healthy workforce have become key components in the challenge to reduce health care expenditures and health related productivity losses As companies more fully realize the impact of healthy workers on the financial health of their organization health promotion professionals seek support to design and implement interventions that generate improvements in workers health and business performance The second edition of ACSM s Worksite Health Handbook A Guide to Building Healthy and Productive Companies connects worksite health research and practice to offer health promotion professionals the information ideas and approaches to provide affordable scalable and sustainable solutions for the organizations they serve Thoroughly updated with the latest research and expanded to better support the business case for worksite programs the second edition of ACSM s Worksite Health Handbook includes the contributions of nearly 100 of the top researchers and practitioners in the field from Canada Europe and the United States The book s mix of research evidence and practice makes it a definitive and comprehensive resource on worksite health promotion productivity management disease prevention and chronic disease management ACSM s Worksite Health Handbook Second Edition has the following features An overview of contextual issues including a history of the field the current state of the field legal perspectives and the role of health policy

in worksite programs A review of the effectiveness of strategies in worksite settings including economic impact best practices and the health productivity relationship Information on assessment measurement and evaluation including health and productivity assessment tools the economic returns of health improvement programs and appropriate use of claims based analysis and planning A thorough discussion of program design and implementation including the application of behavior change theory new ways of using data to engage participants use of technology and social networks to improve effectiveness and key features of best practice programs An examination of various strategies for encouraging employee involvement such as incorporating online communities and e health providing incentives using medical self care programs making changes to the built environment and tying in wellness with health and safety The book includes a chapter that covers the implementation process step by step so that you can see how all of the components fit together in the creation of a complete program You ll also find four in depth case studies that offer innovative perspectives on implementing programs in a variety of work settings Each case study includes a profile of the company a description of the program and the program goals information on the population being served the results of the program and a summary or discussion of the program Throughout the book you ll find practical ideas approaches and solutions for implementation as well as examples of best practices and successful programs that will support your efforts in creating interventions that improve both workers health and business performance The book is endorsed by the International Association for Worksite Health Promotion a new ACSM affiliate society Deepen your understanding of the key issues and challenges within worksite health promotion and find the most current research and practice based information and approaches inside ACSM s Worksite Health Handbook A Guide to Building Healthy and Productive Companies Second Edition The e book for ACSM s Worksite Health Handbook Second Edition is available at a reduced price It allows you to highlight take notes and easily use all the material in the book in seconds The e book is delivered through Adobe Digital Editions and when purchased through the Human Kinetics site access to the content is immediately granted when your order is received Adobe Digital Editions System Requirements Windows Microsoft Windows 2000 with Service Pack 4 Windows XP with Service Pack 2 or Windows Vista Home Basic 32 bit and Business 64 bit editions supported Intel Pentium 500MHz processor 128MB of RAM 800x600 monitor resolution Mac PowerPC Mac OS X v10 4 10 or v10 5 PowerPC G4 or G5 500MHz processor 128MB of RAM Intel Mac OS X v10 4 10 or v10 5 500MHz processor 128MB of RAM Supported browsers and Adobe Flash versions Windows Microsoft Internet Explorer 6 or 7 Mozilla Firefox 2 Adobe Flash Player 7 8 or 9 Windows Vista requires Flash 9 0 28 to address a known bug Mac Apple Safari 2 0 4 Mozilla Firefox 2 Adobe Flash Player 8 or 9 Supported devices Sony Reader PRS 505 Language versions English French German *Report to Congress* United States. Public Health Service,1984 Health Care Reform United States. Congress. House. Committee on Ways and Means. Subcommittee on Health,1994 **Prevention Report ,1994** **Focus on Federal Employee Health and Assistance Programs ,1990** **Prevention ,** **Healthy People 2000 Review ,1994**

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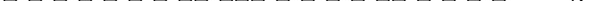
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