



# Why Wellness Programs Won't Cure Low Employee Morale

There are no easy fixes for a work environment where employees aren't engaged and morale is low. Both personal well-being and company profits suffer. Here's how the scenario plays out in businesses today:



**70%** of U.S. employees

**84%** of Canadian employees

are not engaged or are actively disengaged



Disengaged workers have **37% higher absenteeism**, **49% more accidents**, and **60% more errors & defects**



**51%** of U.S. workers (60% of millennials) are considering new employment opportunities



The psychological and physical repercussions of burned out employees translate into **\$125 - \$190 billion** in healthcare spending

## But here are the benefits of addressing the issue:

Companies with a greater percentage of engaged versus actively disengaged employees turned in **147%** higher earnings per share over their competition.

Working groups in the top **25%** of employee engagement outperformed the bottom by **21%** in productivity and **22%** in profitability.



## Be aware of the common red flags that signal a weakness in your organization's foundation requiring you to address a dysfunctional culture and disengagement among your workers.

- Employee turnover is high
- You can't find good candidates
- Acquisitions/mergers/divestitures are affecting your employee makeup and cohesiveness
- Client satisfaction is low
- Business is down



## Start by fixing your foundation before you work your way up to a wellness program. Three starting points that an effective team of HR and senior management should consider:



Gather employee feedback about your culture and workers' level of engagement to gain insights into next steps.



Take inventory of the tangible *and* intangible benefits of your Total Rewards.



Consider developing a formal Employee Value Proposition that is fully embraced by senior executives, and includes an actionable plan for initiatives that support it.

**Contact a HUB advisor**

to learn how to improve your workplace culture and employee value proposition, and plan for your future wellness initiatives.

### SOURCES

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