

Emotional Wellness Studies and Findings

These studies highlight the ROI of wellness programs in increasing productivity, reducing absenteeism, and enhancing overall employee engagement.

1. "Corporate Wellness Programs Boost Productivity" - World Economic Forum

Company/Study: Report by the World Economic Forum on global corporate wellness initiatives.

Findings: For every \$1 invested in wellness programs, businesses saw a \$4.30 increase in productivity.

2. "Return on Investment for Employee Health Programs" - American Journal of Health Promotion

Company/Study: This study focused on wellness initiatives across multiple industries.

Findings: For every \$1.50 invested in wellness programs, businesses saw a 3x ROI through reduced absenteeism and healthcare costs.

3. "Clinical and Financial Outcomes Associated With a Workplace Mental Health Program Before and During the COVID-19 Pandemic" - Yale Institutional Review Board

Company/Study: A cohort study of 1,132 employees from 66 U.S. employers.

Findings: Mental health programs led to significant clinical improvements, fewer missed days, higher employee retention, and a positive financial ROI across all salary levels.

4. "Wellness Programs and Employee Health" - Journal of Health Promotion

Company/Study: A study by the Health Enhancement Research Organization (HERO).

Findings: Wellness programs reduced healthcare costs by 25% and absenteeism by 1.8 days annually.

5. "The Financial Return of Wellness Programs" - Society for Human Resource Management (SHRM)

Company/Study: Research on the economic impact of wellness programs.

Findings: 92% of employees in wellness programs reported higher productivity and lower absenteeism.

6. "Wellness Programs Improve Productivity" - Journal of Occupational and Environmental Medicine

Company/Study: This study analyzed wellness programs across 66 U.S. workplaces.

Findings: Employees who participated in mental health programs showed a 25% reduction in absenteeism and higher engagement.

7. "The Impact of Stress on Workplace Productivity" - American Psychological Association (APA)

Company/Study: APA research on workplace stress and emotional wellness.

Findings: Stress-related absenteeism costs U.S. companies \$300 billion annually. Wellness programs significantly reduce stress levels.

8. "Chronic Disease Prevention and Wellness Programs" - World Health Organization (WHO)

Company/Study: WHO report on wellness programs reducing chronic illness in employees.

Findings: Presenteeism costs companies ten times more than absenteeism, but wellness programs help alleviate this issue.

9. "State of the Global Workplace Report" - Gallup

Company/Study: Gallup's report on global employee engagement.

Findings: Employees who are emotionally well and engaged are 17% more productive and 59% less likely to leave their jobs within the next year.

10. "Employee Engagement Through Wellness" - International Foundation of Employee Benefit Plans

Company/Study: Research into engagement levels among wellness program participants.

Findings: Companies offering wellness programs reported 40% higher employee participation and engagement, which correlated with improved productivity.
