

## Few Employers Address Workplace Stress



Few employers are taking steps to address workplace stress, even though they acknowledge that stress is affecting business performance, according to a survey by Watson Wyatt Worldwide, a consulting firm.

Nearly half of U.S. employers (48 percent) say stress caused by working long hours is affecting business performance. However, only 5 percent are addressing this concern, according to the survey.

Twenty-nine percent of employers said they believe stress caused by widespread use of technology such as cell phones and personal digital assistants is greatly affecting business performance, but only 6 percent said are taking action to confront the issue.

"Many companies don't appear to appreciate how stress is affecting their business," says Shelly Wolff, national practice director of health and productivity at Watson Wyatt. "Too much stress from heavy demands, poorly defined priorities and little on-the-job flexibility can add to health issues. By leaving stress unaddressed, employers invite an increase in unscheduled time off, absence rates and health care costs -- all of which hurt a company's bottom line."

The firm conducted another survey among employees and found that stress is the most frequently cited reason workers give for why they would leave a company. Forty percent of respondents say it is one of their top three reasons they would leave a job.

However, employers fail to list stress among the top five most cited reasons they think workers leave their jobs. Instead, they cite insufficient pay, lack of career development, and poor supervisor relationships.

"Pay alone is not enough to retain and engage today's workers," said Laura Sejen, global director of strategic rewards at Watson Wyatt. "To remain competitive, companies need to understand fully what causes employees to join or leave and what causes them to be productive if they stay. A total rewards approach that includes both monetary and nonmonetary rewards is more meaningful for employees and more effective for employers."

Proposal to organise the **WELLNESS** camp with the following professionals:

1. Physician
2. Dietician
3. Physiotherapist
4. Psychiatrist
5. Yoga Teacher
6. Facilitator for meditation

The experts would address the issues as follows:

### 1. *Know your body composition*

Weight, Body Fat%, visceral fat, BMI, BMR along with consultation for right exercise, meal plan and daily routine.....

**.....addressed by the Physician & Dietician**

# Talent Engagement WELLNESS program

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## 2. Corporate Yoga

For personal health challenges.....**addressed by Yoga Teacher & Facilitator for Meditation**

## 3. Mental stress and conflict management

Couple Therapy, Anger Management,  
And Parenting In Media Age.....**addressed by the Psychiatrist & Facilitator for Meditation**

## 4. Pains & Aches - Managed by physiotherapist

Neck, Back, Legs, shoulder, hands and fingers.....**addressed by Physiotherapist**

## 5. Know your BP and Random Blood Sugar

Managed by professionals.....**addressed by Physician**

## 6. Latest introduction to health & relaxing machine

For instant pains and ache relieving of back, eyes,  
shoulders etc. Managed by countries leading health  
equipment manufacturer..... **addressed by Physician and Physiotherapist**

Please ensure that a proper infrastructure is provided for the camp, such as rugs, stationery and space  
Our fees for conducting the above event, which shall be for half a day on the day assigned by you, shall be  
@Rs 15,000 (Rupees Fifteen Thousand only) per expert.

### 1. Know your body composition:

Weight, Body Fat%, visceral fat, BMI, BMR along with consultation for right exercise, meal plan and  
daily routine

### 2. Corporate Yoga:

For personal health challenges

### 3. Mental stress and conflict management:

Couple Therapy, Anger Management, And Parenting In Media Age

### 4. Pains & Aches - Managed by physiotherapist:

Neck, Back, Legs, shoulder, hands and fingers

### 5. Kerala Ayurveda Shala:

For instant stress relieving with massages and instrumental acupressure

### 6. Know your BP and Random Blood Sugar:

Managed by professionals

### 7. Latest introduction to health & relaxing machine

For instant pains and ache relieving of back, eyes, shoulders etc.  
Managed by countries leading health equipment manufacturer

# Talent Engagement WELLNESS program

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## **Objective:**

Employer mandated wellness initiatives are needed to respect workplace rights while controlling health care costs. This would only elicit further commitment and better productivity.

## **The steps:**

1. Have an audit conducted through experts and consultants to identify the actual wellness needs of your workforce.
2. Prepare to design & implement a mandatory wellness program which is productive and cost effective.
  - a. Create an awareness with the Line Managers and the HODS on the advantages of such an initiative
  - b. Involve them by inviting their suggestions in the implementation process
  - c. Create an apex body to monitor the implementation initiative
  - d. Codify the processes and create a manual for implementation
3. Implement the initiative through organisational commitment.
4. Conduct bi-annual and subsequently annual audits to watch out for conformance and improvisation

This is conformance with the Littler Report 2007-2008 on 'Wellness Initiatives' for the corporate.

## **Duration**

*1st Audit:* One month

*Preparation:* Six months (This is considering the size of the organisation)

*Implementation:* One month

*Post implementation audits:* 10-15days every time